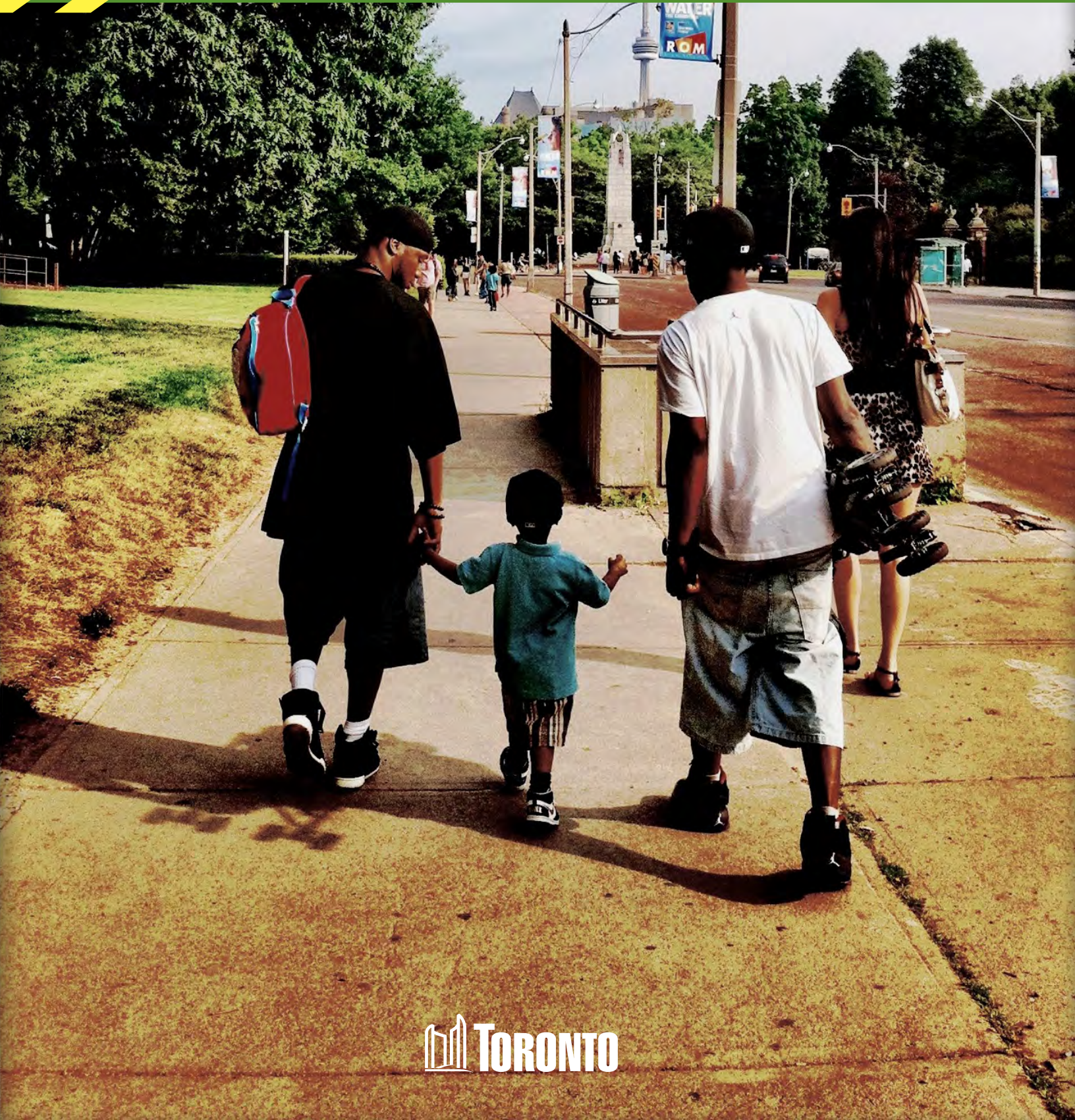


# TORONTO ACTION PLAN TO CONFRONT ANTI-BLACK RACISM





## MAYOR JOHN TORY

Anti-Black racism exists in Toronto.

I believe this is an important statement for the Mayor of Toronto to make, as we strive for inclusion and to live by our values as the most diverse city in the world.

Eradicating anti-Black racism – although difficult – must be our goal in Toronto, because it stands as an obstacle to building a truly fair and just city.

I understand that members of our city's Black communities are tired of being asked to recount their own experiences of racism and the experiences of their ancestors and children.

We know these experiences are real and we know we must take action. And so

we embarked on an initiative to engage Toronto's Black communities in developing a Toronto Action Plan to Confront Anti-Black Racism: five years of initiatives to address systemic barriers that exist across the city.

As part of this process, we took the many reports on racism that have been written over the past 41 years and put their recommendations in front of people for discussion, through 41 Community Conversations held by the City in partnership with community organizations. We wanted to know which actions Toronto's Black communities felt would make the greatest difference in their lives.

These conversations drew more than 800 participants who shared their experiences, their priorities and their concerns.

I attended four of those discussions myself. I listened to community members in Rexdale, Jane and Finch, Scarborough, and Weston Mt. Dennis. I listened to fathers and mothers, small business owners on Eglinton West, and I went to Black CAP and listened to members of the queer and trans community.

I listened to people describe what it feels like to have someone follow you around a store.

I heard very thoughtful comments about the presence of uniformed police in schools and whether this program is really meeting its goals.

I heard parents and students talk about the lack of Black teachers. I heard people discuss the higher rates of unemployment experienced by young Black men in our neighbourhoods and the dramatically higher percentage of young Black men in the justice system.

I listened, and I learned.

And now, we have presented an Action Plan with five themes, 22 recommendations and some 80 actions the City will undertake.

This is a real plan and I am committed to acting on it.

In fact, the work has already begun.

As some first steps, I met with senior staff, including Black leaders in the Toronto Public Service to begin identifying systemic barriers inside City Hall. I heard a lot about the culture change that needs to happen here, starting with comprehensive training of staff to recognise, understand and shift anti-Black racism thinking and practice. Aided by community expertise, this work will help seed systemic change that will positively impact service planning, policy development and customer service.

We continue to invest in Black youth. In October, Council approved a \$400,000 investment in Black community-led

initiatives to support Black youth leadership development, through the Black Youth Leadership Project Grant to Confront Anti-Black Racism. A community Leadership Panel was recruited this fall with the investments going into community in 2018.

We're making capital investments in two important youth development initiatives focused on the arts – The Remix Project and Nia Centre for the Arts to help these important skill development initiatives have stable community spaces from which to serve our young people.

These complement continued youth employment initiatives to support youth who have been affected by the criminal justice system and to provide them with access to growing sectors of opportunity.

There are many more steps to be taken, but we are getting started right away, and I hope you see this as an indication of my intention to lead, and to act.

What I heard most of all in these sessions was the simple, heartfelt desire on the part of adults to see better things for the next generation, often their own children. Young people told me of their desire to have a fair chance and a life in Toronto free from racism and discrimination.

Listening to this, I know that our objective must be no less than to bring an end to acts of discrimination based on race, an end to stereotyping and marginalization, the introduction of systemic changes to eradicate racism, and a focus on providing the same opportunities to all of our residents.

This won't be easy or instantaneous, but I pledge to lead, to work within government and in partnership with Toronto's Black communities to forge a city where our values and goals are matched by reality.

Mayor John Tory

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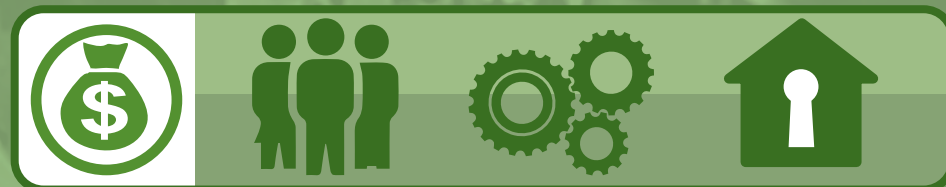
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## CHILDREN & YOUTH DEVELOPMENT



## HEALTH & COMMUNITY SERVICES



## JOB OPPORTUNITIES & INCOME SUPPORTS



## POLICING & THE JUSTICE SYSTEM



## COMMUNITY ENGAGEMENT & BLACK LEADERSHIP



## EXECUTIVE SUMMARY

Toronto is the most diverse city in the world. However, the experiences of Black Torontonians and studies continue to show that anti-Black racism still exists in this city, affecting the life chances of more than 200,000 people of African descent who call Toronto home.

Anti-Black racism is policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization here in Canada.

The legacy of anti-Black racism lies in the current social, economic, and political marginalization of Torontonians of African descent. It is experienced as a lack of opportunity, poor health and mental health

outcomes, poor education outcomes, higher rates of precarious employment and unemployment, significant poverty, and overrepresentation in the criminal justice, mental health, and child welfare systems.

To begin confronting anti-Black racism in Toronto, the City of Toronto partnered with Black leaders and organizations to create and implement a four-phase process. Phase one was the development and launch of the Toronto For All campaign in November 2016, naming and challenging anti-Black racism for public education. Phase two was the review of 41 years' worth of research and recommendations about addressing anti-Black racism in Toronto. This review created the foundation for 41 Community Conversations in phase three to determine how best to take meaningful action going forward. Conversations ran from January to March 2017. Black Torontonians reviewed a

draft action plan at a citywide workshop in May 2017 and provided feedback. In Phase four, City staff and subject matter experts from across Toronto's Black communities worked together to create multi-year work plans and to identify resource requirements to begin implementation.

The Toronto Action Plan to Confront Anti-Black Racism is the result of this collaborative effort between the City of Toronto and Black Torontonians to take corrective action.

