



Confronting Anti-Black Racism Newsletter

Winter Edition 2020

Greetings and Happy New Year to You All!

We hope that you all had a safe, restful and peaceful holiday season, and that the principles of Kwanzaa will continue to guide all of us throughout the year.

We would like to share an update with you about changes in our team. We are happy to share that our most loved leader, Aina-Nia Ayo'dele Grant, has accepted a new role as the Director of the Community Resources Section in Social Development, Finance and Administration, overlooking the CABR and other units within the division. The Confronting Anti-Black Racism Unit's establishment and development of the Action Plan would not have been possible without her guidance and commitment.

Anthony Morgan was the successful candidate to take over the role of Manager of the Confronting Anti-Black Racism Unit. In his previous role as the Training & Development Consultant, Anthony led the delivery of learning sessions to 70 per cent of the City's senior management team and more than 4,000 staff and managers across City divisions, agencies and boards. Recognized as a community leader with an expertise in anti-Black racism legal and policy analysis, Anthony contributed greatly to the Toronto Action Plan to Confront Anti-Black Racism. We are excited about the continued impacts of the CABR work.

We have lots plan for this year and would love to hear from you. Please read the newsletter and connect with us on how you we can support your initiatives or projects and how you can support CABR in strengthening the work we do for our community. We are currently looking for any Black History Month events or activities you may be hosting or organizing that we can share and promote on our webpage. Just send us an invite at: CABR@toronto.ca.

For general information on the CABR Unit, please read [Background: Confronting Anti-Black Racism](#) or visit our Unit's website at <https://www.toronto.ca> or [Twitter page](#).

Again, thank you for your continued support. We do this work purely because of Black people power.

- **Confronting Anti-Black Racism Unit Team**

Confronting Anti-Black Racism Unit. Social Development, Finance and Administration
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Updates are organized under our five priority areas for Year Two and other updates:

1. [Building an Inclusive & Equitable Economy](#)
2. [Community Capacity Building](#)
3. [Continuing to Create Culture Change at the City](#)
4. [Investing in Black Children and Youth](#)
5. [Improving Customer Service](#)
6. [Other Updates, Upcoming Events & Job Opportunities](#)

1. Building an Inclusive & Equitable Economy

Mayor's Round Table on Black Business Update

In October, the CABR unit, in collaboration with TalentX, hosted the Mayor's Roundtable on Black Businesses at the BFUTR Tech Summit in Toronto. The roundtable helped the Mayor's Office identify key points of opportunity for the City to become more involved in promoting Black entrepreneurial penetration and growth in the tech sector and raised the profile of flourishing Black tech initiatives, firms, and groups in the City. It also provided divisions like the City's Economic Development and Culture (EDC) with key insights that can enhance their ability to support the advancement of Black led tech initiatives in the City.

2. Community Capacity Building

Kwanzaa

As part of its mandate to invest in Black arts and culture, the CABR unit partnered with seven community organizations across Toronto to support their Kwanzaa celebration events. Each Kwanzaa gathering included an education component to increase knowledge and awareness on Kwanzaa, its organizing principles, history and ongoing cultural relevance. These organizations included, the African Canadian Heritage Association, More Than a Hair, Domino Project, Oasis Centre des Femmes, FrancoQueer, Young and Potential Fathers, and A Different Booklist Cultural Centre. These events took place throughout the month of December and brought together more than 300 community members to celebrate Kwanzaa.

Strengthening Community Services for Black Queer and Trans Youth

Action 5.1 in the Toronto Action Plan to Confront Anti-Black Racism (CABR) calls on the City to "increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians". The City's Community

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Funding Unit, as part of its Identify 'N Impact grant, has awarded \$100,000 to the Black Coalition for AIDS Prevention for the African, Caribbean and Black Queer and Trans Youth pilot program. The proposed pilot will build work to identify and address the needs and service gaps articulated by Black queer and trans youth and in the CABR unit's Black Lives Getting Better Together (BLGBT) Initiative.

