

# Confronting Anti-Black Racism Newsletter

Summer Edition 2019

Greetings Community,

Sincerest appreciation to Black communities across Toronto for your ongoing support, partnership, and feedback on the work we do here in City of Toronto. It is the consistent resilience, resistance and resourcefulness of Black Torontonians – in all its diversity and complexity – that manifested the Toronto Action Plan to Confront Anti-Black Racism and the Confronting Anti-Black Racism Unit (CABR). Thank you.

Our work is governed by the African principle Ubuntu: "I am because we are." Ubuntu speaks to a demand that all people deserve respect no matter what their circumstances may be. This principle is guiding the Unit's work to influence, promote and activate social harmony by identifying and removing barriers for Black residents of Toronto. On your behalf, we remain focused on building sustainable systems and processes within the City of Toronto to enable successful implementation of the 80 recommendation in the [Toronto Action Plan to Confront Anti-Black Racism](#), to last way beyond the five (5) years.

In this second year, we are experiencing tangible outcomes in our work. This newsletter shares some of the key highlights of the past three months as well as our major upcoming initiatives.

Sincerely,

The CABR Team

# CABR Events & Initiatives

## Toronto City Council Reports

The CABR Unit first annual staff report was adopted by the Economic and Community Development Committee on June 26 and on July 18 it was unanimously adopted without amendment by City Council. You may access the report here:

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.EC6.13>

On July 17, 2019, City council adopted the Ombudsman Toronto Enquiry Report on the Toronto Transit Commission's investigation of anti-Black racism involving transit fare inspectors and Reece Maxwell-Crawford, a Black Toronto youth on February 18, 2018. You can read more on the report and next steps [here](#)

## Corporate learning

Since the launch of the CABR Corporate Learning Program in April 2019, over 1,400 City of Toronto staff including most senior leaders and middle managers have participated in learning sessions focused on enhancing their competencies in recognizing and addressing anti-Black racism.. City staff are learning how to implement the CABR-developed Anti-Black Racism Analysis Tool as a framework of policy analysis and action to achieve equitable outcomes for Torontonians of African descent. Several of these sessions are being held at B3 community agencies (Black-led, Black-mandated and Black-serving organizations) to create an integrated learning experience.

## Emancipation Month

The CABR Unit is commemorating and celebrating Emancipation Month with a series of events running throughout the month of August.

### Freedom Train

To kick off Emancipation Month, CABR supported the 7<sup>th</sup> annual [Underground Freedom Train](#) celebration, which is a community initiative organized by A Different Booklist Cultural Center, The People's Residence. To view highlights of the event, please check our Twitter page: @CABR\_Toronto.

### Lecture Series

We will be hosting a lunch hour lecture series throughout the month of August. This series features lectures by leading African/Caribbean/Black voices offering their insights and perspectives on the question: What does Black emancipation look like today? The lecture will be followed by a moderated discussion. There will also be an opportunity for open dialogue. Below is a schedule of dates and locations. Lectures are open for anyone to attend, please bring your lunch and join us:

- August 1 – City Hall – Committee Room 2: Ms. Kike Roach and Zanana Akande in conversation, with reflective remarks by Ms. Rosemary Sadlier
- August 8 – City Hall – Committee Room 4: Prof. George Elliot Clarke

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- August 15 – North York Civic Centre – Committee Room 3: Ms. Natasha Henry
- August 17– A Different Booklist Cultural Centre: Dr. Afua Cooper  
(Special celebration in honour of Marcus Garvey's Birthday)
- August 22 – Consilium Place, Suite 1000: Ms. Kemba Byam
- August 29 – City Hall – Council Chamber 1: Dr. Chris Stuart Taylor

#### *Finding Freedom: The Joshua Glover Story*

Taking place on August 3 at the Montgomery's Inn from 5 to 7 p.m. For tickets, please contact [montinn@toronto.ca](mailto:montinn@toronto.ca)

#### *Walking in the Footsteps of Black Victorians*

Taking place on August 4 at Mackenzie House from 10 a.m. to 12 p.m. More details [here](#).

#### *Marcus Garvey Day*

CABR is supporting Emancipation Month Canada to host the annual Pan African Flag raising ceremony at Toronto City Hall, in celebration of Marcus Garvey's birthday. The event will be held on August 17 at 2 p.m. Special guest is Dr. Julius Garvey. For further details, please check Twitter: @emancipationmth

#### *Emancipation Month Closing Ceremony*

We will close out the month with a community celebration Toronto City Hall, Committee Room 1 from 6 to 8 p.m. For details, please contact the CABR office or follow our Twitter account @CABR\_Toronto

#### **Black Youth in Tech**

- In partnership with Economic Development & Culture the CABR Unit secured 50 tickets to Black youth to attend the Collision Conference 2019. The conference was held from May 23 to May 27, 2019 at the Canadian National Exhibition. It hosted over 25,000 Technology experts and companies from all over the world. Youth who attended the Collision Conference continue to receive support on industry insights.
- We are collaborating with Microsoft to host a series of coding workshop for youth of African descent. All workshops will be hosted at Microsoft Eaton Centre location from 11 a.m. to 3:30 p.m. Lunch and TTC tokens will be provided.
- In partnership with TalentX, we will be hosting 100 Black youth at the BFTUR conference on October 25, 2019 at the Westin Harbour Castle. This conference will help bridge the talent gap in the tech industry by providing Black tech professionals and those who aspire to work in these fields with access to networking and mentorship, as well as exposure to industry insights.