This five-year plan leverages the talents, knowledge, and experiences of Black residents and Black organizations as partners in making municipal services, spaces and policies fully inclusive and accessible to Black Torontonians in both intent and in practice. The Action Plan includes 22 recommendations and 80 actions to address five issue areas:

1. Children & Youth Development
2. Health & Community Services
3. Job Opportunities & Income Supports
4. Policing & The Justice System
5. Community Engagement & Black Leadership

This Action Plan intentionally aims to impact levers within the City of Toronto's influence, including the following priority actions within municipal jurisdiction:

- Recruitment, hiring, promotion and training at the City
- Meaningful, sustained investments in Black youth mentorship and employment
- Consistent investment in critical Black-led community services
- Transformative policy development using an Anti-Black Racism Analysis.

The Toronto Action Plan to Confront Anti-Black Racism will be implemented over a five-year term, beginning in 2018. Implementation will be based on five annual work plans, starting in Year One (2018), and a corresponding progress report. For each year of implementation, an annual work plan will be created by City staff, in collaboration with community members and submitted to City Council for approval. Each annual work plan will contain key priorities and initiatives to advance the inclusion of Black Torontonians. An annual progress report for each implementation year will be reported publicly to help ensure continued improvement and community accountability. The establishment of the Anti-Black Racism Partnership & Accountability Circle comprised of diverse Torontonians of African descent to support the implementation of the Action Plan in collaborative, transparent, effective and accountable ways will be key to these efforts.





## INTRODUCTION

**“Despite Canada’s reputation for promoting multiculturalism and diversity... Canada’s history of enslavement, racial segregation, and marginalization, has had a deleterious impact on people of African descent which must be addressed in partnership with communities.”**

**- United Nations’ Working Group of Experts on People of African Descent, October 2016**

Torontonians of African descent are contributing to all areas of city life – adding their talents and assets to make Toronto stronger, more vibrant, and more successful.

Toronto is the most diverse city in the world. However, the experiences of Black Torontonians and study after study continues to show that anti-Black racism still exists in Toronto, affecting the life chances of more than 200,000 Black people who call Toronto home.

The legacy of anti-Black racism lies in the current social, economic, and political marginalization of Black Torontonians. It is experienced as a lack of opportunity, poor health and mental health outcomes, poor education outcomes, lower socio-economic status, precarious employment, higher unemployment, significant poverty rates, and overrepresentation in the criminal justice, mental health, and child welfare systems.

**Anti-Black racism is policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization here in Canada.**

Anti-Black racism is micro (as seen in day-to-day interactions) and it is structural (as seen in laws and policies that govern this city).

Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, often making this particular form of racism appear normal or invisible to the larger society. This makes it more difficult for Black people to name their specific experiences of anti-Black racism. Often doing so comes with severe consequences such as loss of employment, targeting, isolation, violence, and emotional and spiritual injuries.

The ongoing reality of anti-Black racism in Toronto stands as an obstacle to a truly fair and just city.

The City of Toronto, as a government, has a duty to make decisions and take actions that help Toronto become an inclusive and prosperous place for everyone.

### Examples of the many disparities Black Torontonians face:

- Black Torontonians are victims of 85% of hate crimes in Toronto where racism is the motivating factor<sup>1</sup>
- 42% of children in the care of the Children's Aid Society of Toronto are Black, five times their representation in the overall population<sup>2</sup>
- Black students become "early leavers" of high school at higher rates – 23% compared to 12% of white students<sup>3</sup>
- Torontonians of African descent have an unemployment rate of 13%, nearly two times the provincial rate<sup>4</sup>
- 27% of all carding incidents are focused on Black Torontonians, three times their representation in the overall Toronto population<sup>5</sup>
- Black women and girls are one of the fastest growing incarcerated groups<sup>6</sup>

## BUILDING AN EFFECTIVE PLAN

An effective action plan to confront anti-Black racism in Toronto requires the work and ideas of many people. It must be built in community, leveraging the experiences, insights and solutions of Black Torontonians.

In 2016, as the City of Toronto embarked on a process to acknowledge anti-Black racism in Toronto and develop a comprehensive plan to address it, we tried to do things a little differently. We were guided by three principles that emerged from a meeting Mayor Tory held with Black leaders in April 2016 following protests by Black Lives Matter Toronto: (1) build on existing research and recommendations, (2) partner with the community, and (3), engage young leadership in the process.

Instead of writing yet one more report, we reviewed the many reports already written by Black leaders, activists, educators, community groups, and public servants over the past 41 years as our starting point. We analyzed them and grouped over 113 recommendations into five themes:

1. Children & Youth Development
2. Health & Community Services
3. Job Opportunities & Income Supports
4. Policing & The Justice System
5. Community Engagement & Black Leadership

Then we partnered with 18 community agencies serving Toronto's diverse Black communities to host 41 Community Conversations from January to March, 2017. We shared these recommendations. Had they been acted upon? Are they still relevant? What actions still need to be taken?

We engaged 15 young leaders to guide the Community Conversations and capture community ideas. More than 800 Black Torontonians, from

across the city – young and elder, Caribbean and Continental African, Black queer and Black trans youth and adults, Francophone women, parents and caregivers, community workers, artists, and business and faith leaders – shared with us how they would like to build on the past recommendations to achieve meaningful action today.

City staff worked with the community facilitators to analyze and compile these community ideas into a Draft Action Plan. City of Toronto divisions reviewed the Draft Action Plan for clarifications and additions from their service and policy perspectives. The resulting Draft Action Plan was presented to Black community leaders, organizers and residents on May 13, 2017 in a feedback workshop hosted by Mayor Tory at Toronto City Hall. This community feedback was used to refine and finalize the recommendations and actions.

In phase four, from September 5 to September 30, 2017, Black community workers, advocates, business leaders and experts joined City staff from across divisions and agencies in five Expert Working Groups supported by Black process facilitators. The Expert Working Groups convened to develop multi-year work plans and to identify resources required to implement actions. Additionally, five Black subject matter experts with strong Anti-Black Racism Analysis assisted eight City divisions and one agency to complete the same task. Collaborative meetings, informed by research into existing effective models, also supported the development of the Anti-Black Racism Partnership and Accountability Circle.

The Toronto Action Plan to Confront Anti-Black Racism is the result of this collaborative effort between the City of Toronto and Torontonians of African descent.



## Public Education to Confront Anti-Black Racism

On November 2, 2016, the City of Toronto and its partner, OCASI-Ontario Council of Agencies Serving Immigrants, launched a public education campaign to raise awareness about anti-Black racism in Toronto, and to equip people with the means to identify it, question it and challenge it.

The campaign built on the anti-Black racism work of Black leaders, activists, educators, and community groups and organizations, present and past.

As a form of public education, this second installment of the Toronto For All campaign was meant to provoke, make Torontonians think, and start and continue a conversation about anti-Black racism in our city. The first Toronto For All public education campaign ran in summer 2016 naming and challenging Islamophobia in Toronto.

From June until August 2017, Toronto For All featured a public education campaign challenging the racism and transphobia experienced by racialized trans youth.

Toronto's Black communities are comprised of diverse people of African descent facing many different challenges. To be effective, efforts to address anti-Black racism must also examine the experiences, needs and assets of Black residents who are also members of other equity-seeking groups, including women, youth, newcomers, queer and transgender people, Francophones, people affected by the justice system, people with disabilities, and people living with HIV/AIDS.

# TERMINOLOGY

Toronto's communities of African descent are diverse. There are as many Black experiences in Toronto as there are Black Torontonians.

In September 2017, the City convened a focus group of diverse Torontonians of African descent, including community leaders and City staff, to ask what terminology should be used in the Action Plan.

Identity and language use evolves in communities as people create and resurrect terminology to communicate their complex lived experiences. When talking about a group of residents, it is mandatory that the City use self-determined terminology, that is, language that residents use to describe themselves and that they feel comfortable with the City using to describe them and their identities.

The use of self-determined terminology is of particular importance in the historical and ongoing colonial relationship that exists between the City and Black Torontonians, if City efforts are to be collaborative, transparent, effective, and accountable.

Participants shared their thoughts, feelings, and experiences with terminology, and settled on these interchangeable and universal terms:

- Torontonians of African descent;
- Black Torontonians;
- Canadians of African descent; and,
- African Canadians.



"My identity is rooted in the stories that the men and women in my family have passed on to me on claiming the right and the space to live with dignity. These men and women passed on different understandings of 'self' in relation to land, community, country, nation and our place in the world as 'Africans'. A common thread in what has been passed on to me is the necessity of simply having roots. Whether they be based on geography, culture or ancestry, the purpose remains the same: shaping your image of 'self' through the narratives of a collective you relate to rather than having to defend your right for being against a world in which you will never see yourself reflected. So whether we call ourselves 'African', 'Caribbean', 'African-Canadian', 'Black', the calling remains the same: a life with dignity. And this is why I remain undecided, because all these claims are valid."

- Clara Ganemtoore

"I stand by my perspective to use People of African descent and or Canadians of African descent, as oppose to African Canadian, African Caribbean Black, or Black. No other grouping in society has been labeled or deemed a colour for the exceptions of us. Kwame Nkrumah said, "I am not African because I was born in Africa, but because (like all other African Peoples on the continent or abroad) Africa was born inside of me."

- Brianna Lerato Mokwele

Awareness of my Black heritage started at a very young age. I was born in Panama, and raised in one of its Americanized regions (the Canal Zone), while attending a private Catholic school in the Spanish speaking part of the city. Gaining acceptance, as well as a sense of belonging, often presented itself as a challenge due to me internalizing the idea that my cultural identity didn't always parallel with that of my racial one (being Black). I developed these sentiments because I primarily spoke Spanish, yet I had an English surname; American sports and politics were daily conversations since my dad was a reporter; at home, we customarily ate a wide selection of cuisine from my grandparents' islands; and, I was able to enjoy a variety of musical genres, such as pop, merengue, soca and reggae. Upon immigrating to Canada, I discovered my unique and rich blend of Caribbean and Hispanic heritage, and began to understand the African influence and traditions on my diverse cultural and racial identities; therefore, I embrace myself as a Canadian of African Descent."

