Confronting
Anti-Black
Racism Unit

ANTI-BLACK RACISM

ANALYSIS TOOL

CONFRONTING
ANTI-BLACK
RACISM

Toronto

PRESENTED BY:
CITY OF TORONTO'S
CONFRONTING ANTI-BLACK
RACISM UNIT

Description

In developing effective strategies and supports to identify and respond to anti-Black Racism, governments, corporations and community groups should pay particular attention to the unique experiences and needs of Black communities.
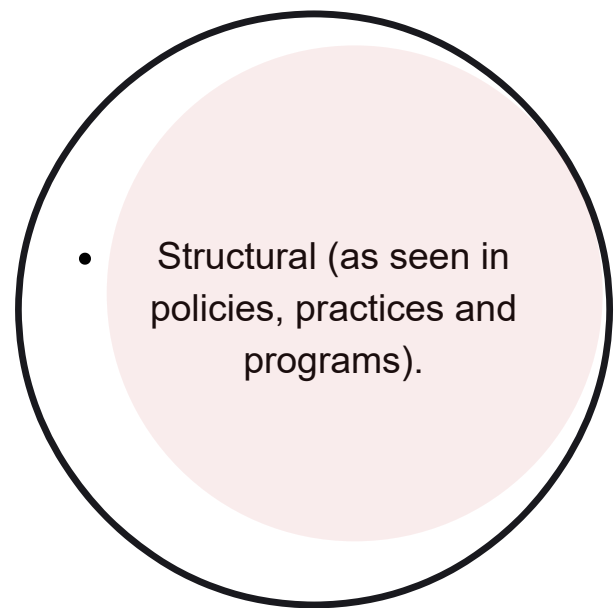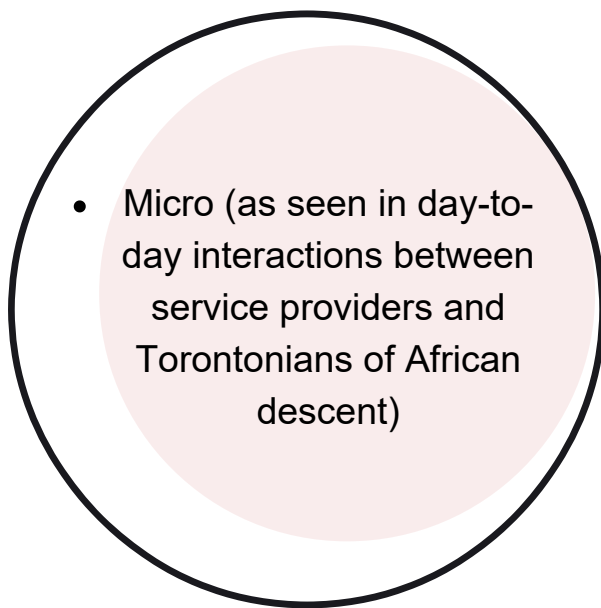
Anti-Black racism is having a disproportionate impact on many Black communities. This pervasive nature of anti-Black racism not only exacerbates long standing issues people of African descent face in society, it makes responding to the needs of Black communities during epidemics all the more difficult. Through years of research, advocacy, and organizing, Black communities in Toronto consistently highlight the impact of systemic anti-Black Racism on the quality of life they are able to enjoy. Policy makers and community groups are encouraged to adopt an Anti-Black Racism Analysis in the development and execution of policies and programs designed to address the needs of Black communities and achieve transformative change.

The City of Toronto's Confronting Anti-Black Racism Unit (CABR) has been overseeing the implementation of the Toronto Action Plan to Confront Anti-Black Racism and has developed an Anti-Black Racism Analysis tool for the City of Toronto to ensure municipal services, spaces and policies are fully inclusive and accessible to Black Torontonians. Used primarily as a tool offered once an introductory training is delivered through the Confronting Anti-Black Racism Unit. In this context, the Anti-Black Racism Analysis Tool can be used to guide conversations, led by senior leadership to uncover and review processes and practices that are anti-Black in design, delivery and impact.

