

Appointment of Members to the Confronting Anti-Black Racism Advisory Committee

Date: October 8, 2025

To: Civic Appointments Committee

From: Executive Director, Social Development

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about identifiable individuals who are being considered for appointment to the Confronting Anti-Black Racism Advisory Committee.

SUMMARY

The report recommends the appointment of 3 new community members to the Confronting Anti-Black Racism Council Advisory Committee to provide a full complement of 14 Committee members, following 3 member resignations.

RECOMMENDATIONS

The Executive Director, Social Development recommends that:

1. City Council appoint the 3 new individuals listed in the Confidential Attachment 1 to the Confronting Anti-Black Racism Advisory Committee, at the pleasure of Council, for a term of office ending with the November 14, 2026, to coincide with the end of the 2022-2026 City Council Term, or until the completion of its mandate, whichever comes first.
2. City Council direct that the balance of Confidential Attachment 1, 2, 3 and 4 remain confidential as it relates to personal matters about identifiable individuals who are being considered for appointment to the Confronting Anti-Black Racism Advisory Committee.

FINANCIAL IMPACT

There are no financial implications arising from this report.

DECISION HISTORY

At its meeting held on October 1 and 2, 2020, City Council approved [EX 16.1 to establish the Confronting Anti-Black Racism Advisory Committee](#) as a new Council Advisory Body aimed at addressing emerging issues faced by Black Torontonians, in service of advancing justice, development and recognition for people of African descent in Toronto, in current and forthcoming City strategies, initiatives and plans, and in alignment with municipal commitments in the United Nations International Decade for People of African Descent.

At its meeting on February 7 and 9, 2023, City Council approved [EX2.1 to advance the re-establishment of several Council Advisory Bodies](#), including the Confronting Anti-Black Racism Advisory Committee, for the 2022 to 2026 Council term and adopted the continued use of their original Terms of Reference included in the report (January 17, 2023) from the City Manager.

COMMENTS

Taking Action to Improve Outcomes for Black Communities

Systemic anti-Black racism continues to profoundly shape the life chances and opportunities of Black Torontonians, creating entrenched disparities in health, social, economic and political outcomes. The ongoing affordability crisis has only deepened these inequities, with Black residents facing disproportionate hardships compared to other populations. Escalating affordability challenges, including increased housing costs, economic precarity, and reduced access to essential services amplify the systemic barriers already in place, making urgent action to address these compounded challenges even more critical.

For many decades, Black communities have raised their voices about a deep mistrust of public institutions. Repeated reports and reviews have highlighted the differential treatment, discrimination, and longstanding failures in policies and programs that have produced disproportionately negative outcomes for Black Torontonians. Genuine progress requires more than acknowledgment — it demands sustained, accountable action and opportunities for Black leadership and representation to inform decision-making. Black communities must be meaningfully engaged in shaping the strategic decisions and policy interventions that directly impact their lives. Greater community collaboration, stronger strategic advice, and innovative partnerships are essential to advancing meaningful change and improving outcomes for Black residents. This need

has been recognized in the Toronto Action Plan to Confront Anti-Black Racism, adopted by City Council in December 2017, and in the Council's direction to develop a Renewed 10-Year Action Plan to Confront Anti-Black, which will continue to embed Black communities to shape municipal planning and services.

Continued and accelerated change is necessary to restore community trust, ensure transparency and accountability in government, and dismantle systemic anti-Black racism across institutions. This includes an ongoing focus of the Committee to support reforms in policing and the justice system, education, child welfare, housing, and employment. Confronting these inequities is not only a matter of justice but a civic imperative, aligned with the City of Toronto's commitment to advancing the implementation of the United Nations' International Decade for People of African Descent.

Mandate of the Confronting Anti-Black Racism Council Advisory Body

The Confronting Anti-Black Racism Council Advisory Committee provides advice to City Council and serves as a convening table to advise on inter-governmental and institutional work on anti-Black racism in sectors such as education, child-welfare, policing and the justice system, housing, employment and entrepreneurship. In doing so, the Committee can further build on the objectives of the Toronto Action Plan to Confront Anti-Black Racism by supporting the implementation of the themes of the United Nations International Decade for People of African Descent, namely, "Recognition, Justice, and Development".

