

Toronto Action Plan to Confront Anti-Black Racism: Year Five Update

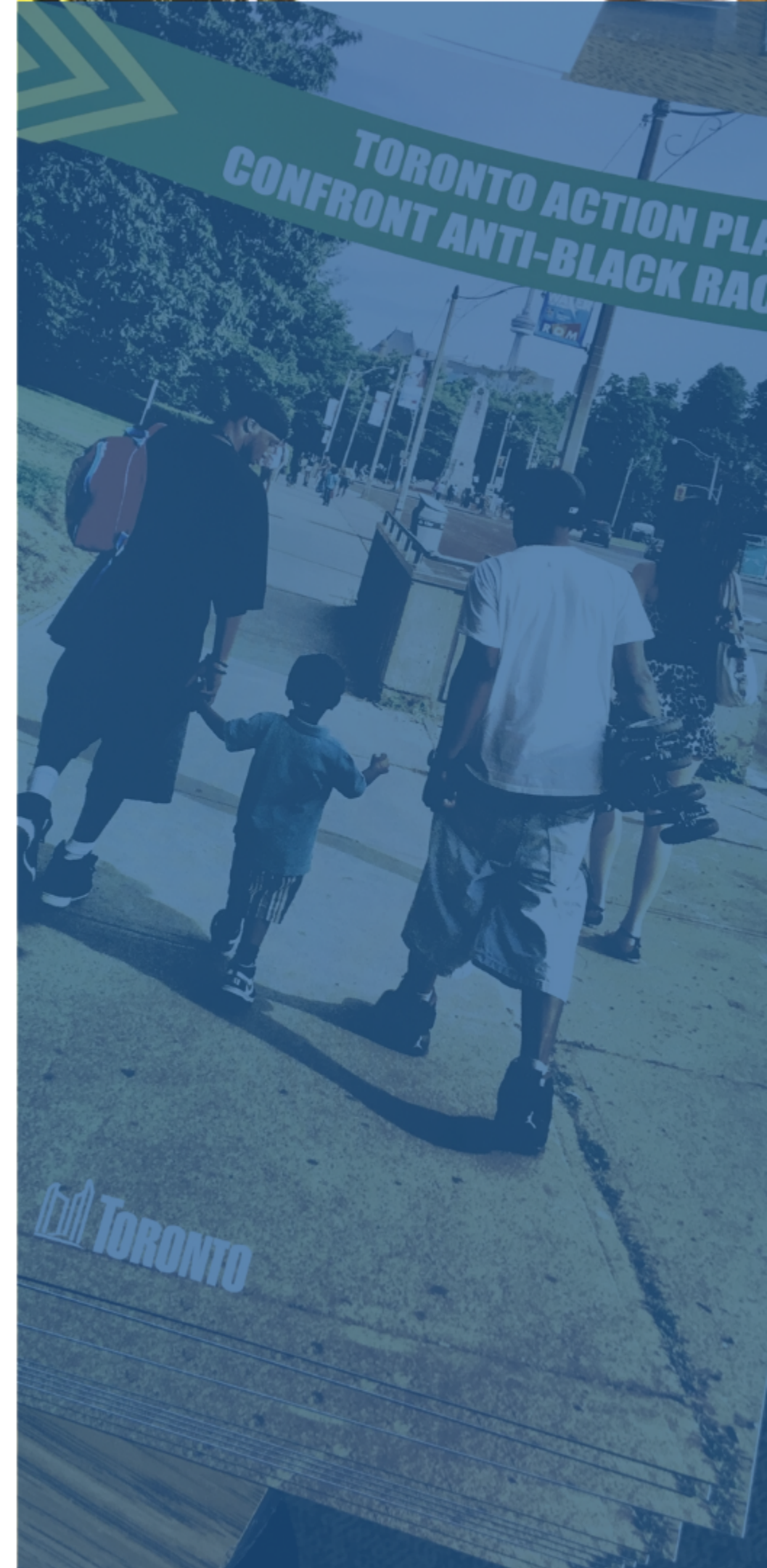
A Presentation to Confronting Anti-Black Racism
Advisory Committee
May 28, 2026



The Action Plan

On December 5, 2017, City Council unanimously adopted the Toronto Action Plan to Confront Anti-Black Racism. The Action Plan established 22 recommendations and 80 corresponding actions to guide implementation across City divisions, agencies, and community partnerships.