Please contact Lucy Nyarwai ([lucy.nyarwai@toronto.ca](mailto:lucy.nyarwai@toronto.ca)) for more information on these opportunities.

#### **Black Lives Getting Better Together (BLGBT)**

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In partnership with BlackCAP and SOY Black Queer Youth, we held the first of a three-part series aimed at identify the specific needs and aspiration of Toronto's Black queer/trans youth and their parents/caring adults.

Black Lives Getting Better Together (BLGBT), part 1 brought together over 140 Black queer and trans youth and service providers at OISE (Ontario Institute for Studies in Education). To read the report on outcomes of this session, please click the below:

<https://documentcloud.adobe.com/link/track?uri=urn%3Aaaid%3Aascds%3AUS%3A293cd53c-57fc-4f9b-806e-0e26a824768b>

<https://documentcloud.adobe.com/link/track?uri=urn%3Aaaid%3Aascds%3AUS%3Ac3068120-acb7-4947-b398-cba5bd9645df>

The second part of the series will held in the fall of 2019 and will focus on parents/caring adults and service providers. If you are a parent/caring adult of a Black queer/trans youth, please contact us.

### **Black Food Sovereignty**

In partnership with the Afri-Can FoodBasket and the Toronto Food Policy Council, CABR is supporting a Toronto Black Food initiative, which brings together community and key stakeholders in conversation to develop a Black food sovereignty incubator. This initiative focuses on the following Action Plan intervention themes:

1. Health & Community Service
2. Job Opportunities & Income Supports
3. Community Engagement & Black Leadership

For more information, please contact [lmara.rolston@toronto.ca](mailto:lmara.rolston@toronto.ca)

### **Mayor's Round Table on Black Businesses**

The purpose of the *Mayor's Round Table on Black Business* is to provide strategic advice and guidance to the Mayor and relevant City divisions on entrepreneurship, business development, cultural industries, and economic development issues in Toronto's Black Communities.

The first meeting was held on June 26, 2019. The discussion was aimed at eradicating the barriers and challenges that Black businesses in Eglinton West/Little Jamaica face as a result of transit expansion. The Roundtable identified the need to support Black Businesses in Eglinton West/Little Jamaica ability to survive, sustain, and thrive. The Economic Development & Culture division (EDC) and CABR has taken on the responsibility to identify immediate opportunities for support. One of these opportunities include a Metrolinx street cleanup for Canadian Caribbean festival and a social media a campaign promoting Black Businesses in the area during the festival and the month of August. EDC and CABR are also pursuing more systemic solutions to the challenges businesses are facing.

CABR promises to continue addressing the way Black residents and businesses are displaced by forms of growth and expansion within the City. In the fall 2019 the next Mayor's Roundtable

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will focus on Black professionals in the tech sector and be hosted at the BFUTR 2019 Conference on October 25, 2019.

### **Growing in Place**

The CABR Growing in Place will spark cross-sectoral public dialogue that will inform the development of an anti-Black racism planning analysis for urban development projects. It will create a platform for the promotion of new approaches to neighbourhood re-development and changes that honour the communal bond and long legacies of African/Caribbean/Black (ACB) communities in different parts of the city.

This initiative focuses on areas with a high concentration of Black residents (like Jane & Finch and Eglinton West) and will address issues of anti-Black racism related to destabilizing forms of neighbourhood re-development.

CABR is partnering with B3 community agencies (Black led, Black mandated and Black serving organizations), Black subject matter experts and various City of Toronto

### **Opportunities**

**Draft Policy for Race Based Data Collection** is a unique opportunity for members of the public to provide feedback into what will be a ground-breaking policy in Civilian Oversight and Police Governance. See link below for more information. <http://tpsb.ca/policies-by-laws/rbdc-policy>

The **Hallway Galleries Program** provides emerging artists the opportunity to showcase their work free of charge in a professional gallery open to the public. It also provides free access to a professional gallery and ongoing mentorship, networking and support to enable emerging artists to reach new audiences, access opportunities for paid work and promotion. Apply here: <http://www.artscapeweston.ca/whats-on/showcase-your-work/>

The [Artscape Weston Commons](#) **Pearson Connects Fund 2019** is awarded to individuals, organizations and collectives seeking access to community spaces in Artscape Weston Common, including in-kind support for arts and culture programming, community meetings and groups working within the Weston and surrounding communities, in the Rockport Performance Hall, Flex Studio or Meeting Room. Apply here: <https://artscape.wufoo.com/forms/k811axf0c2vnp2/>

Black to the future formerly known as **FUFU is now accepting applications for action grants**, targeted towards five grassroots and emerging organizations. Full details of the grants can also be found via [blacktothefutureto.com](http://blacktothefutureto.com). The deadline to apply is August 31, 2019, 11:59pm.

### **Access City of Toronto Job Opportunities**

The City of Toronto (COT) is always hiring for new positions and interested in welcoming new talent. Below is the link to the COT jobs website for interested community members:

<https://www.brainhunter.com/frontoffice/searchSeekerJobAction.do?sitecode=pl389##searchResult#searchResult#searchResult>

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