Anti-Black Racism
Analysis Snapshot

An Anti-Black Racism Analysis applies an understanding that:

● Anti-Black racism is rooted in historic and ongoing systems;

● Anti-Black racism is:

- Micro (as seen in day-to-day interactions between service providers and Torontonians of African descent)

- Structural (as seen in policies, practices and programs).

● Anti-Black racism is deeply entrenched in Canadian institutions, often making anti-Black responses invisible to non-Black people;

● Deeply entrenched Anti-Black racism can obscure the disproportionate impact that social disasters can have on Black Torontonians.

● An equity approach of: Targeted Universalism

will identify and remove systemic barriers to services affecting people of African descent, while benefiting other disadvantaged communities and the city at large;

Anti-Black Racism
Analysis Snapshot (Cont'd)

● Confronting anti-Black racism requires fundamental changes and knowledge in the way institutions interact with and provide services to Black Torontonians.

● Effective and inclusive responses to anti-Black racism necessitates that non-Black people and institutions learn to utilize an Anti-Black Racism Analysis to target the removal of systemic barriers and leverage the experiences, knowledge, capacities, and talents of diverse Black Torontonians and Black organizations in shared leadership at all levels of planning and implementation.

Anti-Black racism
and historical health and wellness disparities in Black communities

Anti-Black racism continues to exacerbate long standing inequities in health outcomes in Black communities in Canada. Anti-Black racism plays a key role in limiting access to employment, healthcare, education and other social services and supports that are vital to the wellbeing of Black populations in Canada. According to a 2017 study, members of Black communities in Canada have the highest odds of experiencing discrimination which is associated with chronic health conditions and their risk factors such as obesity, and poor self-related health. Anti-Black racism manifested in ways such as frequent mistrust, overt acts of hostility, increased surveillance and other microaggressions also negatively impacts the mental health of members of Black communities in Canada. Mental health stressors due to anti-Black racism can also increase the risk and severity of chronic illnesses like hypertension, stroke and heart disease faced by members of Black communities.

Anti-Black Racism
Operational Questions

The following principles and operational questions will guide the use of an Anti-Black Racism Analysis to create, implement, and evaluate addressing anti-Black racism in every day work practices, initiatives and systems:
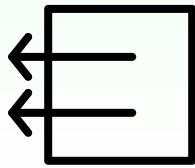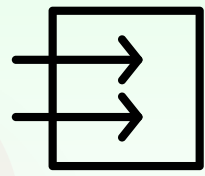
EXTRINSIC

→ Does the initiative/your work consider extrinsic factors affecting Toronto's Black communities, such as geographic, income, and other social differences?

→ Black households are 3.54 times more likely to experience food insecurity than white households in Canada. Are food services providing culturally relevant food options to members of Black communities in Toronto?

Anti-Black Racism
Operational Questions

INTRINSIC

Black communities have historically and continue to face high levels of surveillance and over-policing. As such, any work with Black communities must consider that Black people may be more sensitive to what may be perceived as being policed.

→ Does the initiative/your work ensure the intricate well -being of the recipient including their mental and physical wellness during program/service delivery?

    → Are services being provided in environments that are free from modes of surveillance and stressors that will affect the mental and physical health of members of Black communities?

    → Does the service involve any form of policing and enforcement that can be triggering for members of Black communities?

    → Are the mental health support services culturally safe and relevant?

    → Does the initiative/your work adopt a holistic approach to needs assessment by looking at the intersecting needs of recipients?

Anti-Black Racism
Operational Questions
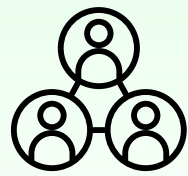
COLLABRATIVE

No work about us/for us, without us. While Black communities are not a monolith, it is important to ensure Black people from various intersections are at the table without tokenism.

→ Does the initiative/work prioritize collaboration with Toronto's communities of African descent and include the knowledge and expertise of members of Black communities in Toronto?

　　→ Are Black service providers, Black-serving organizations or Black clients consulted/engaged in the development or implementation of products and services that they access?

