

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

Date: March 25, 2026

To: Economic and Community Development Committee

From: Executive Director, Social Development

Wards: All

SUMMARY

Toronto's Action Plan to Confront Anti-Black Racism is Canada's first municipal strategy dedicated to addressing systemic anti-Black racism and improving access, outcomes, and life opportunities for Black Torontonians through City policy, programs, services, and community partnerships. Adopted by City Council in December 2017 and developed in partnership with Black communities, the Action Plan established 22 recommendations and 80 actions across five issue areas to address long-standing structural barriers and inequities experienced by Toronto's diverse Black communities.

This report provides City Council with an update on Year Five (2023–2024), the final implementation period of the current Action Plan, confirms progress achieved between 2018 and 2024, and outlines priority work to be advanced in 2026 and early 2027. Over its lifespan, the Action Plan delivered 96 per cent of identified actions, strengthened interdivisional coordination, expanded partnerships with Black-led and Black-serving organizations, and built durable institutional capacity to apply an anti-Black racism lens across City operations. These efforts resulted in tangible community-facing outcomes while embedding accountability mechanisms to support sustained systems change.

Despite this progress, Black Torontonians continue to experience disproportionate and persistent outcomes across key determinants of wellbeing, including housing stability, food security, employment, and crisis response. Black residents remain significantly overrepresented among people experiencing homelessness, experience higher rates of food insecurity, and face elevated unemployment—particularly among youth. These outcomes reflect structural and systemic conditions that cannot be addressed through time-limited initiatives or business as usual service delivery alone and underscore the continued need for coordinated, targeted, and sustained municipal action.

The report also provides an update on Action Plan Legacy Initiatives that address complex and intergenerational barriers, including the Black-Mandated Funding Framework, the Toronto Black Food Sovereignty Plan, and the Growing in Place Initiative. These multi-year, cross-cutting initiatives extend beyond the original Action

Plan timelines and demonstrate the scale, duration, and coordination required to achieve lasting systems change and improved outcomes for Black communities.

In response to City Council direction, staff are advancing work toward a renewed 10 Year Toronto Action Plan to Confront Anti-Black Racism, to be brought forward for Council consideration in Q2 2027. While this work is underway, the City will continue advancing priority actions to maintain momentum, build on prior investments, and strengthen accountability. The renewed Action Plan will build on lessons learned between 2018 and 2024, shift from foundational capacity building toward deeper, measurable systems change, and provide a clear framework to address persistent disparities experienced by Black Torontonians.

By strengthening systems and service pathways that better serve Black communities, these targeted approaches also improve effectiveness, equity, and value for money across City services, supporting broader Council priorities related to safety, access, and service quality for all Toronto residents.

RECOMMENDATIONS

The Executive Director, Social Development recommends that:

1. Economic and Community Development Committee receive this report for information.

FINANCIAL IMPACT

This report provides an update on the implementation of the Toronto Action Plan to Confront Anti-Black Racism (CABR) Year 5 (2023 and 2024). There are no immediate financial impacts arising from the recommendations contained within this report.

The Year Five recommendations were funded through the 2023 and 2024 budgets across multiple divisions and agencies, with actuals of around \$14.5 million per year over the two-year period. These investments support areas of responsive and culturally relevant childcare, youth support, employment initiatives, community economic development and cultural arts projects, community spaces, and social infrastructure that benefit all communities.

Funding for priority work in 2026 is included in the 2026 Operating Budget for various divisions and agencies. For 2027 and beyond, a staff report on a renewed 10-Year Toronto Action Plan to Confront Anti-Black Racism is expected to be submitted to Council in Q2 2027. Any financial impacts arising from the implementation of the recommendations will be submitted through future budget processes for various divisions and agencies, as required, for consideration along with other City priorities, subject to the City's financial and resource capacity.

The Chief Financial Officer and Treasurer have reviewed this report and agree with the financial information as presented in the Financial Impact section.

EQUITY IMPACT STATEMENT

Systemic discrimination negatively impacts how Black residents navigate and access programs, services, and opportunities. Intersecting identities, including Black women, youth, seniors, 2SLGBTQ+ communities, persons with disabilities, Francophone communities, Afro-Indigenous populations, people experiencing homelessness, newcomers, refugees, and residents living on low incomes, can compound structural barriers and increase vulnerability to poor outcomes.