The mandate of the Confronting Anti-Black Racism Council Advisory Committee is to provide advice to City Council, on City initiatives outside the Toronto Action Plan to Confront Anti-Black Racism:

- To support the implementation of the principles of the International Decade for People of African Descent under the themes of Recognition, Development, and Justice.
- To eliminate barriers faced by Black communities and recommend City engagement to help improve access to provincial, federal, and community agency services and programs;
- To ensure the interests and needs of Black communities are reflected in City programs and service delivery;
- To identify and highlight emerging issues and trends of significance to Black communities as they relate to City services and programs;
- And to effectively work in collaboration, cooperation and cohesion with the Confronting Anti-Black Racism Unit's Partnership and Accountability Circle, which has a primary mandate to provide community guidance on the implementation of Toronto's Action Plan to Confront Anti-Black Racism.

Composition of the Confronting Anti-Black Racism Advisory Committee

The Advisory Committee has 14 members positions and one Member of City Council. The public members will include the following:

- 8 representatives of organizations working in such fields as (but not limited to) housing, healthcare, education, employment and entrepreneurship, child welfare, policing and the criminal justice system;
- 3 elder members, who self-identify and represent the wisdom of Black communities; and
- 3 youth members self-identifying as youth, between the ages of 18 and 30 years old.

The Committee is currently seeking to replace three members, including a youth member and two organizational representatives to ensure a diverse representation of member perspectives and expertise.

Eligibility

In addition to the general eligibility requirements set out in the Public Appointments Policy, the Committee recruitment process was seeking expertise in human rights and law, and experience working with policy tables and Council committees to advance community change. Successful candidates would also be required to have lived experience and/or expertise rooted in Black communities and should reflect diverse intersectional identities, and expertise in the Council's mandate areas, including:

- Housing, healthcare, education, employment and entrepreneurship, child-welfare, policing and the criminal justice system;
- The elimination of barriers faced by Black communities to help improve access to provincial, federal, and community agency services and programs;
- Efforts to recognize and celebrate the contributions of Black Torontonians as part of the City's contributions to mark the International Decade for People of African Descent;
- Emerging issues and trends of significance to Black communities as they relate to City services and programs;
- How to ensure the interests and needs of Black communities are reflected in City programs and service delivery.

Term of Office

Public members are appointed for a term coincident with the term of City Council. The Advisory Committee will meet until the completion of its mandate or the end of the current City Council term, ending on November 14, 2026, whichever comes first.

How Appointments to Advisory Bodies are Governed

The Confronting Anti-Black Racism Unit supported the Public Appointments recruitment and selection process. To ensure the rich diversity of the community leaders and elders were reflected in this Council Advisory Body, a thoughtful and intentional approach was taken to engage potential candidates. A public information meeting was held to provide information to interested candidates on the Advisory Body, the responsibilities of members and the overall application process. In addition, Confronting Anti-Black Racism Unit staff conducted electronic outreach to diverse organizations

working on issues from economic justice, disability justice, human rights, and housing to engage and encourage underrepresented populations and subject matter experts to apply. These efforts were reflected in the overwhelming response of diverse applicants and the high calibre of applications that were submitted, including a total of 61 applicants.

Among the 61 applicant submissions, 8 were interviewed. Of the candidates interviewed, 3 new members were identified for recommendation to join the Committee.

There are three distinct stages of the candidate selection process. First City Clerk's conducts an initial screen of qualified candidates to eliminate ineligible applicants. This is followed by a review by a Selection Panel, comprised of Confronting Anti-Black Racism Unit staff. The Panel reviews qualified applicants, based on the eligibility criteria outlined, with a priority to ensure a diversity of Black experiences and identities are represented among applicants selected for an interview. The selected applicants reflect a range of experience and skills, including work experience in employment and human rights law, working to advance improved outcomes for Black communities at provincial and federal levels and in global forums. Recommended appointees will also serve to diversify representation among the existing Committee composition, reflecting lived experiences that are currently not reflected in this cohort of members.

Public Release of Names of Recommended Candidates

The names and biographies of the recommended candidates will be publicly reported once the Civic Appointments Committee forwards its recommendations to City Council.

CONTACT

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SIGNATURE

Mohamed Shuriye
Executive Director, Social Development

ATTACHMENTS

Confidential Attachment 1 - Recommended Candidates, Biographies, Confidential Voluntary Diversity Information Summary and Applications for Appointment to the Confronting Anti-Black Racism Advisory Committee

Confidential Attachment 2 - Interviewed Candidates, Biographies, Confidential Voluntary Diversity Information Summary and Applications for the Confronting Anti-Black Racism Advisory Committee

Confidential Attachment 3 - Full List of Applicants, Biographies, Confidential Voluntary Diversity Information Summary and Applications for the Confronting Anti-Black Racism Advisory Committee

Confidential Attachment 4 - Diversity Information Summary for Current Public Members of the Confronting Anti-Black Racism Advisory Committee