- **Fenicia Lewis-Dowlin**

"Like everyone else, my identities are complex and intersecting. This means that how I identify myself always depends on the context - it depends on what's at stake. I do not have any fundamental issues with being "Black" because I understand what the term meant in terms of Black Power, Black Panthers, and so on. It was a statement of radical self-determination. However, for this particular time and place (right here, right now), I will assert that I'm African Canadian. This is what binds us socially and politically, whatever our specific nationality or place of birth ... that we are of African descent and we are unapologetic in asserting, claiming and living our varied African-ness."

-**Dr. Winston Husbands**

"I prefer the term African Canadian. Like all other immigrant groups who have come to North America, the term African Canadian links us to a concrete place (in this case a continent rather than a country) that defines

our ancestral home, our cultural heritage and our shared history."

- **Elisabeth Guilbaud-Cox**

"Growing up in Toronto, and often the only Black boy in class, I was often called the Jamaican kid. In the summer months, our parents would send us to Jamaica, Ocho Rios, and when playing with kids my age I was often called the Canadian kid, from foreign. As an adult I have the same experiences when traveling; being called an African, African American, American, Caribbean, Canadian, and Black. Today I am pleased to claim all these labels, assumptions and definitions because being black is complex in this world but nonetheless I am Canadian."

- **Okeima Lawrence**

"Being African or of African descent is not experience, geopolitical, place of birth or where my parents were born. For me it is ancestral. And here is a great example that would resonate with many. In 2007 a certain man declared to the world that he would be running for office, not just any office but the office of the leader of the free world, He was born in Hawaii, to a mother of Irish descent and a Kenyan. He lived in Hawaii Chicago and he even spent years living in Indonesia. Yet when he describes himself he never, speaks of his experience of being a step son of an Indonesian father or of being partly Hawaiian, or even preference of being black. He calls himself an AFRICAN AMERICAN through and through. All of his experiences regardless. Let's be like Barack Obama who embraced his ancestry and did not shrink from it, didn't spin it as being a biracial person but took pride in his history and reality."

- **Kola Iluyomade**

"Our ancestors were from Africa, they may have been taken by others, or they may have left willingly, to populate other parts of the world. That history makes us African, whether we accept that fact or not. We now live in Canada... I think that makes us Canadians of African descent."

- **Lindis Collins-Bacchus**



## MUNICIPAL LEVERS FOR CHANGE

Eradicating anti-Black racism is not a task that a municipal governments alone can do. This is collective work. It requires mutually reinforcing efforts from all orders of government, institutions, businesses, schools, community agencies and individuals. That is how sustainable, long-term, societal impact will be achieved.

Through this Action Plan, the City is stepping forward as one key actor in this collective work to take leadership to enact municipal levers under our influence to increase positive outcomes for Torontonians of African descent.

The City of Toronto has direct administrative responsibility over a number of critical systems that affect Toronto residents on a daily basis:

- The City is one of the largest employers in

Toronto, with a wide variety of professional positions and entry-level jobs with pathways to middle income earnings

- The City supports Canada's financial and business capital, as one of the most business-friendly cities in North America with more than 89,800 businesses operating from Toronto
- The City owns a large portion of the housing stock, through the largest landlord in Canada, Toronto Community Housing, home to 110,000 Torontonians, and provides support to other social and affordable housing providers in Toronto for low-income and vulnerable residents
- Through recreation infrastructure, the City supports the second largest system after the school system for social inclusion for children and youth

- Through local planning and community service investments, the City has intimate knowledge of 140 neighbourhoods and leads place-based planning with community partners
- Through the Toronto Police, the City operates the frontline service to the criminal justice system
- The City operates the crisis support systems for Toronto residents through Fire, Paramedics, Police, and shelters

These are important systems that our municipal government provides to its residents. They need to be leveraged to create a fair, accessible and supportive city for all Toronto residents.

The recommendations and actions contained in this five year plan leverages these and other municipal levers. During implementation City staff and community members, through the newly established Anti-Black Racism Partnership and Accountability Circle, will determine key annual priorities and related initiatives to advance the inclusion of Black Torontonians. The focus is not a developing a set of new activities - the focus will be on taking actions that will most effectively support equitable outcomes for Torontonians of African descent. This requires the City to collect race-based disaggregated data and to focus on monitoring and evaluating progress, ending practices and initiatives that are not delivering positive outcomes and reprioritize resources into things that work.





# VISION AND PRINCIPLES

## PURPOSE

The City of Toronto works to ensure that policies and practices are truly inclusive, and meet the needs of Toronto residents to live well and contribute to the city's vibrancy and prosperity.

Like all Toronto residents, Torontonians of African descent want to live in a city where the services and spaces meant to serve all residents are also accessible to them – this requires removing anti-Black bias, prejudice, and discrimination.

Black residents want to be afforded the same life chances and opportunities to participate

as all other Torontonians. Currently, measures to achieve universal equity often fail to effectively serve Black Torontonians, leading to disparities and disproportionately negative outcomes. Targeting equity measures for Torontonians of African descent will ensure they have access to the full benefits of living in this city, like other Torontonians.

The Toronto Action Plan to Confront Anti-Black Racism lays out actions to help ensure that municipal services, spaces and policies become fully inclusive and accessible to Black Torontonians in both intent and in practice.

## The Toronto Action Plan to Confront Anti-Black Racism is a five-year plan to leverage the talents, knowledge, experiences, and capacities of Black people and Black organizations as partners in strengthening the quality of life of Black Torontonians and the city at large.

The Action Plan includes 22 recommendations and 80 actions across five themes: Children & Youth Development, Health & Community Services, Job Opportunities & Income Supports, Policing & the Justice System, and Community Engagement & Black Leadership.

- Some actions leverage Black cultural knowledge and practices to better support positive child and youth development.
- Some actions require targeted communication and outreach to ensure Black communities are reached by universal service efforts and job opportunities.
- Some actions assess current policies, practices and structures to identify anti-Black bias and take corrective and preventative actions.
- And in other cases, actions are about piloting new approaches and sustainably investing in programs and organizations that are already achieving successful outcomes.

### BENEFIT TO ALL

Whenever governments and service providers work to target the removal of systemic barriers experienced by the most disadvantaged communities, all residents benefit. The Toronto Action Plan to Confront Anti-Black Racism follows this approach of targeted universalism. The actions, when taken as a whole and executed fully, will benefit all Torontonians, especially other Toronto communities experiencing racism and marginalization.



Toronto is a city where Black residents have access to the life chances and opportunities enjoyed by other Torontonians. We will become a city in which no Torontonian is denied access to resources or participation due to anti-Black racism, and where the knowledge, skills and talents of residents of African descent are fully engaged in leading our vibrant and thriving city.

## PRINCIPLES

The implementation of the Toronto Action Plan to Confront Anti-Black Racism will be guided by the following three principles:

### Partner with Black Communities

Black Torontonians are contributing to all areas of city life – adding their talents and assets to make the city stronger, more vibrant, and more successful. They actively co-developed this Action Plan with a vision of co-leadership and collective impact. The successful implementation of the Toronto Action Plan to Confront Anti-Black Racism necessitates shared leadership and ownership with Black people and Black organizations, as well as action from non-Black people and institutions.

### Engage the Diveristy of Toronto's Black Communities

Torontonians of African descent are a diverse people, comprising many communities. And yet, all Black people in Toronto experience anti-Black racism. In our Community Conversations, we heard from Black elders

and youth, women, queer and trans youth, francophone women, people living with HIV, young fathers, and newcomers, and established residents from the Continental African and Caribbean communities. The diversity of Black identity and experience must remain at the heart of the Toronto Action Plan to Confront Anti-Black Racism.

### Drive Systemic Change

Anti-Black racism and discrimination are systemic and require fundamental changes in policy and practice across institutions within and beyond municipal government. While individuals may experience interpersonal acts of racism, it is the structural barriers to equal opportunity that cause the most harm. To drive systemic change, the Toronto Action Plan to Confront Anti-Black Racism must be taken as a whole and executed fully. Comprehensively targeting the removal of systemic barriers will improve the lives of Black Torontonians, other Toronto communities experiencing racism and marginalization, and all Toronto residents.





## THE ANTI-BLACK RACISM ANALYSIS

The Toronto Action Plan to Confront Anti-Black Racism requires the use of an Anti-Black Racism Analysis as it is named in the execution of 11 actions specifically, and to the full implementation of all 22 recommendations and 80 actions.

Anti-Black racism is policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent

and is rooted in their unique history and experience of enslavement and colonization in Canada.

An Anti-Black Racism Analysis is the application of this understanding of anti-Black racism to the planning, development, operation, resource allocation and evaluation of policies, services, practices, and spaces, with the intent of achieving transformative change.

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 City staff and Torontonians of African descent) and it is structural (as seen in policies and practices that govern this city),
- Anti-Black racism is deeply entrenched in Canadian institutions, often making anti-Black policies and practices appear invisible to non-Black people,
- Toronto's communities of African descent are diverse,
- Torontonians' experiences of anti-Black racism are uniquely shaped by their combined experiences of marginalization, and intersectionality is necessary to address anti-Black racism effectively,
- An equity approach of targeted universalism will identify and remove systemic barriers affecting people of African descent, while benefitting other disadvantaged communities and the city at large, and
- The elimination of anti-Black racism in Toronto requires fundamental transformative changes in policy and practice, across institutions within and beyond municipal government.

The Toronto Action Plan 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 implementation.

The City's emerging Equity Lens will include an Anti-Black Racism Analysis for regular application in all initiatives by City staff. Operationalizing an Anti-Black Racism Analysis is critical for the implementation of the Toronto Action Plan to Confront Anti-Black Racism to be impactful and effective.