The Toronto Action Plan to Confront Anti-Black Racism has demonstrated positive equity impacts through targeted interventions and institutional changes that embed anti-Black racism analysis into city policies, programs, and services. The Year Five update and Action Plan summary demonstrate progress toward addressing systemic anti-Black racism through targeted interventions, strengthened community leadership and accountability, and sustained institutional capacity building. The City's approach aligns with targeted universalism by advancing universal goals (such as safety, stability, and access to opportunity) while investing in targeted strategies for residents experiencing the steepest barriers.

DECISION HISTORY

On December 13, 14, and 15, 2023, City Council adopted MM13.29 - Confronting the Legacy of the Transatlantic Slave Trade: Renaming Civic Assets Bearing the Henry Dundas Name to guide the renaming of Yonge-Dundas Square to Sankofa Square. Council directed Economic Development and Culture and Social Development's Confronting Anti-Black Racism Unit to undertake a public education campaign to increase awareness and understanding of the Trans-Atlantic Slave Trade and Slavery. Staff were asked to report back to Economic and Community Development Committee along with the Year Five Update on the Toronto Action Plan to Confront Anti-Black Racism. <https://www.toronto.ca/legdocs/mmis/2023/mm/bgrd/backgroundfile-241604.pdf>

On June 14 and 15, 2023, Toronto City Council adopted EC4.1 - Toronto Action Plan to Confront Anti-Black Racism: Year Four Update which provided a progress report on the implementation of recommendations and emerging work to address ongoing disparities among Black residents, including access to affordable housing, shelter services, and anti-displacement policies and supports. City Council also provided direction to develop a renewed strategy to build on success and address new areas of concern. <https://secure.toronto.ca/council/agenda-item.do?item=2023.EC4.1>

On May 11 and 12, 2022, City Council adopted EC29.5 - The Toronto Action Plan to Confront Anti-Black Racism - Year Three Update. The report highlighted the impacts of COVID-19 on Black communities, activities delivered in Year Three of the Action Plan,

and introduced new Action Plan Legacy Initiatives, including the Black-Mandated Funding Framework.

<https://secure.toronto.ca/council/agenda-item.do?item=2022.EC29.5>

On October 1, 2021, City Council adopted EC24.9 - The Toronto Black Food Sovereignty Plan. This initiative prioritizes the City's response to the rising rates of food insecurity among Black residents through a 5-year interdivisional plan. Staff will report back on the progress of the Plan through the reporting on the Toronto Action Plan to Confront Anti-Black Racism. <https://secure.toronto.ca/council/agenda-item.do?item=2021.EC24.9>

On November 25, 2020, City Council adopted EC17.3 - Toronto Action Plan to Confront Anti-Black Racism - Year Two Update. The report also identified priority outcomes for the Confronting Anti-Black Racism Unit's Year Three Work Plan, and signaled the development of the Black-mandated Funding Framework, alternative responses to policing, and the expansion of Black Mental Week.

<https://secure.toronto.ca/council/agenda-item.do?item=2020.EC17.3>

On September 30, October 1st and 2nd, 2020, City Council adopted MM24.36 - Supporting Black-Owned and Operated Businesses and Preserving the Cultural Heritage of Eglinton Avenue West's "Little Jamaica". This motion directed the establishment of a dedicated interdivisional team to deliver immediate and long-term action to address challenges faced by the Little Jamaica community. Most notably, it recommended the development of a Cultural District Plan to address Black business displacement along the Eglinton West Corridor. An update report is expected in Q4 2026. <https://secure.toronto.ca/council/agenda-item.do?item=2020.MM24.36>

On July 2, 2020, the Board of Health brought forward HL18.1 - Toronto Public Health's Response to COVID-19: Context, Status Update, and Next Steps, requesting that the Confronting Anti-Black Racism Unit work with various City divisions to explore and report back on the creation of a comprehensive plan to address food access issues, with interventions asked to consider COVID-19 recovery and planning and address barriers to affordable, healthy, and culturally appropriate food for Black residents.

