



Network for the Advancement of Black Communities (NABC)

2238 Dundas St West, Suite 107A, Toronto, ON, M6R 3A9, (416) 7384630 www.networkabc.ca

April 7, 2026

**To: Chair and Members of the Economic and Community Development Committee
City of Toronto**

**Subject: Deputation on the Implementation of the Confronting Anti-Black Racism's
(CABR) Five-Year Plan**

Dear Chair and Members of the Committee,

I am writing to provide a deputation regarding the implementation of the Confronting Anti-Black Racism (CABR) unit's five-year plan and to offer recommendations for the next phase of work.

The CABR strategy represents a covenant with Black communities in Toronto. It is more than a plan or initiative - it is a binding commitment to address systemic barriers that have historically limited access to economic opportunity, equitable services, and representation in City decision-making.

This commitment is particularly urgent because recent data underscores the stakes. *The State of Black Economics Report 2025/2026* continues to highlight disparities in income, property ownership, and generational wealth for Black Canadians. While some progress exists, a significant gap remains, showing that systemic barriers are not only persistent but cumulative. For Black residents in Toronto, these economic realities make the CABR covenant not abstract - it is a direct intervention in the lives, livelihoods, and futures of the community.

The City of Toronto has laid a strong foundation through CABR. The CABR Unit has been established, coordination across divisions and agencies has improved, and extensive engagement with Black-led and Black-serving organizations has taken place. Programs targeting employment, community engagement, and service delivery demonstrate the City's commitment, and the adoption of the *Ubuntu Framework* ensures that initiatives are culturally grounded - centering collective well-being, trust, and community empowerment.

For Black communities in Toronto, CABR is valuable because it:

1. *Creates pathways for economic opportunity*, through targeted hiring, mentorship, and support for Black-owned businesses.
2. *Centers Black voices and experiences* in City planning and service delivery, fostering trust and inclusion.
3. *Strengthens community capacity*, by investing in Black-led organizations and partnerships that sustain programs over the long term.



4. *Provides a framework for accountability*, signaling that anti-Black racism is actively addressed and measurable outcomes are expected.

However, we do have persistent gaps that we need to address:

1. *Governance and Authority*: CABR Unit coordinates actions but lacks formal authority to ensure consistent implementation across divisions. Progress is uneven, and accountability is limited.
2. *Employment and Economic Equity*: Recruitment, mentorship, and leadership programs exist, yet division-level targets are inconsistent, and Black-owned businesses remain underrepresented in City procurement.
3. *Community Engagement and Funding*: Black-led organizations are essential partners, but many operate under short-term funding, limiting their capacity to deliver sustained outcomes.
4. *Data, Evaluation, and Reporting*: While internal tracking exists, there is no fully transparent, action-by-action public reporting system. Outcome measurement is mostly qualitative, and Ubuntu principles have not been fully operationalized into measurable indicators.

In light of these gaps, I respectfully recommend that the City of Toronto consider the following actions:

1. *Empower the CABR Unit* with formal authority to influence division-level equity plans and link outcomes to budget and executive accountability.
2. *Publicly report on progress made against the measurable economic targets* for Black communities regarding employment, income, and procurement participation
3. *Provide multi-year, stable funding* to Black-led and Black-serving organizations delivering community and economic services.
4. *Operationalize Ubuntu principles* into measurable indicators, capturing both qualitative and quantitative outcomes such as trust, belonging, and community empowerment.
5. *Develop a transparent public dashboard* tracking all CABR actions from “not started” to “fully implemented,” including results and impact.

The City of Toronto has already done the difficult and important work of identifying the issues and establishing the plan. The next phase must move from programs and pilots to *system-level change* aligning budgets, authority, and accountability with the goals already adopted. For Black communities in Toronto, this is not abstract policy; it is a covenant that holds the City accountable for equitable opportunity, meaningful participation, and lasting impact, directly addressing the economic disparities highlighted in the 2025/2026 State of Black Economics Report. This Committee has the opportunity to ensure that CABR is not just a plan, but a measurable, impactful reality.

Thank you for the opportunity to provide this deputation. I would welcome the opportunity to speak further or answer any questions.

Sincerely,

amanuel melles
Executive Director