# OPERATIONAL QUESTIONS

The following operational questions will guide the use of an Anti-Black Racism Analysis to create, implement, and evaluate a City initiative:

1. **Diversity:** Does the initiative engage with the diversity of Toronto's Black communities, including geographic, income, and other social differences?
2. **Collaboration:** Does the initiative prioritize collaboration with Toronto's communities of African descent and use an interdivisional approach across City divisions?
3. **Relationship-Building:** Is the initiative building relationships between diverse Black communities and the City that are intentional and reciprocal?
4. **Accountability:** Does the initiative demonstrate accountability to Toronto's communities of African descent and to its internal commitments by maintaining a clear and legitimate decision-making process?
5. **Transparency:** Is the initiative transparent to Torontonians of African descent, including resource and political implications?
6. **Accessibility:** Does the initiative use non-academic and non-bureaucratic language and employ multimedia and alternate formats to communicate with Black Torontonians in accessible ways?
7. **Creativity and Openness:** Is the initiative creative and open to change and experimentation to meet the historic, current, and emerging needs of Torontonians of African descent?
8. **Sustainability:** Is the initiative sustainable over time and responsive to the changing needs of Toronto's Black communities?
9. **Responsiveness:** Does the initiative conduct ongoing checks, use continuous improvement, and ensure City flexibility in response to feedback from Black communities?



# ANTI-BLACK RACISM PARTNERSHIP & ACCOUNTABILITY CIRCLE

The Toronto Action Plan to Confront Anti-Black Racism is a five-year plan that leverages the talents, knowledge, and experiences of Black residents and Black organizations as partners in making municipal services, spaces and policies fully inclusive and accessible to Torontonians of African descent in both intent and in practice. The Action Plan mandates shared leadership and ownership with people with lived experiences of anti-Black racism at every stage of implementation.

## MANDATE

The Anti-Black Racism Partnership & Accountability Circle will guide and support the full implementation of the Toronto Action Plan to Confront Anti-Black Racism in ways that are collaborative, transparent, effective, and accountable to Torontonians of African descent. The Anti-Black Racism Partnership & Accountability Circle will partner with the City on municipal efforts to help the City of Toronto better serve Torontonians of African descent. The Circle will:

1. Provide guidance and advice to City staff in the planning, implementation, evaluation and reporting of the Toronto Action Plan to Confront Anti-Black Racism;
2. Contribute insight, analysis, information, and strategy to City service and policy planning that impacts outcomes for Torontonians of African Descent;
3. Advise on areas where the City should be taking a lead, facilitating or convening to effectively advance positive outcomes for Torontonians of African Descent;

4. Support partnership development with Black communities, leaders, organizations and institutions to advance positive outcomes for Torontonians of African Descent; and,
5. Facilitate transparent and effective communication and engagement with Toronto's communities of African descent.

## VALUES, PRINCIPLES & PRACTICE

The proposed model is informed by Indigenous African values, principles, and practices and builds on key learnings from the best practices of other partnership and accountability models, such as the African Nova Scotian Affairs and the Toronto Indigenous Health Advisory Circle (TIHAC). This partnership and accountability model proposes intentionally balancing western and Indigenous traditions to ensure professional excellence in implementation of the Action Plan.

## COMPOSITION

The Anti-Black Racism Partnership & Accountability Circle is intended to be inclusive and reflect the diversity of Torontonians of African descent. Membership of the Circle is comprised of 12 Torontonians of African descent with diverse lived experience, education, professional expertise, and historical knowledge of anti-Black racism in Toronto:

- 4 elders who represent wisdom of community to hold the integrity of the

- Circle's principles, values and practices;
- 4 youth with diverse lived experience; and,
- 4 people who represent key stakeholder groups of African Toronto communities.

The Circle is supported by one independent, community facilitator of African descent with strong capacity in organizational development, governance and Indigenous African cultures to act as the bridge between the community and City.

## SCOPE & TERM

The Circle will focus their work on supervising and supporting City activities and community engagement towards the full implementation of all 22 recommendations and 81 actions, from 2018-2022.

## SUPPORT

Secretariat support is provided by Social Development, Finance & Administration Division.

Circle members will receive an honorarium and be supported by standard City accessibility supports of community engagement – TTC tokens, child minding, ASL interpretation, and refreshments at meetings.

## INITIATING ACTION

THE 2018 Work Plan Priorities include work to develop the Circle through broad and open outreach and refinement of operating principles and practices with the founding Circle members.





## CHILDREN & YOUTH DEVELOPMENT

Over 88,000 Black children and youth, ages 0-24 live in Toronto.<sup>7</sup> While dedicated parents and strong communities are raising many thriving Black children, as a whole, Black children and youth face many disparities.

Forty-two percent of children in care are Black children.<sup>8</sup> Black youth have higher drop out and expulsion rates than other Toronto children.<sup>9</sup> At 23%, the unemployment rate of Black youth in Toronto is two times higher

than the national average.<sup>10</sup> And Black youth report often feeling unwelcome or unsupported in many of the programs that are funded to assist them.

Changes are needed to ensure that Black children and youth, including those who identify as queer and transgender, have access to the programs, protections, and supports that all children and youth need to grow up healthy, safe, and confident.

## RECOMMENDATION

**1. Increase access to high-quality programs for Black children and youth**

## ACTIONS

- 1.1 Develop and implement training on effective programming for Black children and youth, using an Anti-Black Racism Analysis
- 1.2 Increase supply and variety of culturally appropriate before- and after-school programs with clear learning objectives, including STEAM (science, technology, engineering, arts and math) programs
- 1.3 Support effective Black youth leadership programs, including rites of passage, civic and community leadership
- 1.4 Increase hiring of Black Torontonians and partnerships with diverse Black communities to ensure that children and youth programs reflect the diversity of the communities they serve
- 1.5 Develop and implement intergenerational and cultural connections through Black mentorship initiatives

## RECOMMENDATION

**2. Meet the specific needs and aspirations of Black queer and trans youth**

## ACTIONS

- 2.1 Consult on and invest in meeting the specific needs and aspirations of Black queer and trans youth
- 2.2 Expand resources for Black queer and trans services providers
- 2.3 Work with parents of African descent, service providers and youth to create culturally relevant education and support services for parents of Black queer and trans children and youth

## RECOMMENDATION

### 3. Advocate for better protection and supports for Black children and youth

## ACTIONS

- 3.1 Communicate to the Province and the school boards the need for education improvements that support safe and effective learning for students of African descent
- 3.2 Communicate to the Province the need for improvements to the Child Welfare System to better serve and support children and youth of African descent
- 3.3 Collaborate with Provincial and Federal institutions to ensure Black newcomer children reuniting with their parents/caregivers are enrolled in schools and supported





“Why are Black families living in poverty and they are not collecting race-based statistics sufficiently enough so you can actually look at the trends?”

- **Notisha Massaquoi,**

Executive Director of Women’s Health in Women’s Hands, a community health centre for women of African descent and racialized women in Toronto

“What needs to be immediately addressed is how anti-Black racism impacts the social and economic mobility of young Black people.”

- **Surrana Sandy,**

Executive Director of Skills for Change, a community organization for immigrants and refugees serving many of Toronto’s communities of African descent





## HEALTH & COMMUNITY SERVICES

Anti-Black racism continues to impact the health and wellbeing of Black Torontonians. Compared to non-racialized people, Toronto's Black residents report higher rates of pain and discomfort, high blood pressure and obesity.<sup>11</sup>

Limited access to relevant, safe, affordable, and effective health and community services remain a challenge for Black residents and families living in Toronto.

Black Torontonians often experience a 'service desert' in their neighbourhoods and when

services are available, many Black residents report that although these services are funded to support all Torontonians, they often are inadequate in meeting the needs of Black residents.

Changes are needed to reduce health inequalities and improve the wellbeing of Black Torontonians. The City, especially working in concert with the Province of Ontario, can take action to meet existing and emerging community health and community service needs.

## RECOMMENDATION

**4. Improve the quality and availability of City-programmed community mental health services for Black Torontonians**

## ACTIONS

- 4.1 Work with the Province to support training for community mental health and addiction treatment service providers using an Anti-Black Racism Analysis
- 4.2 Work collaboratively with Black communities and the Province to leverage Black cultural knowledge to lead and provide more mental health services across the city for Torontonians of African descent, including clinics, on-call counsellors, harm reduction programs and supports for post traumatic stress disorder

## RECOMMENDATION

**5. Improve the quality and effectiveness of health and community services for Black Torontonians**

## ACTIONS

- 5.1 Increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians
- 5.2 Replicate and expand effective models of Black-led health and community services to under-served neighbourhoods and populations of Black Torontonians
- 5.3 Regularly update 211 directory with community-based services for Black Torontonians

## RECOMMENDATION

**6. Strengthen the accountability of health and community services for Black Torontonians**

## ACTIONS

- 6.1** Outreach, recruit and hire from diverse Black communities to increase number and retention of health, social and community workers of African descent
- 6.2** Develop and implement an outreach initiative to recruit and train diverse Black Torontonians for leadership and governance roles in health and community organizations
- 6.3** Advocate and coordinate with funders to require the collection and public reporting of health and community service data disaggregated by race and other characteristics
- 6.4** Advocate and coordinate with funders to invest in community capacity to comply with the collection of data disaggregated by race

## RECOMMENDATION

**7. Improve the quality of recreation services for Black Torontonians**

## ACTIONS

- 7.1** Improve recreation spaces in neighbourhoods with high proportions of residents of African descent
- 7.2** Regularly engage with diverse Black Torontonians on how to expand and improve recreational programming and facilities

## RECOMMENDATION

**8. Improve food access for low-income Black Torontonians**

## ACTIONS

- 8.1** Apply an Anti-Black Racism Analysis to improve the programming of the Toronto Food Strategy and Toronto Agricultural Program

## RECOMMENDATION

**9. Improve support models to better address the specific needs of Black seniors, newcomers, people living with HIV/AIDs, people with disabilities, and Francophone women**

## ACTIONS

- 9.1** Ensure seniors of African descent are represented in the Version 2.0 of the Toronto Seniors Strategy
- 9.2** Increase settlement sector knowledge of programs and services for Black newcomers
- 9.3** Ensure Black newcomers are represented in the Toronto Newcomer Strategy and the Integrating Cities Charter
- 9.4** Communicate with the Province the need for greater funding support for Black organizations that provide services for people of African descent living with HIV/AIDS
- 9.5** Apply an Anti-Black Racism Analysis as the City implements AODA and other steps to accommodate people with disabilities
- 9.6** Provide culturally appropriate supports to address violence against women of African descent in Francophone communities

## RECOMMENDATION

**10. Improve shelter and housing conditions to better support Black Torontonians**

## ACTIONS

- 10.1** Advance the recommendations of Tenants First, including improving the quality of Toronto Community Housing through a revised tenant-focused service delivery model that better serves families, youth and vulnerable tenants, including seniors, with a stable funding formula
- 10.2** Apply an Anti-Black Racism Analysis to shelter standards and procedures
- 10.3** Ensure shelter staff are trained on anti-Black racism as a trigger to mental illness
- 10.4** Create safe spaces within new LGBTQ2S shelters for Black queer and trans youth
- 10.5** Collect race-based data on homelessness, particularly on the needs of Black queer and trans youth for shelters support services planning
- 10.6** Create safe spaces within women's and family shelters for women of African descent
- 10.7** Apply an Anti-Black Racism Analysis to the Rent Supplement provision process to support equitable access to rent supplement program
- 10.8** Apply an Anti-Black Racism Analysis to the Eviction Prevention Framework in the 2017-2018 Eviction Prevention Strategy



“There’s a lot of mental things that happen with us just trying to go through our regular day and how we find employment, how we seek education, how we raise our children.