<https://secure.toronto.ca/council/agenda-item.do?item=2020.HL18.1>

On July 16, 2019, City Council adopted EC6.13 - The Toronto Action Plan to Confront Anti-Black Racism – Update, which outlined activities advanced in Year One (May 2018 to April 2019) of the Action Plan, including the delivery of 26 actions named in the Action Plan and a workplan to guide divisional planning in Year Two.

<https://secure.toronto.ca/council/agenda-item.do?item=2019.EC6.13>

On December 5, 2017, City Council unanimously approved EX29.11 - The Toronto Action Plan to Confront Anti-Black Racism. As the first municipal anti-Black racism strategy in Canada, it outlined 22 recommendations and 80 actions across five issue areas and provided direction to develop a new staff unit in Social Development to implement the Plan. <https://secure.toronto.ca/council/agenda-item.do?item=2017.EX29.11>

On June 19, 2017, Executive Committee considered EX26.5 - The Interim Toronto Action Plan to Confront Anti-Black Racism, and requested that City staff work collaboratively with subject matter experts from Toronto's Black communities to develop multi-year work plans for implementation, identify resource requirements, and recommend a model for partnership and accountability.

<https://secure.toronto.ca/council/agenda-item.do?item=2017.EX26.5>

COMMENTS

Black Torontonians continue to experience disproportionate outcomes across key determinants of wellbeing that shape daily life:

- Black residents represent 58 per cent of people experiencing homelessness in Toronto despite comprising approximately 10 per cent of the overall population.¹
- Food insecurity remains significantly higher among Black households,² and
- Black youth continue to experience elevated unemployment rates compared to non-racialized peers.³

These disparities reflect long-standing structural barriers that require continued, coordinated municipal action.

Since its inception, the Action Plan has strengthened how the City delivers resident-facing programs, services, and opportunities, while building durable infrastructure for accountability and sustained progress. Implementation between 2018 and 2024 strengthened institutional capacity, expanded interdivisional collaboration, and embedded anti-Black racism analysis into policy development, program design, and service delivery. At the same time, the persistence of disproportionate outcomes demonstrates that systemic inequities cannot be resolved within a single planning cycle and require sustained, coordinated intervention over time.

A key driver of this progress has been the leadership and coordination role of the Confronting Anti-Black Racism (CABR) Unit. The Unit plays a central and catalytic role in advancing the Toronto Action Plan to Confront Anti-Black Racism by working closely with partners across City divisions, agencies, and community partners to move from commitment to implementation. Through the City Leads Circle, the Unit helps steward this work collaboratively and sustainably with divisional, agency, and community partners by providing ongoing strategic guidance and coordination to ensure actions are aligned with an anti-Black racism analysis and responsive to community priorities. This includes advising on program design and embedding anti-Black racism considerations into service planning, such as supporting Children's Services in implementing the Innovation Grant: Reimagining the Early Years for Black Children and Families, increasing access to culturally responsive early years programming for Black families. In

¹ [City of Toronto, 2024, *Street Needs Assessment 2024: Full Report*.](#)

² [Statistics Canada, 2024, *Food Insecurity*.](#)

³ [Statistics Canada, 2025, *Labour Force Survey*.](#)

parallel, the Unit works behind the scenes to build capacity within divisions by providing advisory support and frameworks to embed anti-Black racism considerations, such as the [Anti-Black Racism Analysis Tool](#), into program and policy development, resulting in more consistent and accountable approaches across the public service. Through this coordinated approach, the Unit ensures that implementation is part of a broader, integrated effort to remove systemic barriers, strengthen Black-led, Black-serving, and Black-mandated ecosystems, and deliver measurable improvements in access, opportunity, and outcomes for Black Torontonians.

Community feedback and public discourse consistently reinforce these realities. Black residents continue to emphasize the need for action that improves housing stability and reduces displacement risk; strengthens access to culturally responsive health and mental health supports; expands pathways to employment and income security; reduces food insecurity through dignified, culturally rooted food systems; and advances safety and justice approaches that prioritize dignity, prevention, and appropriate crisis response. City investments in youth employment pathways, alternatives to police-led crisis response, and community-led recovery supports reflect ongoing efforts to respond to these priorities while addressing structural drivers of inequity.