　　→ Do recipients have agency in the planning or execution of the initiative/your work?

Anti-Black Racism
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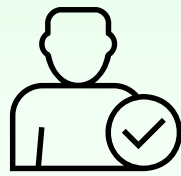
ACCOUNTABLE

→ Does the initiative/your work demonstrate accountability to Toronto's communities of African descent and to its internal commitments by maintaining a clear and inclusive decision-making process and concrete success indicators?

→ Does the initiative/your work have performance indicators (e.g. number of clients served, frequency of service access/delivery, geographic reach of service, etc.) that are communicated to the target-communities?

→ Does the initiative/work follow from/align with a needs assessment of Black communities?

→ Is the initiative/work accountable to a methodology that applies an Afrocentric lens ensuring that services rendered consider the social determinants of health facing Black communities in Toronto?

→ Does the initiative/your work include the collection, use, and dissemination of data, including disaggregated race-based data? Is this data being used to adjust current services/programs and plan for post pandemic equity measures in service delivery?

Anti-Black Racism
Operational Questions
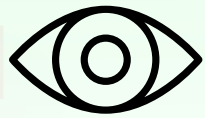
👁 TRANSPARENT

Historically, Black communities have experienced our information being collected and used without our consent. Further, due to the vulnerability of those of us who are low-income, opportunities for income, including payday-loans can have a more negative impact in the future with pay-day loan companies having more presence in communities that have higher black populations.

→ Is the initiative/your work transparent to Torontonians of African descent, including resource and political implications?

→ Does the initiative/work involve payment deferrals or conditions for accessing loans/emergency funding that can have negative implications on the finances of Black communities in the future?

→ Does the initiative/work communicate any terms of use/access in a clear and accessible way to recipients, including how their information (if collected) will be used or who it will be shared with?

→ Does the initiative/work protect the privacy of recipients and allow for clear and active consent?
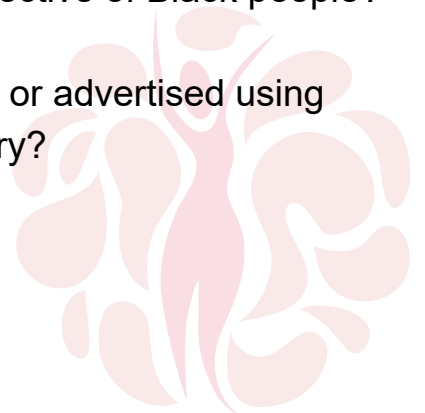
Anti-Black Racism
Operational Questions

ACCESSIBLE

When information is created or disseminated, it is often through mainstream outlets and often does not account for the way Black people communicate. This means most of us won't receive the message or if we do, will assume it does not apply to us.

→ Does the initiative/your work use non-academic and non-bureaucratic language and employ multimedia and alternate formats to communicate with Black Torontonians in accessible ways?

→ Is information about the initiative/your work communicated in the different languages and tones represented in Black communities in Toronto and are diagrams or pictures reflective of Black people?

→ Is the initiative/your work being promoted or advertised using culturally appropriate and relevant imagery?
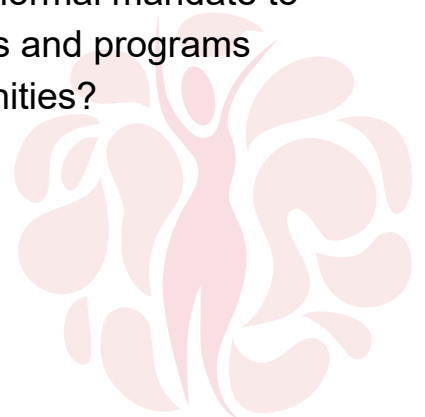
Anti-Black Racism
Operational Questions

CREATIVE AND OPEN

Most bureaucratic processes and red tape often mean Black people cannot access emergency or culturally-safe and culturally relevant services. For example, if you reside in an area with a food bank- policy states you would have to access food from this foodbank, however it has been noted that most food banks do not provide culturally-relevant food-therefore it is necessary to be flexible so people can have access to the things they need that will actually help them.