We have to start the conversation from a place where we understand and accept that racism and anti-Black racism is woven into the fabric of the society that we live in.”

- **Dwayne Morgan,**

an award-winning spoken word artist and a father who participated in the conversation organized by Young and Potential Fathers, a community organization providing direct support to young African Canadian fathers in Toronto

“We are encouraged by the fact that there is a specific focus on a particular aspect of our oppression, our struggles around anti-Black racism and naming it, and agreeing that it has a particular kind of identification that is deeper and more pernicious than racism, in general, because it’s connected to a history of slavery and white supremacy and colonization. It’s reflected in all the areas that we struggle with.”

- **Nene Kwasi Kafele,**

a longtime community advocate who participated in the conversation hosted by the African Canadian Mental Health Coalition





## JOB OPPORTUNITIES & INCOME SUPPORTS

Black Torontonians experience lower graduation rates, higher rates of unemployment, and are more likely to be living in poverty than the general population in the city. Black families are about three times more likely to be living on low incomes than white families.<sup>12</sup> 48% of Black children live in families with incomes of less than \$30,000 a year compared to only 9% of non-racialized children.<sup>13</sup> Low income rates are highest among third and later generations of Black residents within the Toronto Census Metropolitan Area than other population groups.<sup>14</sup>

Black Torontonians have an unemployment rate of 13%, nearly two times the provincial rate.<sup>15</sup> Reviewing national trends, the United Nations' Working Group of Experts on People of African Descent concluded its official visit to Canada in fall 2016 noting

anti-Black racism in the country's labour market. For example, they found a much higher unemployment rate for Black women at 11% compared to 7% for the general Canadian population, and when employed, Black women make 37% less than white men and 15% less than their white female counterparts.<sup>16</sup> Black residents are often concentrated in part-time and precarious work that is inadequate to meet their basic needs and fails to leverage their talents.

To move Black Torontonians out of poverty, the City of Toronto can take actions to create effective pathways for training and employment across sectors, create strong mentorship programs that build up networks for Black youth, and provide supports for Black-owned businesses to grow and compete.

## RECOMMENDATION

**11. Increase employment and training opportunities for Black Torontonians at the City of Toronto**

## ACTIONS

- 11.1 Outreach to, recruit and hire diverse Black people to increase the number and retention of employees of African descent at the City of Toronto
- 11.2 Engage diverse Black experts and community members to develop Anti-Black Racism training for all City staff and leaders with a focus in the areas of Human Resources practices, including recruitment, hiring, and retention
- 11.3 Include socio-demographics, including race and gender identity, as part of the City's Count Yourself In employee survey
- 11.4 Enhance current City internship programs to include youth of African descent, including Black queer and trans youth
- 11.5 Engage Black City staff to create a Black Staff Network to support professional development and engagement

## RECOMMENDATION

**12. Provide mentorship programs as a pathway to employment and promotion for Black Torontonians**

## ACTIONS

- 12.1 Leverage federal and provincial funding to create career-based mentorship programs for Black youth to support skill development and the building of professional networks

## RECOMMENDATION

### 13. **Improve access to high-quality training and employment programs for Black youth**

## ACTIONS

- 13.1 Work with public and private sectors to create effective career pathways for Black youth by leveraging federal and provincial youth employment funding and addressing the specific needs of young women, young Francophones, youth who have been incarcerated, and queer and trans youth from Toronto's communities of African descent
- 13.2 Host employment fairs and skills development programs in community hubs and Black-focused agencies
- 13.3 Provide free police reference checks, training and certifications for Black youth to access volunteering and entry-level jobs
- 13.4 Target a City-administered youth employment program, funded by the federal and/or provincial governments, to support Black youth with criminal records and integrate funding for these youth to apply for record suspensions
- 13.5 Champion inclusive and equitable hiring practices among non-profit and private sector employers that focus the use of police reference checks, including vulnerable sector checks, only for circumstances where there is a legal obligation
- 13.6 Advocate to the provincial and federal governments to remove barriers to applying for criminal record suspensions

## RECOMMENDATION

**14. Improve job quality and income supports for precariously employed Black Torontonians**

## ACTIONS

- 14.1** Continue to advocate to the Ontario government to raise social assistance rates

## RECOMMENDATION

**15. Support Black-owned businesses to better compete and thrive in Toronto**

## ACTIONS

- 15.1** Target Black-owned businesses and social enterprises for outreach, training and vendor networking as part of the City of Toronto Social Procurement Program
- 15.2** Support the start-up and incubation of Black-owned businesses
- 15.3** Target development supports for businesses owned by Black women, Francophones, and people who were formerly incarcerated



## POLICING & THE JUSTICE SYSTEM

For over a decade now, Black Torontonians have been the second most targeted community for hate crimes in the city. In 2016, Black residents were victims of 85% of hate crimes in Toronto where racism was the motivating factor.<sup>17</sup> Yet, lack of community trust in police means many incidents of anti-Black harassment and violence go unreported.<sup>18</sup>

Black Torontonians face many disparities related to law enforcement. They are disproportionately impacted by racial profiling and over-policing, and over-represented in federal and provincial prisons. Twenty-seven percent (27%) of all carding incidents are focused on Black Torontonians, three times their representation in the overall

Toronto population.<sup>19</sup> Over the last 10 years, the number of federally incarcerated Black people has increased by 75%, now accounting for 9.3% of the total federal population despite representing just 2.9% of the Canadian population.<sup>20</sup> Black women and girls are one of the fastest growing incarcerated groups.<sup>21</sup>

Changes are needed to restore community trust, accountability and effectiveness to policing and the justice system. At the municipal level, actions can be taken by the City and the Toronto Police Service to end racial profiling, train police officers to confront anti-Black racism, and invest in alternative models to achieve community safety and restorative justice.

## RECOMMENDATION

**16. Implement measures to stop racial profiling and over-policing of Black Torontonians**

## ACTIONS

- 16.1 Review communication strategies with communities of African descent about the ongoing elimination of carding as a policing practice
- 16.2 Review the decision not to destroy the previously collected carding data
- 16.3 Review use of force protocols from an Anti-Black Racism Analysis
- 16.4 Review police and community training, including Community Crisis Response Programs, to include use of force issues
- 16.5 Improve training to equip Law Enforcement Officers with knowledge and skills to better protect and serve diverse people of African descent
- 16.6 Strengthen protocols for police response to Emotionally Disturbed Persons (EDP) and report regularly on police-EDP interactions, using an Anti-Black Racism Analysis
- 16.7 Communicate to the Province the need for improvements to policing and the justice system to better serve and protect people of African descent

## RECOMMENDATION

- 17. Build a more transparent, accountable and effective police oversight system to better serve Black Torontonians and to strengthen community trust in police**

## ACTIONS

- 17.1** Mandate the collection and public reporting of race-based data for greater transparency
- 17.2** Review and overhaul the Professional Standards for discipline at the Toronto Police Service
- 17.3** Strengthen community capacity to report and police capacity to investigate Islamophobic, transphobic and anti-Black hate crimes through a Community Police Hate Crimes Advisory Committee
- 17.4** Convene a Community and Police Eliminating Anti-Black Racism Team (CAPE-ABR Team) of community and police leaders as a resource to inform the development and implementation of Actions related to policing and the justice system

## RECOMMENDATION

- 18. Invest in alternative models that create better safety outcomes for Black Torontonians**

## ACTIONS

- 18.1** Work with community partners to build a coordinated strategy to advance police accountability and community capacity to respond to policing and the criminal justice system, including translation, expansion, and dissemination of “know your rights” information

- 18.2 Use an Anti-Black Racism Analysis to develop and implement alternative models of policing that focus on community engagement
- 18.3 Use effective alternative models to incarceration such as the use of restorative justice models developed and implemented with elders in Black communities





## COMMUNITY ENGAGEMENT & BLACK LEADERSHIP

Toronto has a long and rich history of Black leadership, community engagement and innovation. From the first Black man to be elected to Canadian public office, Toronto City Council, in 1894, to ground-breaking civil rights lawyers, activists and educators. For decades, Toronto's Black leaders founded ground-breaking organizations that championed social, economic and political inclusion for Black Torontonians. The Black Action Defence League, Third World Books, the African Canadian Legal Clinic, Women's Hands in Women's Health, and now, Black Lives Matter Toronto, are just a few.

Persistent, systemic racism and anti-Black bias has required Toronto's Black parents, young

people, and leaders in faith communities, business and labour to challenge uneven policies and practices creating barriers in their daily lives.

For over 41 years, Black communities have been organizing for meaningful engagement in the decisions that affect them and their children. They have asked for equitable investment in Black-led organizations to strengthen the social, economic, civic and spiritual capacity of Black Torontonians. Few sustainable investments have occurred.

The successful implementation of the Toronto Action Plan to Confront Anti-Black Racism necessitates shared leadership.