Targeted Universalism and Benefits to all Communities

The Action Plan's work advances universal goals (such as safety, stability, and opportunity) through targeted strategies. In practice, this has strengthened systems and service pathways that can improve outcomes for Black communities while also benefiting other equity-deserving residents. Examples include:

- **Vaccine equity infrastructure and community partnership models:** The Black Scientists Task Force on Vaccine Equity, the Black Vaccine Engagement Team and related community ambassador models supported a broader Vaccine Engagement approach that engaged residents across multiple equity-deserving communities through culturally responsive outreach and trusted messenger approaches.
- **Non-police crisis response and better pathways to stabilization:** Born from the Action Plan's call for alternative justice models and client-centred care, the Toronto Community Crisis Service strengthened a model of crisis response that prioritizes dignity, culturally safe practice, and appropriate care pathways that can reduce harm for residents in mental health crisis situations.
- **Identity-affirming youth spaces and cultural safety:** Rooted in Black queer and trans ballroom culture and traditions of space-making, the Drag Masterclass program created identity-affirming environments where all queer and trans youth could build community, develop skills and access pathways to opportunity, while strengthening inclusive programming models and safer spaces that benefit intersectional communities.

Year Five Update

Year Five represents the final implementation period of the current Action Plan and reflects a mature phase of delivery focused on measurable improvements in access, service experience, opportunity, and institutional practice. Actions advanced during this period contributed to stronger pathways to employment and stabilization, improved service quality, and enhanced system responsiveness across multiple divisions and community partners. These outcomes demonstrate the value of coordinated municipal action while reinforcing the need for continued alignment and accountability. Year Five highlights are summarized in Table 1, with more detailed outcomes outlined in Attachment A.

Year Five initiatives focused on measurable improvements in access, service experience, opportunity, and institutional practice, with each activity contributing to stronger pathways, improved stabilization, or enhanced system responsiveness.

TABLE 1: Year Five Highlights (2023–2024)

Theme	Highlights	Lead Division and Key Partners
Targeted Services, Programs and Spaces	<p>Building Skills Through Recreation (BSTR) Employment Readiness</p> <p>Delivered 229 employment readiness sessions; 734 youth completed workshops; 602 youth obtained Standard First Aid certification; 206 youth hired into Parks and Recreation community recreation roles. Strengthened pathways from training to employment.</p>	<p>Parks and Recreation</p>
Targeted Services, Programs and Spaces	<p>EarlyON Innovation Grant: Black Children and Families</p> <p>Extended funding for the Innovation Grant Pilot Project into its second year (\$1.666 million in 2023 and 2024) to 12 EarlyON agencies in partnership with 4 Black-mandated organizations to design and deliver culturally safe literacy, parenting, and family supports. Delivered 4 Communities of Practice sessions (35+ participants per session). Strengthened consistent, culturally responsive service delivery.</p>	<p>Children’s Services; EarlyON partners; community partners</p>

Theme	Highlights	Lead Division and Key Partners
Targeted Services, Programs and Spaces	<p>Black Mental Health Supports Pathway</p> <p>In 2023 and 2024, invested \$0.2 million 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.</p>	Toronto Employment and Social Services; TAIBU Community Health Centre
Targeted Services, Programs and Spaces	<p>Shelter Standards Improvement Work</p> <p>Finalized and launched Confronting Anti-Black Racism Standards to strengthen service quality and resident experience, including 52 proposed standards across 8 service areas. Supported implementation through communications and webinars to strengthen awareness and uptake across the shelter system.</p>	Toronto Shelter and Support Services
Economic Prosperity and Community Funding	<p>Black Talent Job Fair and Targeted Recruitment</p> <p>Delivered the Black Talent Job Fair (600 registrants). Advanced targeted recruitment and career development supports, including a dedicated Black Talent Specialist role and professional development workshops to strengthen pathways into City opportunities.</p>	People and Equity; Toronto Transit Commission; participating City divisions
Economic Prosperity and Community Funding	<p>Cultural Hotspot: Little Jamaica and Jane and Finch</p> <p>Invested \$0.037 million in Little Jamaica and \$0.598 million in Jane and Finch (2023). Reached 6,415 attendees in Community Hotspot events in Little Jamaica and supported 179 equity-deserving artists through paid opportunities and mentorship, strengthening skills development and access to sector opportunities.</p>	Economic Development and Culture; City Planning; community partners