Black Food Sovereignty Alliance

The CABR Unit is partnering with the Afri-Can Food Basket to support a Black Food Sovereignty Alliance. The partnership will support pivotal community and key stakeholder-led conversations that will bring together residents and key Black food leaders, actors and activists in Toronto to develop a framework and focus for a long-term Black food sovereignty incubator. Recommendation 8 of the Toronto Action Plan to Confront Anti-Black Racism mandates that the City of Toronto "Improve food access for low-income Black Torontonians". Further to this Recommendation, action 8.1 prioritizes the application of "an Anti-Black Racism Analysis to improve the programming of the Toronto Food Strategy and Toronto Agricultural Program." The Afri-Can Foodbasket and the CABR unit hosted the first seven community conversations in winter 2019. The conversations engaged Black community members in conversations about food injustice, food systems, and the potential for Black led change in the food sector

Positive Change Toronto Partnership to Address Gun Violence

The CABR Unit is partnering with the Positive Change Toronto Initiative to support the *Start Healing, Stop Bleeding* project aimed at addressing youth gun violence and building community capacity. This project aligns with calls in the Toronto Action Plan to Confront Anti-Black Racism, recommendation 18 that calls for the City to "invest in alternative models that create better safety outcomes for Black Torontonians". In addition, with a focus on Black youth, this project meets the goals in action 1.5 that calls for the City to "develop and implement intergenerational and cultural connections through Black mentorship initiatives". Positive Change Toronto is a group of volunteer-led concerned citizens who have united to tackle youth violence in the Somali-Canadian community. The organization works to end youth violence by advocating, researching, and lobbying to address systemic barriers in the criminal justice system, education and policing, employment, family and community, and mental health.

Family Group Conferencing Research and Development Project

The CABR unit is partnering with the Black Creek Community Health Centre to support the African, Caribbean, Black (ACB) Restorative Justice – Family Group Conferencing (FGC)

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Research and Development Project. The purpose of this initiative is to implement a mediation model that can serve to reduce the rate of overrepresentation of Black children in the child welfare system by empowering Black families and the communities that work with them, supporting the maintenance of family and kinship connections of Black people and improve child welfare outcomes for African, Caribbean and Black (ACB) families in Ontario.

Toronto Black Policy Conference

The Confronting Anti-Black Racism Unit in collaboration, the Munk School of Global Affairs & Public Policy's Urban Policy Lab, and the Toronto Black Policy Network (TBPN), was proud to support the inaugural Toronto Black Policy Conference. The discussion attracted 150 attendees with more than 200 viewing via live-streaming. You can learn more about the conference and next steps, which include setting up a Toronto Black Policy Network, by visiting the [Toronto Black Policy Conference webpage](#).

Incarceration Conference

The CABR Unit participated in a community action conference in November organized by [Project: Restore FIBI](#) (Families Impacted by Incarceration), which brought together researchers, students, community practitioners and policymakers to discuss gun violence and trauma in Black communities.

OCASI Professional Development Conference

In October, the CABR Unit participated in the 2019 OCASI Professional Development Conference. The conference brought together community members, frontline service workers and managers of agencies serving refugees and immigrants to build skills and strengthen their organizational capacity by exchanging knowledge and expertise.

100 Accomplished Black Canadian Women Symposium

The CABR Unit partnered with 100ABC Women to support the hosting of the Pathways to Exceptional Leadership 2019 Inaugural Biennial Symposium. The event served as a platform for Toronto's Black women in business and other professional leadership as to learn about ways to address critical issues that impact the Black community, inspire and provide tools for Black women to feel empowered to become leaders and mentors in their work, community and life, and support the social and political advancement of Black women in Canada.

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Growing in Place Update- Jane and Finch Study

In summer 2019 the CABR unit established with the Jane & Finch Growing in Place partnership with the Toronto Community Benefits Network (TCBN). The Growing in Place project is an African, Caribbean, and Black (ACB) resident-focused and led initiative that aims to address historical and increasing levels of gentrification and Black displacement in the city. Through a social-determinants lens, the project aims to enhance Black residents' engagement in and access to the Jane and Finch planning process. The partnership will also work closely with City of Toronto planning process to contribute to the Jane and Finch planning process where possible.

3. Continuing to Create Culture Change at the City

Toronto Transit Commission Developing Anti-Racism Strategy

The CABR Unit has been working with the Toronto Transit Commission (TTC) to develop a robust anti-racism strategy with a focus on anti-Black racism. The strategy was made necessary after an altercation involving TTC transit constables and a Black youth highlighted the continued presence of anti-Black racism in our City. As part of this strategy, the TTC has delivered anti-Black racism training to its senior management and transit fare enforcement officers. In addition, the CABR unit has presented on the City's action plan to more than 80 members of TTC senior management team. Further work to be completed include engaging Black communities on the TTC's anti-racism strategy, which is expected to be presented in spring 2020.