## RECOMMENDATION

**19. Increase opportunities for Black Torontonians to participate in City decision-making**

## ACTIONS

- 19.1 Outreach, recruit and appoint diverse people of African descent to City agencies, boards and commissions
- 19.2 Outreach, recruit and appoint diverse people of African descent to program-level advisories in City divisions
- 19.3 Engage City staff of African descent to provide guidance and leadership to the full implementation of the Toronto Action Plan to Confront Anti-Black Racism
- 19.4 Review and revise the City's complaint processes to ensure that anti-Black racism is addressed at all phases and is aligned with related City instruments, policies and regulations
- 19.5 Advertise the City's complaint processes in communities of African descent

## RECOMMENDATION

**20. Make City spaces more accessible and welcoming to Black Torontonians**

## ACTIONS

- 20.1 Leverage City spaces to create a Black community hub in partnership with Black service providers
- 20.2 Conduct an audit using an Anti-Black Racism Analysis to evaluate City spaces and programs

## RECOMMENDATION

### 21. **Invest in Black arts and culture**

## ACTIONS

- 21.1 Report the economic impacts from City-funded, major community festivals
- 21.2 Actively engage Black advice to review routes, sites and security and increase the sustainability of Black cultural festivals
- 21.3 Increase stable funding and supports for Black arts and culture
- 21.4 Outreach to diverse people of African descent to share information about City grants processes, applications and deadlines

## RECOMMENDATION

### 22. **Provide public education on issues of anti-Black racism in Toronto**

## ACTIONS

- 22.1 Repeat and expand the public education campaign on Anti-Black Racism
- 22.2 Provide public education on how anti-Black racism negatively impacts the health of people of African descent including being a trigger for mental illness



## INTERGOVERNMENTAL COOPERATION

During the process to develop the Toronto Action Plan, Black Torontonians shared recommendations and actions that fall within the jurisdiction of the Province of Ontario. These include calls for:

- Improvements to the Education System to support safe and effective learning for Black children and youth
- Improvements to the Child Welfare System to better serve and support Black children and youth
- Improvements to the quality and availability of mental health services, and the effectiveness of community and health services for Black Ontarians
- Expanding access to high-quality mentorship, training and employment programs for Black youth

Improvements to job quality and income supports for precariously employed Black Ontarians

- Improvements to human rights protection and employment equity for Black Ontarians
- The implementation of measures to stop racial profiling and over-policing of Black Ontarians
- The development of a more transparent, accountable and effective police oversight system to better serve Black people and to strengthen community trust in police to serve and protect them.

The collective work of eradicating anti-Black racism must involve the collaboration of all orders of government, institutions, business, schools, community agencies, and individuals.



## NEXT STEPS

The Toronto Action Plan to Confront Anti-Black Racism will be implemented over a five-year term, 2018 to 2022. Implementation will be based on five annual work plans, starting in Year One (2018), and a corresponding progress report.

For each year of implementation:

An annual work plan will be created by City staff, in collaboration with community members and submitted to City Council for approval.

Each annual work plan will contain key

priorities and initiatives to advance the equitable outcomes for Torontonians of African Descent.

Work plans also include a mix of initiatives that can be completed within existing resources and others requiring new investments. New resources will be sought through the City's budget process on an annual basis.

An annual progress report will be reported publicly to help ensure continued improvement and community accountability.



## INTERVENTIONS

An intervention is an act of intentional involvement to interrupt a negative situation in order to improve it.

The 80 actions of the Action Plan are summarized into nine Interventions meant to intentionally interrupt anti-Black bias and discrimination in policies and practices in order to improve conditions and opportunities for Black Torontonians, and by extension, benefit all Torontonians:

- **Staff Learning:** Train staff using an Anti-Black Racism Analysis
- **Staff Recruitment & Advancement:** Recruit staff from diverse Black communities
- **Race-Based Data:** Collect and report on race-based data
- **Collaborative Service Planning:** Collaborate with people of African descent to improve systems
- **Community Investment:** Invest in community resources
- **Youth Mentorship & Employment:** Prioritize mentorship for youth of African descent
- **Public Education:** Provide civics and public education using an Anti-Black Racism Analysis
- **Policy Development:** Develop policy using an Anti-Black Racism Analysis
- **Intergovernmental Advocacy:** Advocate for recommendations to the Province

The establishment of the Anti-Black Racism Partnership & Accountability Circle comprised of diverse Torontonians of African descent to support the implementation of the Toronto Action Plan to Confront Anti-Black Racism in collaborative, transparent, effective and accountable to the community ways is key to these efforts.

City-community collaboration has been key to developing the Toronto Action Plan to Confront Anti-Black Racism. City-community collaboration will be critical to implementing the Plan and ensuring that the actions that are implemented work towards creating equitable outcomes for Torontonians of African descent.

**Join us!**

City staff have begun the work planning for implementation based on these interventions. Interventions provide a proactive thematic grouping for actions in the Action Plan. They allow City staff and supporting community members to look for common solutions across a set of actions and integrate those solutions where relevant in order to have the most meaningful impact.

# SUMMARY CHART

| Issue                        | # | Recommendation                                                           | #   | Actions                                                                                                                                                                                           | City of Toronto              |
|------------------------------|---|--------------------------------------------------------------------------|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| CHILDREN & YOUTH DEVELOPMENT | 1 | Increase access to high quality programs for Black children and youth    | 1.1 | Develop and implement training on effective programming for Black children and youth, through an Anti-Black Racism Lens                                                                           | CS, EDHR, HR, PFR, SDFA, TPH |
|                              |   |                                                                          | 1.2 | Increase supply and variety of culturally appropriate before and after school programs with clear learning objectives, including STEAM (science, technology, engineering, arts and math) programs | CS, PFR, SDFA                |
|                              |   |                                                                          | 1.3 | Support effective Black youth leadership programs, including rites of passage, civic and community leadership                                                                                     | CS, HR, PFR, SDFA, S&CP, TPH |
|                              |   |                                                                          | 1.4 | Increase hiring of Black Torontonians and partnerships with diverse Black communities to ensure that children and youth programs reflect the diversity of the communities they serve              | CS, HR, PFR, SDFA, TPH       |
|                              |   |                                                                          | 1.5 | Develop and implement intergenerational and cultural connections through Black mentorship initiatives                                                                                             | CS, EDHR, PFR, SDFA, TCHC    |
|                              | 2 | Meet the specific needs and aspirations of Black queer and trans youth   | 2.1 | Consult on and invest in meeting the specific needs and aspirations of Black queer and trans youth                                                                                                | CS, EDHR, PFR, SDFA, TPH     |
|                              |   |                                                                          | 2.2 | Expand resources for Black queer and trans services providers                                                                                                                                     | SDFA, TPH                    |
|                              |   |                                                                          | 2.3 | Work with Black parents, service providers and youth to create culturally relevant education and support services for parents of Black queer and trans children and youth                         | CS, PFR, SDFA, TPH, EDHR     |
|                              | 3 | Advocate for better protection and supports for Black children and youth | 3.1 | Communicate to the Province and the school boards the need for education improvements that support safe and effective learning for Black students                                                 | S&CP, SDFA                   |
|                              |   |                                                                          | 3.2 | Communicate to the Province the need for improvements to the Child Welfare System to better serve and support Black children and youth                                                            | S&CP, SDFA                   |
|                              |   |                                                                          | 3.3 | Collaborate with provincial and federal institutions to ensure Black newcomer children reuniting with their parents/caregivers are enrolled in schools and supported                              | SDFA                         |

| Issue                       | # | Recommendation                                                                                                  | #   | Actions                                                                                                                                                                                                                                                                                                                                        | City of Toronto |
|-----------------------------|---|-----------------------------------------------------------------------------------------------------------------|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| HEALTH & COMMUNITY SERVICES | 4 | Improve the quality and availability of City-programmed community mental health services for Black Torontonians | 4.1 | Work with the Province to support training for community mental health and addiction treatment service providers using an Anti-Black Racism Analysis                                                                                                                                                                                           | SDFA, TPH       |
|                             |   |                                                                                                                 | 4.2 | Work collaboratively with Black communities and the Province to leverage Black cultural knowledge to lead and provide more mental health and addiction treatment services across the city for Torontonians of African descent, including clinics, on call counsellors, harm reduction programs and supports for post-traumatic stress disorder | SDFA, TPH       |
|                             | 5 | Improve the quality and effectiveness of health and community services for Black Torontonians                   | 5.1 | Increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians                                                                                                                                                                                           | SDFA, TPH       |
|                             |   |                                                                                                                 | 5.2 | Replicate and expand effective models of Black-led health and community services to underserved neighbourhoods and populations of Black Torontonians                                                                                                                                                                                           | SDFA, TPH       |
|                             |   |                                                                                                                 | 5.3 | Regularly update 211 directory with community-based services for Black Torontonians                                                                                                                                                                                                                                                            | SDFA.           |
|                             | 6 | Strengthen the accountability of health and community services for Black Torontonians                           | 6.1 | Outreach, recruit and hire from diverse Black communities to increase number and retention of health, social & community workers of African descent                                                                                                                                                                                            | TPH             |
|                             |   |                                                                                                                 | 6.2 | Develop and implement an outreach initiative to recruit and support diverse Black Torontonians for leadership and governance roles in health and community organizations                                                                                                                                                                       | PFR, SDFA, TPH  |
|                             |   |                                                                                                                 | 6.3 | Advocate and coordinate with funders to require the collection and public reporting of health and community service data disaggregated by race and other characteristics                                                                                                                                                                       | HR, SDFA, TPH   |
|                             |   |                                                                                                                 | 6.4 | Advocate and coordinate with funders to invest in community capacity to comply with the collection of data disaggregated by race                                                                                                                                                                                                               | HR, SDFA, TPH   |
|                             | 7 | Improve the quality of recreation services for Black Torontonians                                               | 7.1 | Improve recreation spaces in neighbourhoods with high proportions of Black residents                                                                                                                                                                                                                                                           | PFR             |
|                             |   |                                                                                                                 | 7.2 | Regularly engage with diverse Black Torontonians on how to expand and improve recreational programming and facilities                                                                                                                                                                                                                          | PFR             |
|                             | 8 | Improve food access for low-income Black Torontonians                                                           | 8.1 | Apply an Anti-Black Racism Lens to improve the programming of the Toronto Food Strategy and Toronto Agricultural Program                                                                                                                                                                                                                       | SDFA, TPH       |