Theme	Highlights	Lead Division and Key Partners
Community Safety, Justice and Wellbeing	<p>Toronto Community Crisis Service (TCCS) Outcomes</p> <p>From March 31, 2022, to December 31, 2024: 23,962 crisis calls received with crisis teams dispatched on 19,993 calls (83%). Achieved a 78% diversion rate for eligible 911- source dispatches (6,827 with no police involvement observed by crisis workers); reported 95% user satisfaction; completed 2,936 post-crisis follow-ups; connected 1,160 people to long-term case management, strengthening pathways to ongoing support.</p>	<p>Social Development ; TCCS community anchor partners; Toronto Police Service</p>
Community Safety, Justice and Wellbeing	<p>Toronto Police Service (TPS) Training</p> <p>In 2024, 4,770 TPS members completed Centering Black Experiences training during their annual In-Service Training; 394 new recruits completed an online Anti-Black Racism module; 602 members (uniformed and civilian) participated in a 5-day Fair and Unbiased Policing training course.</p>	<p>Toronto Police Service</p>
Advancing Culture Change at the City	<p>Corporate Anti-Black Racism Learning and Operationalization</p> <p>In Year Five, 23,685 participants from City divisions, agencies, boards, and commissions completed anti-Black racism learning, supporting stronger staff competency and increased application of an anti-Black racism lens in policy, program design, and service delivery.</p>	<p>Social Development (Confronting Anti-Black Racism Unit); participating divisions and agencies</p>

Action Plan Summary: Progress and Impacts (2018–2024)

Over the tenure of the Action Plan, targeted interventions contributed to broader systems change by strengthening institutional practices, expanding access, and embedding accountability mechanisms that support improved outcomes for Black residents. Results were achieved through interdivisional collaboration, community leadership, and sustained accountability structures. Action Plan impacts are summarized by issue area in Table 2.

TABLE 2: Action Plan Summary of Impacts by Issue Area (2018–2024)

Intervention Area	Action Plan Outcomes (Highlighted Case Studies)
Children and Youth Development	<p>Expanded culturally responsive child and youth development supports that strengthened belonging, peer connection, leadership, and pathways to opportunity, including identity-affirming programming.</p> <ul style="list-style-type: none"> • The Drag Masterclass and Kiki Ballroom programming within Parks and Recreation strengthened peer-to-peer communities and increased visibility and paid opportunities for queer and trans youth (150+ active members, 2,000+ visits across 9 Houses since 2022). • The Diverse Youth Fellowship expanded civic leadership pathways through structured youth fellowships that strengthened political literacy and work experience (\$0.429 million invested to support youth placements in Year 5).
Health and Community Services	<p>Increased access to stabilization and culturally responsive wellbeing supports by strengthening community capacity and shifting municipal investments toward equity and Black-led decision-making.</p> <ul style="list-style-type: none"> • Delivered targeted pandemic recovery investments to Black-mandated organizations through Toronto Supports (\$5.1 million, as reported in Year 2 and Year 3 updates to Council) strengthening service continuity for Black residents. • Improved service navigation access for Black Torontonians by updating and strengthening the Findhelp 211 directory to better reflect the diversity of Black communities, including Black Francophone communities. Findhelp 211 service navigation staff received anti-Black racism training and enhanced capacity to support Black residents in navigating services. • Improved access and navigation of housing stability services, including Rent Bank and Eviction Prevention in the Community (EPIC) for Black renters, through engagement with Black staff and clients.