SPIDER and FOCUS Anti-Black Racism Training

In November, the CABR Unit hosted the [SPIDER](#) and [FOCUS](#) Situation Table partner representatives and agencies for the Anti-Black Racism Leadership and Learning Program. SPIDER is the specialized program for inter-divisional enhanced responsiveness to vulnerability and its mandate is to reduce recurrence of complex health and safety risks and ensure safe integration and inclusion of vulnerable Torontonians. FOCUS is the Furthering Our Community by Uniting Services, an initiative that focussed on community safety and wellbeing by bringing together key stakeholders like United Way Greater Toronto, Toronto Police Services and the City of Toronto. The program is aimed at enhancing competency of City staff and partners in understanding and applying the Anti-Black Racism Analysis Tool, to advance the City's equity agenda.



Toronto Sign Wrap

In October 2019, the CABR Unit invited Black professional and emerging artists to propose new designs for the Toronto Sign in Nathan Phillips Square. A new design of the Toronto sign is aimed at raising awareness of the goals and actions around the International Decade for People of African Descent and will be unveiled in March.

Black Staff Network Professional Development Day

In keeping with its commitment to the professional development of Black staff in the Toronto Public Service, the Black Staff Network organized a workshop in October aimed at helping Black staff to identify and clarify their values, core strengths, and talents and how to leverage them for greater performance at work.

Toronto Children Service Trainings

Management and frontline staff at Toronto Children's Service underwent Anti-Black Racism training in October. Toronto Children's Services will play key roles in developing policies and practices in keeping with the recommendations around children and youth development outlined in the Toronto Action Plan for Confronting Anti-Black Racism.

Anti-Black Racism Toolkit

The CABR has created an Anti-Black Racism Toolkit to assist City staff in integrating anti-Black racism analysis and assessment in policies and programs.

Engagement of CPAMO for Review of Black Arts and Culture

In fall 2019, the CABR unit established a partnership with [Cultural Pluralism in the Arts Movement Ontario](#) (CPAMO). The partnership will support the development of well-researched evidence-based report addressing the challenges and opportunities for Black artists and arts organizations in Toronto.

4. Investing in Black Children and Youth

Black Youth Coding Workshops with Microsoft

The Confronting Anti-Black Racism Unit (CABR), in partnership with Microsoft, hosted a series of free youth-friendly technology workshops in November. The workshops were centered on empowering Black youths from ages of eight to 15. The workshops taught youth how to create a list of coding instructions, instruct a computer to perform tasks in a

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sequence, create original coding programs in their own Minecraft world, and helped them to practice their computational, problem-solving, and creative thinking skills.

Move the Dial Global Summit

In its ongoing efforts to provide pathways for Black youths to enter and thrive in the tech industry, CABR provided 100 Black youths the opportunity to attend the Move the Dial Global Summit held in Toronto in November. Black youths who attended the summit got to hear from Black women leaders in the tech industry, and network and learn from other tech professionals in attendance.

Toronto District School Board Human Rights Conference

The CABR Unit participated in the Advancing Human Rights in Education Symposium organized by the Toronto District School Board's Human Rights Office in November. The conference brought together human rights advocates and practitioners from school boards and communities across Ontario for a two-day symposium on education and human rights.

International Decade for People of African Descent Initiative with Schools

In fall 2019, the CABR initiated its first [International Decade for People of African Descent](#) (IDPAD) partnership with Nelson Mandela Park Public School in Regent Park. The partnership is a part of the CABR units broader IDPAD initiative to see the vision and principles of the decade embedded in educational institutions across the City. The partnership will support Nelson Mandela leadership and faculty to mainstream anti-Black racism analysis in teaching training, extracurricular activities, and curriculum development. The partnership officially launches in early 2020.

Pathways to Care Update

In fall 2019, CABR initiated a partnership the Black Health Alliances (BHA) [Pathways to Care project](#). Pathways to Care aims to remove barriers and improve access to mental health and addiction services for Black children, youth and their families in Ontario by making interventions at the policy, sector, and population levels. The project is a four-year strategic collaboration between [Black Health Alliance](#), [TAIBU Community Health Centre](#), the [Centre for Addiction and Mental Health](#) (CAMH), [East Metro Youth Services](#), and [Wellesley Institute](#), with additional partners outside of Toronto being brought on from across southern and eastern Ontario. The partnership will support Pathways to Care in conducting focus groups and community conversations in the Greater Toronto Area, and create the necessary pathways between the research and relevant policymaking spaces within the City.