| Issue                       | #  | Recommendation                                                                                                                                                        | #    | Actions                                                                                                                                                                                                                                                                        | City of Toronto  |
|-----------------------------|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| HEALTH & COMMUNITY SERVICES | 9  | Improve support models to better address the specific needs of Black seniors, newcomers, people living with HIV/AIDs, people with disabilities, and Francophone women | 9.1  | Ensure seniors of African descent are represented in Version 2.0 of the Toronto Seniors Strategy                                                                                                                                                                               | SDFA, TPH        |
|                             |    |                                                                                                                                                                       | 9.2  | Increase settlement sector knowledge of programs and services for Black newcomers                                                                                                                                                                                              | SDFA             |
|                             |    |                                                                                                                                                                       | 9.3  | Ensure Black newcomers are represented in the Toronto Newcomer Strategy and the Integrating Cities Charter                                                                                                                                                                     | SDFA             |
|                             |    |                                                                                                                                                                       | 9.4  | Communicate with the Province the need for greater funding support for Black organizations that provide services for people of African descent living with HIV/AIDS                                                                                                            | TPH              |
|                             |    |                                                                                                                                                                       | 9.5  | Apply an Anti-Black Racism Analysis as the City implements AODA and other steps to accommodate people with disabilities                                                                                                                                                        | EDHR, HR         |
|                             |    |                                                                                                                                                                       | 9.6  | Provide culturally appropriate supports to address violence against women of African descent in Francophone communities                                                                                                                                                        | SDFA, TPH        |
|                             | 10 | Improve shelter and housing conditions to better support Black Torontonians                                                                                           | 10.1 | Advance the recommendations of Tenants First, including improving the quality of Toronto Community Housing through a revised tenant-focused service delivery model that better serves families, youth and vulnerable tenants, including seniors, with a stable funding formula | SDFA, SSHA, TCHC |
|                             |    |                                                                                                                                                                       | 10.2 | Apply an Anti-Black Racism Analysis to shelter standards and procedures                                                                                                                                                                                                        | SSHA, TPH        |
|                             |    |                                                                                                                                                                       | 10.3 | Ensure shelter staff are trained on anti-Black racism as a trigger to mental illness                                                                                                                                                                                           | SSHA, HR         |
|                             |    |                                                                                                                                                                       | 10.4 | Create safe spaces within new LGBTQ2S shelters for Black queer and trans youth                                                                                                                                                                                                 | SSHA             |
|                             |    |                                                                                                                                                                       | 10.5 | Collect race-based data on homelessness, particularly on the needs of Black queer and trans youth for shelters support services planning                                                                                                                                       | SSHA             |
|                             |    |                                                                                                                                                                       | 10.6 | Create safe spaces within women's and family shelters for women of African descent                                                                                                                                                                                             | SSHA             |
|                             |    |                                                                                                                                                                       | 10.7 | Apply an Anti-Black Racism Analysis to the Rent Supplement provision process to support equitable access to rent supplement program                                                                                                                                            | SSHA             |
|                             |    |                                                                                                                                                                       | 10.8 | Apply an Anti-Black Racism Analysis to the Eviction Prevention Framework in the 2017-2018 Eviction Prevention Strategy                                                                                                                                                         | SSHA             |

| Issue                               | #  | Recommendation                                                                               | #    | Actions                                                                                                                                                                                                                                                                                                                                                                | City of Toronto            |
|-------------------------------------|----|----------------------------------------------------------------------------------------------|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| JOB OPPORTUNITIES & INCOME SUPPORTS | 11 | Increase employment and training opportunities for Black Torontonians at the City of Toronto | 11.1 | Outreach to, recruit and hire diverse Black people to increase the number and retention of employees of African descent at the City of Toronto                                                                                                                                                                                                                         | HR, EDHR, SDFA             |
|                                     |    |                                                                                              | 11.2 | Engage diverse Black experts and community members to develop Anti-Black Racism training for all City staff and leaders with a focus in the areas of Human Resources practices, including recruitment, hiring, and retention                                                                                                                                           | HR, EDHR, SDFA             |
|                                     |    |                                                                                              | 11.3 | Include socio-demographics, including race and gender identity, as part of the City's Count Yourself In employee survey                                                                                                                                                                                                                                                | EDHR, HR, SDFA             |
|                                     |    |                                                                                              | 11.4 | Enhance current City internship programs to include youth of African descent, including Black queer and trans youth                                                                                                                                                                                                                                                    | EDC, SDFA, TCHC, TPH, TPL  |
|                                     |    |                                                                                              | 11.5 | Engage Black City staff to create a Black Staff Network to support professional development and engagement                                                                                                                                                                                                                                                             | SDFA                       |
|                                     | 12 | Provide mentorship programs as a pathway to employment and promotion for Black Torontonians  | 12.1 | Leverage federal and provincial funding to create career-based mentorship programs for Black youth to support skill development and the building of professional networks                                                                                                                                                                                              | EDC, SDFA, TCHC, TESS, TPL |
|                                     | 13 | Improve access to high-quality training and employment programs for Black youth              | 13.1 | Work with public and private sectors to remove systemic barriers in order to create effective career pathways for Black youth by leveraging federal and provincial youth employment funding and addressing the specific needs of young women, young Francophones, youth with criminal records, and queer and trans youth from Toronto's communities of African descent | EDC, SDFA, TESS, TCHC, TPL |
|                                     |    |                                                                                              | 13.2 | Host employment fairs and skills development programs in community hubs and Black-focused agencies                                                                                                                                                                                                                                                                     | PFR, SDFA, TESS            |
|                                     |    |                                                                                              | 13.3 | Provide free police reference checks, training and certifications for Black youth to access volunteering and entry-level jobs                                                                                                                                                                                                                                          | HR, SDFA, TESS, TPS        |
|                                     |    |                                                                                              | 13.4 | Target a City-administered youth employment program, funded by federal and/or provincial governments to support Black youth with criminal records and integrate funding for these youth to apply for record suspensions                                                                                                                                                | SDFA, TESS                 |
|                                     |    |                                                                                              | 13.5 | Champion inclusive and equitable hiring practices among non-profit and private sector employers that focus the use of police reference checks, including vulnerable sector checks, only for circumstances where there is a legal obligation                                                                                                                            | EDHR, HR, SDFA, TESS       |
|                                     |    |                                                                                              | 13.6 | Advocate to the provincial and federal governments to remove barriers to applying for criminal record suspensions                                                                                                                                                                                                                                                      | SDFA, TESS                 |

| Issue                               | #  | Recommendation                                                                       | #    | Actions                                                                                                                                                     | City of Toronto       |
|-------------------------------------|----|--------------------------------------------------------------------------------------|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| JOB OPPORTUNITIES & INCOME SUPPORTS | 14 | Improve job quality and income supports for precariously employed Black Torontonians | 14.1 | Continue to advocate to the Ontario government to raise social assistance rates                                                                             | TESS                  |
|                                     | 15 | Support Black-owned businesses to better compete and thrive in Toronto               | 15.1 | Target Black-owned businesses and social enterprises for outreach, training and vendor networking as part of the City of Toronto Social Procurement Program | EDC, PMMD, SDFA, TESS |
|                                     |    |                                                                                      | 15.2 | Support the start-up and incubation of Black-owned businesses                                                                                               | EDC                   |
|                                     |    |                                                                                      | 15.3 | Target development supports for businesses owned by Black women, Francophones, and people who were formerly incarcerated                                    | EDC                   |

| Issue                         | #  | Recommendation                                                                                                                                                                       | #    | Actions                                                                                                                                                                                                                                                   | City of Toronto |
|-------------------------------|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| POLICING & THE JUSTICE SYSTEM | 16 | Implement measures to stop racial profiling and over-policing of Black Torontonians                                                                                                  | 16.1 | Review communication strategies with communities of African descent about the ongoing elimination of carding as a policing practice                                                                                                                       | TPS             |
|                               |    |                                                                                                                                                                                      | 16.2 | Review the decision not to destroy the previously collected carding data                                                                                                                                                                                  | TPS             |
|                               |    |                                                                                                                                                                                      | 16.3 | Review police use of force protocols from an Anti-Black Racism Analysis                                                                                                                                                                                   | TPS             |
|                               |    |                                                                                                                                                                                      | 16.4 | Review police and community training, including Community Crisis Response Programs, to include use of force issues                                                                                                                                        | SDFA, TPS       |
|                               |    |                                                                                                                                                                                      | 16.5 | Improve training to equip Law Enforcement Officers with knowledge and skills to better protect and serve diverse people of African descent                                                                                                                | SDFA, TPS       |
|                               |    |                                                                                                                                                                                      | 16.6 | Strengthen protocols for police response to people in crisis and report regularly on police-people in crisis interactions, using an Anti-Black Racism Analysis                                                                                            | TPS             |
|                               |    |                                                                                                                                                                                      | 16.7 | Communicate to the Province the need for improvements to policing and the justice system to better serve and protect people of African descent                                                                                                            | TPS             |
|                               | 17 | Build a more transparent, accountable and effective police oversight system to better serve Black Torontonians and to strengthen community trust in police to serve and protect them | 17.1 | Mandate the collection and public reporting of race-based data for greater transparency                                                                                                                                                                   | TPS             |
|                               |    |                                                                                                                                                                                      | 17.2 | Review and overhaul the Professional Standards for discipline at the Toronto Police Service                                                                                                                                                               | TPS             |
|                               |    |                                                                                                                                                                                      | 17.3 | Strengthen community capacity to report and police capacity to investigate Islamophobic, transphobic and anti-Black hate crimes through a Community Police Hate Crimes Advisory Committee                                                                 | TPS             |
|                               |    |                                                                                                                                                                                      | 17.4 | Convene a Community and Police Eliminating Anti-Black Racism Team (CAPE-ABR Team) of community and police leaders as a resource to inform the development and implementation of Actions related to policing and the justice system                        | TPS             |
|                               | 18 | Invest in alternative models that create better safety outcomes for Black Torontonians                                                                                               | 18.1 | Work with community partners to build a coordinated strategy to advance police accountability and community capacity to respond to policing and the justice system, including translation, expansion, and dissemination of "know your rights" information | TPS             |
|                               |    |                                                                                                                                                                                      | 18.2 | Use an Anti-Black Racism Analysis to develop and implement alternative models of policing that focus on community engagement                                                                                                                              | TPS             |
|                               |    |                                                                                                                                                                                      | 18.3 | Use effective alternative models to incarceration such as the use of restorative justice models developed and implemented with elders in Black communities                                                                                                | TPS             |