Intervention Area	Action Plan Outcomes (Highlighted Case Studies)
Job Opportunities and Income Supports	<p>Strengthened Black economic mobility through targeted recruitment, sector pathways, entrepreneurship supports, and place-based economic development.</p> <ul style="list-style-type: none"> • Expanded paid work pathways for Black youth through City and partner placements and hiring pathways (People and Equity: 91 placements and hires). • Strengthened skills development and employability for Ontario Works participants pursuing the entertainment sector through partnership pathways with the City’s Film, Television and Digital Media Office and the CEE Centre for Young Black Professionals. • Supported access to stable middle-income employment and strengthened inclusion outcomes through TTC hiring and procurement efforts (841 external candidates hired; reported improvements in Black representation among operator intake and increased participation by Black-owned and operated vendors).
Policing and the Justice System	<p>Advanced public accountability and improved access to appropriate supports by strengthening transparency mechanisms and expanding community-based alternatives.</p> <ul style="list-style-type: none"> • Toronto Police Service’s Race-Based Data Collection Strategy increased transparency through public reporting on racial disparities, including use of force incidents and strip searches. • Expanded non-police crisis response models that prioritize safety, dignity and culturally safe approaches, strengthening alternatives to police intervention in mental health crisis events and improving pathways to stabilization and support.
Community Engagement and Black Leadership	<p>Embedded Black leadership and accountability into implementation through governance and coordination mechanisms that strengthened community oversight and systems responsiveness.</p> <ul style="list-style-type: none"> • Launched the City’s Black Staff Network (300 members), supported by an Advisory Circle (13 staff representatives), Champion Circle (7 senior leaders), and a Deputy City Manager sponsor, strengthening mentorship, staff recognition and internal capacity building. • Established community oversight through the Partnership and Accountability Circle, including recruitment that engaged 158 applicants and resulted in a 12-person citizen body representing youth, elders and key stakeholders.

Intervention Area	Action Plan Outcomes (Highlighted Case Studies)
Systems and Culture Change	<p>Strengthened institutional responsiveness through corporate learning, service modernization, public education, and improved service navigation pathways.</p> <ul style="list-style-type: none"> • Social Development’s Confronting Anti-Black Racism Unit trained 58,600+ City employees and advisory body members in anti-Black racism analysis, supporting the development of six divisional Anti-Black Racism Operational Plans to reduce barriers and improve service delivery across various divisions and partners. • City Clerk’s Office supported institutional recognition and public education through Emancipation Month, including flag raisings and city-wide activities. • Advanced culturally rooted wellbeing and public education on the detrimental effects of anti-Black racism through Black Mental Health Week, delivering community-led events reaching 500+ participants each year.

Legacy Initiatives

Legacy Initiatives demonstrate the scale, duration, and sustained investment required to address systemic anti-Black racism. These initiatives are multi-year, cross-cutting efforts that extend beyond the original Action Plan timelines to advance durable systems change and community outcomes where barriers are complex and intergenerational.

The Black-Mandated Funding Framework

The Black-Mandated Funding Framework addresses chronic underinvestment by improving equitable access to City funding for Black-mandated organizations and strengthening long-term organizational sustainability and service capacity. Delivered through Social Development, the Framework provided \$3.515 million in 2023 and 2024.

In 2024, the City advanced program modernization through the 2024–2026 grant cycle, including a streamlined eligibility self-assessment tool within the Toronto Grants, Rebates, and Incentives Portal (TGRIP). Enhancements also included expanded access to multi-year funding, targeted application support, and 11 engagement and information sessions, including a French-language session delivered in partnership with the Toronto Newcomer Office.

The Toronto Black Food Sovereignty Plan

Adopted in 2021, the Toronto Black Food Sovereignty Plan was the first municipal food sovereignty plan in North America. The Plan advances a shift from emergency food relief toward Black-led food systems transformation and economic development through interdivisional coordination and community governance, strengthening culturally rooted food access, markets, infrastructure, and economic opportunities.

Progress continued across the Plan's five pillars—community capacity, infrastructure, markets, growing spaces, and culturally rooted nutrition and health programming—with key advances in 2023 and 2024, including:

- Engaged more than 24,000+ residents through markets, festivals, classes, and community programming, increasing awareness of Black food sovereignty initiatives and expanding access to culturally relevant foods, learning, and economic opportunities.
- Gender affirming, culturally responsive food and nutrition programming for Black trans and nonbinary communities through a 12-week initiative supporting HRT-related nutrition and budgeting skills.
- Expanded market access for Black food entrepreneurs through the Black Experience Pavilion at the Restaurants Canada Show in 2024 and 2025, providing free access to more than 400 Black attendees and showcasing over 50 Black-owned businesses.
- Improved dignified access to fresh, culturally relevant food through the Scarborough Neighbourhood Fresh Food Markets Pilot, operating five neighbourhood markets with 10 to 15 vendors per market, 53 per cent of whom were Black, Indigenous, and People of Colour entrepreneurs.
- Increased visibility and revenue opportunities through promotional market activations, including the 2023 Emancipation Month “Freedom Market,” engaging 25 to 30 businesses and welcoming more than 300 attendees.