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5. Improving Customer Service

Anti-Black Racism & Mental Health Campaign

The eighth Toronto For All Campaign, addressing anti-Black racism and mental health in Toronto will be launched in late January 2020. This campaign will be focused on how experiencing anti-Black racism and systemic discrimination has detrimental impacts on mental health. The CABR Unit is pleased to work with [TAIBU Community Health Centre](#) to co-design, develop and implement the campaign. The Toronto For All campaign recognizes that the City of Toronto, collaborating with community-based agencies and residents, has an important role in ensuring that issues of intolerance, bias and hate, continue to be addressed so that Toronto remains one of the most diverse and welcoming places in the world. Visit www.TorontoForAll.ca for more information.

Race-based Data Pilot

The City of Toronto is currently developing a Data for Equity Strategy, which will guide the collection of socio-demographic data and use of disaggregated data by City divisions, agencies and corporations, to inform more equitable policies and programs. This work supports the Toronto Action Plan to Confront Anti-Black Racism's identification of race-based data collection and reporting as a key intervention. The Data for Equity project is developing a set of guidelines on collecting, analyzing, reporting and acting on equity-related data that will be released in 2020, and has been working with City divisions and agencies to support their collection and use of socio-demographic data. Several City divisions and agencies have begun collecting race and other socio-demographic data through program delivery, surveys and evaluations. Toronto Employment and Social Services began collecting expanded socio-demographic data, including race, from program clients as part of a provincial initiative, and the Toronto Police Service will begin its race-based data collection efforts in January 2020.

Toronto Police Services adopts Race-Based Data Collection Policy

In September 2019, the Toronto Police Services Board ("TPSB") accepted the recommendation of its Anti-Racism Advisory Panel's ("ARAP") recommendation to adopt a policy for the collection, reporting and retention of race-based disaggregated data by members of the Toronto Police Service ("TPS") in use of force incidents. This is a groundbreaking advancement! In the spring of 2019, the CABR Unit accepted the ARAP's invitation to join the panel to play a direct role in shaping the development of this historic policy

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through providing an anti-Black racism lens and analysis. For decades, Toronto's Black communities had organized, advocated and mobilized to achieve the adoption of a policy of this sort to ensure greater fairness, transparency and accountability in the interactions of TPS officers with Black community members.

Young and Potential Fathers (YPF) Community Conversation on Child Care

The Confronting Anti-Black Racism Unit and the City of Toronto Children's Services division, in collaboration with Young and Potential Fathers, hosted a community conversation at Ujima House in December to discuss the experiences of Black families using child care services in Toronto. The conversation was organized to provide insight into how the City can best implement policies and programs that will provide meaningful support to families with childcare needs by learning from Black families what their child care needs are, their challenges in accessing childcare, and what they would like to see in an ideal childcare system in the City of Toronto.

6. Other Updates

Year One Creative Reports: Video & Booklet

The CABR Unit has worked diligently during Year 1 to lay the foundation for culture change at the City. The team has initiated or completed 28 per cent of the 80 action items of the five-year Action Plan. A creative report detailing the Year 1 activities and progress of the CABR Unit is now available to the public at the CABR Unit's website: toronto.ca/abr

PAC Meeting

The CABR Unit's [Partnership Accountability Circle](#) held its 4th meeting in November to discuss its ongoing engagements with the work of the unit. As part of its mandate, the Partnership Accountability Circle continues to provide invaluable insight, analysis and advice to guide and support the implementation of the Toronto Action Plan to Confront Anti-Black Racism.

Waging Action Against Hate and Racism in Hamilton Conference

The CABR Unit participated in the Waging Action on Hate and Racism in Hamilton Conference held as part of the Ghandi Peace Festival in October. The conference focused on spurring action at the individual, community and institutional levels to counteract the spread of hate and build community and solidarity.

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Upcoming Events & Job Opportunities

National Black Canadian Summit

The National Black Canadian Summit, organized by The Michaëlle Jean Foundation, will convene in Halifax, Nova Scotia in March 2020. The summit is an annual gathering that aims to bring awareness to the major challenges faced by Black communities across Canada and discuss effective ways to advance positive outcomes for Black communities in Canada. For more information, visit the [National Black Canadian Summit Eventbrite page](#).

Job Opportunities

The City is always hiring for new positions and interested in welcoming new talent. Below are links to job websites for the City and some City Agencies and Corporations:

- [City of Toronto](#)
- [Toronto Region and Conservation Authority](#)
- [Toronto Public Library](#)
- [CreateTo](#)
- [Toronto Transit Commission](#)