| Issue                                            | #  | Recommendation                                                                       | #    | Actions                                                                                                                                                                              | City of Toronto                        |
|--------------------------------------------------|----|--------------------------------------------------------------------------------------|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| COMMUNITY<br>ENGAGEMENT<br>& BLACK<br>LEADERSHIP | 19 | Increase opportunities for Black Torontonians to participate in City decision-making | 19.1 | Outreach, recruit and appoint diverse people of African descent to City agencies, boards and commissions                                                                             | Clerks, EDHR, S&CP, SDFA               |
|                                                  |    |                                                                                      | 19.2 | Outreach, recruit and appoint diverse people of African descent to program-level advisories in City divisions                                                                        | EDHR, SDFA                             |
|                                                  |    |                                                                                      | 19.3 | Engage City staff of African descent to provide guidance and leadership to the full implementation of the Toronto Action Plan to Confront Anti-Black Racism                          | SDFA                                   |
|                                                  |    |                                                                                      | 19.4 | Review and revise the City's complaint processes to ensure that anti-Black racism is addressed at all phases and is aligned with related City instruments, policies, and regulations | CCO, Clerks, EDHR, HR, SDFA, S&CP      |
|                                                  |    |                                                                                      | 19.5 | Advertise the City's complaint processes in communities of African descent                                                                                                           | CCO, Clerks, EDHR, HR, SDFA, S&CP      |
|                                                  | 20 | Make City spaces more accessible and welcoming to Black Torontonians                 | 20.1 | Leverage City spaces to create a Black community hub in partnership with Black service providers                                                                                     | RES, SDFA                              |
|                                                  |    |                                                                                      | 20.2 | Conduct an audit using an Anti-Black Racism Analysis to evaluate City spaces and programs                                                                                            | Facilities, Security, SDFA, PFR, TPL   |
|                                                  | 21 | Invest in Black arts and culture                                                     | 21.1 | Report the economic impacts from City-funded, major community festivals                                                                                                              | EDC, SDFA                              |
|                                                  |    |                                                                                      | 21.2 | Actively engage Black community advice to review routes, sites and security and increase the sustainability of Black cultural festivals                                              | EDC                                    |
|                                                  |    |                                                                                      | 21.3 | Increase stable funding and supports for Black arts and culture                                                                                                                      | EDC                                    |
|                                                  |    |                                                                                      | 21.4 | Outreach to diverse people of African descent to share information about City grants processes for applications and deadlines                                                        | EDC, SDFA, TPH                         |
|                                                  | 22 | Provide public education on issues of anti-Black racism in Toronto                   | 22.1 | Repeat and expand the public education campaign on Anti-Black Racism                                                                                                                 | EDHR, Facilities, HR, Strat Comm, SDFA |
|                                                  |    |                                                                                      | 22.2 | Provide public education on how anti-Black racism negatively impacts the health of people of African descent including being a trigger for mental illness                            | SDFA, TPH                              |

**LEGEND: City Divisions, Agencies, and Commissions**

|            |                                                                    |            |                                                    |
|------------|--------------------------------------------------------------------|------------|----------------------------------------------------|
| CCO        | Chief Corporate Officer – Customer Service<br>Centre of Excellence | SDFA       | Social Development, Finance, and<br>Administration |
| Clerks     | City Clerk's Office                                                | Security   | Corporate Security                                 |
| CS         | Children's Services                                                | SSHA       | Shelter, Support, and Housing Administration       |
| EDC        | Economic Development and Culture                                   | Strat Comm | Strategic Communications                           |
| EDHR       | Equity, Diversity & Human Rights                                   | SSHA       | Shelter, Support, and Housing Administration       |
| Facilities | Facilities Management                                              | TCHC       | Toronto Community Housing Corporation              |
| HR         | Human Resources                                                    | TESS       | Toronto Employment & Social Services               |
| PFR        | Parks, Forestry and Recreation                                     | TPH        | Toronto Public Health                              |
| PMMD       | Purchasing and Material Management Division                        | TPL        | Toronto Public Library                             |
| RES        | Real Estate Services                                               | TPS        | Toronto Police Service                             |
| S&CP       | Strategic & Corporate Policy                                       |            |                                                    |



## ACKNOWLEDGEMENTS

The development of the Toronto Action Plan to Confront Anti-Black Racism is a strong example community-government collaboration. Black residents, organizers, advocates and leaders within Toronto's Black communities worked with City staff to develop a meaningful Action Plan to advance the removal of systemic barriers for Black Torontonians, resulting a stronger Toronto for all.

Special thanks to over 800 Black Torontonians who contributed to the Interim Action Plan in the 41 "kitchen table like" Community Conversations and citywide workshop in culturally appropriate spaces that were safe for Black people to share:

- **Community Partner Agencies:** African-Canadian Social Development Council, BlackCAP, Delta Family Resource Services,

For Youth Initiative, Jamaican Canadian Association/CAFCAN, METRAC, Oasis Centre des Femmes, Skills For Change, Tropicana, Young & Potential Fathers and Women's Health In Women's Hands.

- **Community Groups and Organizations:** African Canadian Mental Health and Addictions Coalition, Black Daddy's Club, Black Creek Community Health Centre, Black Queer Youth, Social Planning Toronto, Taibu Community Health Centre and Yonge Street Mission.
- **Community Conversation Facilitators/ Animators:** Abdi Osman, Aden Abebe, Alix Mukonambi, Brianna Lerato Mokwele, Chrys Saget-Richard, Duaa Mohammed, Imanuel Warner-Brown, Jessica Kirk, Kemba Byam, Kofi Morrison, Lami Cooper Diallo, Natasha Eck, Pascale Diverlus, Sean Harrison and Talena Jackson-Martineau.

Over fifty Black community activists, academics, advocates, leaders, organizers, residents and researchers made invaluable contributions of unwavering commitment, time and expertise to finalize the action plan through various channels.

Thanks to the **Expert Working Groups** (EWG):

- **Staff Learning:** Malika Mendez, Moya Teklu and Sizwe Alexandre
- **Staff Recruitment and Advancement:** Al Ramsey, Dauna Jones-Simmonds, Surranna Sandy and Amorell Saunders N'Daw
- **Race-Based Data:** Cynthia Damba, Dr. Grace-Edward Galabuzzi, Dr. Carl James, Ikem Opira, Notisha Massaquoi and Shamara Baidooobonso
- **Youth Mentorship and Employment:** Amina Yassin, Ammanuel Melles, Brandon Hay, Kofi Hope, Siphon Kwaku, Stephanie Hansen
- **Public Education:** Carolynn Wilson, Elisabeth Guilbaud-Cox, Felicia Guy-Lynch, Kemi Jacobs, Layla Duale, Nene Kafele, Olivia Nuamah, Shannon Ryan and Tjireja Hipikuruka
- **Process Facilitators:** David Lewis-Pearl, Julet Allen, Channel Grenaway and Tomee Sojourner-Campbell
- **Secretariat Support:** Alix Mukonambi, Erika Standeven and Talena Jackson-Martineau
- Thanks to City staff from across 20 City divisions and agencies

Thanks to **Subject Matter Experts** who worked directly with Division leads: Annemarie Shrouder, Anthony Morgan, Jay Pitter, Tana Turner and Quammie Williams

Thanks to **Terminology Focus Group members:** Brianna Mokewe, Clara Ganemto, Elisabeth Guilbaud-Cox,

Fenicia Lewis-Dowlin, Kola Iluyomade, Lindis Collins-Bacchus, Mohamed Shuriye, Okeima Lawrence, Shannon Ryan, Verlia Stephens, Dr. Winston Husbands and Zannalyn Robest

Thanks to community members who made themselves available to **provide research and advice:** Ammanuel Melles, AinaNia Ayo'dele, Angela Robertson, Camille Orridge, Debbie Douglas, Ebenezer Fordjour, Gwyn Chapman, Prince Bamidele Bajowa, Nene Kwasi Kafele, Trevor McAlmont and Wendy Komiotis

Thanks to the **ABR Community Selection Committee** who contributed their time and expertise to the overseeing of the new Black Youth Leadership Grant to Confront Anti-Black Racism, which resulted from the Interim Action Plan to Confront Anti-Black Racism: Ahmed Hussein, Floydeen Charles-Fridal, Ikem Opira, Talena Jackson-Martineau and Dr. Wesley Crichlow.

Special thanks to following individuals, Black organizations and businesses for your specific contributions to building this Action Plan:

- **ASL Interpreter:** Christopher Desloges
- **Caterers:** Brown Sugar Oven, Diner's Corner, Service Co, St. Bess Products
- **Community Consultant/Project Manager:** Aina-Nia Ayo'dele
- **Graphic Designer:** Frantz Brent-Harris
- **Photographers:** Nia Centre for the Arts, Denise Andrea Campbell
- **Project Director:** Denise Andrea Campbell
- **Public Education Campaign Partner:** Ontario Council of Agencies Serving Immigrants (OCASI), BlackCAP
- **Researchers:** Alix Mukonambi, Caroline Wai, Erika Standeven, Suelyn Knight
- **Transcribers:** Edna Ali, Keisha St.Louis-McBurnie, Natasha Allen, Saeed Mohamed
- **Writer - Community Profiles:** Neil Armstrong



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