The Action Plan is Canada's first municipal strategy focused on addressing systemic anti-Black racism and increasing equitable access to opportunity for Black Torontonians with benefits reaching other municipalities and other marginalized communities.



Impact of the Action Plan to Date (2018–2024)



182+ partnerships with Black-led and Black-serving organizations
Expanded community-accountable collaboration and delivery.



47,500+ Black community members engaged
Expanded access to targeted programs, services, and opportunities.



58,600+ participants completed anti-Black racism learning
Strengthened institutional capacity across the corporation.



Confronting Anti-Black Racism Advisory Committee (CABRAC)
Toronto's first confronting anti-Black racism advisory body, advising Council on advancing equitable outcomes for Black communities across City priorities.



4 other municipalities sought training and consultation
Reinforced Toronto's leadership role in municipal anti-Black racism work.

Year Five Highlights (2023–2024)



206 youth hired into Parks and Recreation roles
Strengthened employment pathways for Black youth.



12 EarlyON agencies partnered with 4 Black-mandated organizations
Expanded culturally responsive supports for Black children and families.



Black Mental Health Supports Pathways
Invested \$200,000 to improve the mental health of Black clients and families through timely, culturally safe, trauma-informed supports grounded in the social determinants of health, delivered in partnership with a Black-led community provider.



Legacy Initiatives

Legacy initiatives are long-term, cross-cutting streams of work established through the Action Plan to address systemic barriers that require sustained investment, partnership, and implementation beyond the initial five-year period.



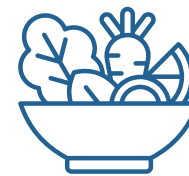
Black-Mandated Funding Framework (BMFF)

Strategic Outcome

More equitable and stable access to City funding for Black-led community infrastructure.

Highlight

- \$3.515M delivered to 100+ Black-mandated organizations in 2023 and 2024



Black Food Sovereignty (BFS) Plan

Strategic Outcome

Stronger Black food infrastructure, culturally relevant food access, and expanded economic opportunity across Black food systems.

Highlight

- The Black Experience Pavilion at the Restaurants Canada Trade Show has provided free access for 400+ Black attendees and showcased 50+ Black-owned businesses annually since 2023



Growing in Place Framework

Strategic Outcome

Greater stability for Black businesses, stronger place-based identity, and improved tools to prevent displacement in Black communities.

Highlight

- Partnership with the University of Toronto School of Cities is advancing a tool to map and track displacement risk across priority neighbourhoods

Why This Work Continues

While the Action Plan has strengthened resident-facing programs and services, Black communities in Toronto continue to experience disproportionate impacts across key determinants of wellbeing. Community continues to underscore the need for sustained action in the following areas:

- **Housing stability and affordability**, including reducing displacement and homelessness risk
- **Food insecurity and cost of living pressures**, including improving access to culturally relevant and dignified food systems
- **Employment precarity and barriers to opportunity**, particularly for Black youth, alongside stronger pathways to income security
- **Safety, crisis response, and wellbeing**, including culturally responsive health and mental health supports, prevention, and community-based responses

Targeted Universalism and Broader System Benefit

The Action Plan advances universal goals such as safety, stability, and opportunity through targeted strategies for residents experiencing the steepest barriers. This has strengthened service models that improve outcomes for Black communities while also benefiting all Torontonians, especially other equity-deserving residents.

Examples include:

- Vaccine equity infrastructure and community partnership models
- Non-police crisis response
- Identity-affirming youth spaces



Looking Ahead

Council has directed staff to develop the renewed 10-Year Toronto Action Plan to Confront Anti-Black Racism, to be brought forward in Q2 2027. In 2026, staff will refine actions with divisions and agencies, validate priorities with community stakeholders, and strengthen implementation pathways, accountability mechanisms, and measures of success.

While this work is underway, the CABR Unit will continue priority work, including:

- Incubating a Black-mandated, Black-led housing agency in partnership with Housing Secretariat, United Way Greater Toronto Area, and Monumental to support housing delivery and capacity-building across the Black housing sector.
- Continuing the BFS Plan, including supporting the development of a community-led commercial kitchen.
- Advancing Black data capacity-building with community partners.
- Continuing public education and community programming, including Black History Month, Black Mental Health Week and Emancipation Month.



Thank You!

Confronting Anti-Black Racism Unit
CABR@toronto.ca