The continued work of the Black Food Sovereignty Plan prioritizes infrastructure and sustainability for Black-led programs and organizations. This includes investing in local commercial kitchen access and community growing sites; enhancing and stabilizing Black-led markets and cultural food programs; and strengthening interdivisional collaboration to improve access to institutional opportunities and resources. Appendix B of this report provides a detailed update on the Black Food Sovereignty Plan.

The Growing in Place Initiative

Established in 2018, the Growing in Place Initiative addresses gentrification and Black displacement by advancing commercial resilience, place-based identity, and long-term stewardship opportunities for Black businesses. In 2023, work focused on policy pathways through a partnership with the Black Planners and Urbanists Association, including a supplementary report. In 2025, staff advanced a partnership with the University of Toronto's School of Cities to develop a tool to map and monitor displacement risk across Neighbourhood Improvement Areas and communities with higher concentrations of lower-income, Indigenous, Black, and equity-deserving residents.

Together, these Legacy Initiatives address complex, intergenerational barriers to economic security, food access, and displacement. Their multi-year scope reinforces that meaningful and lasting systems change requires sustained investment, community governance, and coordinated cross-divisional leadership beyond the timelines of a single action plan.

Next Steps: Renewed 10-Year Toronto Action Plan to Confront Anti-Black Racism

City Council has directed staff to develop a renewed 10 Year Toronto Action Plan to Confront Anti-Black Racism to guide the next phase of this work. The renewed Action Plan will build on the foundational capacity-building achieved to date and shift toward deeper, measurable systems change, with clearer outcomes, defined roles across divisions, and strengthened accountability.

To advance this direction, the Confronting Anti-Black Racism Unit partnered with 30+ Black-led and Black-mandated organizations between March and October 2024 to deliver 134+ engagement touchpoints and an online survey (280 responses). These engagements reached 5,000+ residents and staff. Engagement was designed to be inclusive and accessible and prioritized participation by Black youth and elders, Black Francophones, newcomers and refugee claimants, Afro-Indigenous community members, single mothers and caregivers. Consultations also focused on Black 2SLGBTQ+ communities, persons with disabilities and chronic illness, and residents with lived experience of homelessness, incarceration, and poverty. In June and July 2025, staff convened community agencies, subject matter experts, and City staff to test feasibility, refine draft actions, and strengthen proposed measures of success.

Next, staff will refine the proposed actions with City divisions and agencies, confirm implementation roles and measures of success, and complete additional validation with the Partnership and Accountability Circle and community stakeholders. Staff will bring the renewed 10-Year Toronto Action Plan to Confront Anti-Black Racism forward for Council consideration in Q2 2027.

Continued Commitment and Priority Work

While the renewed Action Plan is being finalized, the City will focus on priority actions that protect prior investments, address persistent disparities, and strengthen system-level capacity in areas where outcomes remain most unequal, including:

1. Housing Stability and Anti-Displacement

- Incubating a Black-mandated, Black-led housing agency in partnership with the Housing Secretariat and the United Way of Greater Toronto to support housing delivery and capacity-building across the Black housing sector.
- Developing customized training in partnership with the Housing Secretariat to strengthen housing stabilization initiatives that support Black communities, including the Rent Bank and Eviction Prevention in the Community programs.

2. Food Security and Economic Pathways

- Continued implementation of the Toronto Black Food Sovereignty Plan, including advancing networking within Black food systems to strengthen ecosystem integration and supply-chain partnerships, supporting the development and piloting of a community-led commercial kitchen, and delivering a Black Food Sovereignty conference.
- Advancing a Black data capacity-building initiative in partnership with Black Health Alliance that strengthens the ability of Black-mandated organizations to collect, store, govern, and use high-quality disaggregated data for planning and outcomes tracking.

3. Civic Participation and Data Capacity

- Delivering civic engagement and civic education initiatives, including town halls, deputation training, civic appointments recruitment, and upskilling to support participation in municipal decision-making.
- Delivering culturally rooted public education and community programming, including Black Mental Health Week and Emancipation Month programming.

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SIGNATURE

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ATTACHMENTS

Attachment A: Year Five Highlights and Initiative Summary (2023–2024)

Attachment B: Growing Together: A Community Update on the Black Food Sovereignty Plan