⟶ Is the initiative/your work creative and open to change and experimentation to meet the historic, current, and emerging needs of Torontonians of African descent?

⟶ Are you able to work outside of your normal mandate to provide emergency response services and programs catered to members of Black communities?
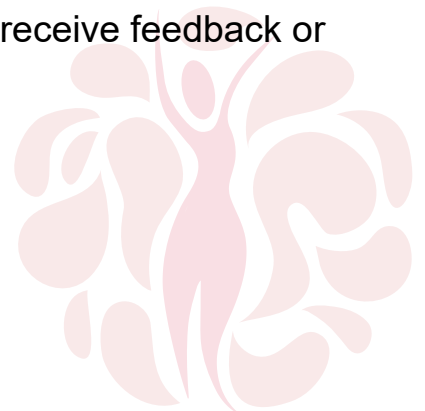
Anti-Black Racism
## Operational Questions

RESPONSIVE

Historically, institutions have taken a paternalistic approach to working with Black communities. By assuming you know what individuals need and that these needs are static reinforces a paternalistic approach which denies individuals the agency to be involved in making decisions about things that impact them.

⟶ Does the initiative/your work conduct ongoing checks, use continuous improvement, and ensure flexibility in response to feedback from Black communities?

⟶ Is the initiative/your work proactive or reactive in responding to the actual needs of Toronto's Black communities?

⟶ Do you intentionally create space to receive feedback or complaints?

Anti-Black Racism
Operational Questions
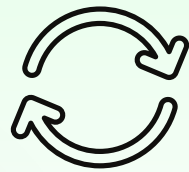
🔁 SUSTAINABLE

Due to persistent systemic discrimination and structural anti-Black racism, the conditions that make Black communities vulnerable to the impacts of epidemics and other disasters remain largely unchanged. Response planning should take into account the ongoing support and resources that will be needed to rebuild Black communities in order to ensure that they are protected from the impacts of future pandemics, social and environmental disasters.

→ Is the initiative/your work sustainable over time and adaptable to the changing needs of Toronto's Black communities?

→ Does the initiative/your work include measures that will help to reduce inequalities over the immediate to long-term?

→ Does the initiative/your work challenge systemic anti-Black racism and stigma facing Toronto's Black communities?

Anti-Black Racism
Operational Questions

DIVERSITY

While Torontonians of African descent are often referred to as the 'Black Community', Some of Toronto's Black communities are indigenous to Canada and are the descendants of generations of Black people who have been in Canada for generations. Torontonians of African descent also include newcomers from around the world with vast language, socio economic and cultural differences among them. This means that a one-size fits all approach may not benefit all or most of its Black communities.

⟶ Does the initiative/your work engage with the diversity of Toronto's Black communities, including geographic, income, and other social differences?

⟶ Does the initiative/your work communicate with communities in languages most commonly used?

⟶ Does the initiative/your work consider how decisions are made within communities and how information is shared?

Anti-Black Racism
Operational Questions

RELATIONSHIP-BUILDING

Black communities have had experience with governments and organizations parachuting into them, extracting or dumping information without building genuine or caring relationships with community members and diversifying relationships with various community leaders. Relationship-building includes building relationships with various leaders based on class, gender, sexuality.

→ Is the initiative building relationships between diverse Black communities and the City that are intentional and reciprocal?

  → Does the initiative/your work regularly engage with lead community organizations to consult on communities' needs?

  → Does the initiative/your work regularly engage with Black communities independent of political milestones and events?

  → Does the initiative/your work show a commitment to long-term relations with Toronto's Black communities?

References

Siddiqi, Arjumand, et al. "Associations between Race, Discrimination and Risk for Chronic Disease in a Population-Based Sample from Canada." Social Science & Medicine, vol. 194, 2017, pp. 135.

LAFRENIERE Annie; WALBAUN Véronique. Inclusive Disaster Risk Reduction. Lyon: Handicap International, 2017

CONFRONTING ANTI-BLACK RACISM

TORONTO