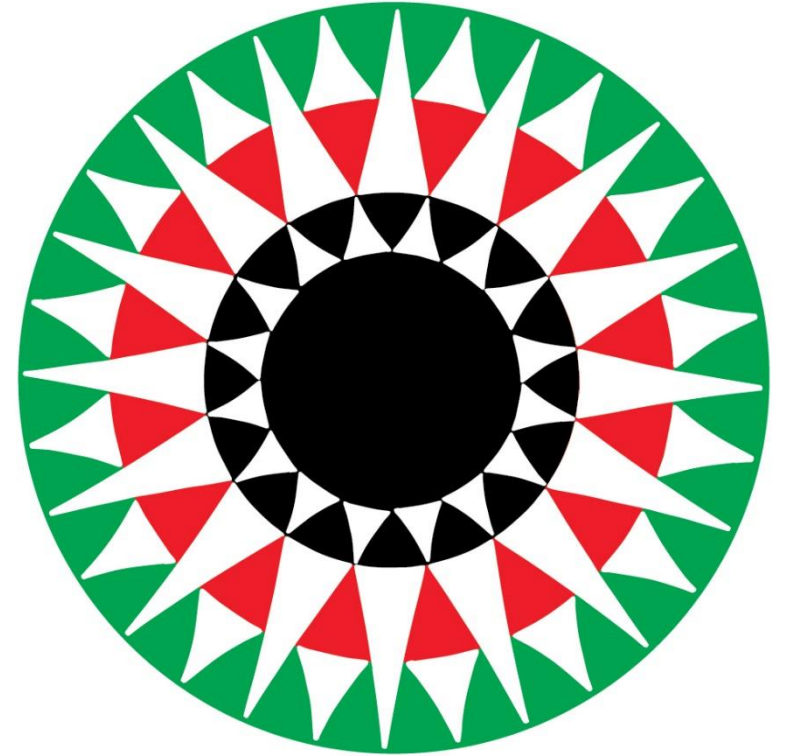


Confronting Anti-Black Racism

Town of Newmarket
April 6, 2021

Teshini Harrison and Kemba Byam Akinbo



Land Acknowledgment

"We acknowledge the land we are meeting on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit."

African Acknowledgment

The City of Toronto acknowledges all Treaty peoples – including those who came here as settlers – as migrants either in this generation or in generations past – and those of us who came here involuntarily, particularly those brought to these lands as a result of the Trans-Atlantic Slave Trade and Slavery. We pay tribute to those ancestors of African origin and descent.

Toronto Recognizes International Decade for People of African Descent 2015-2024



<https://www.un.org/en/observances/decade-people-african-descent/background>



What is Anti-Black Racism?

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

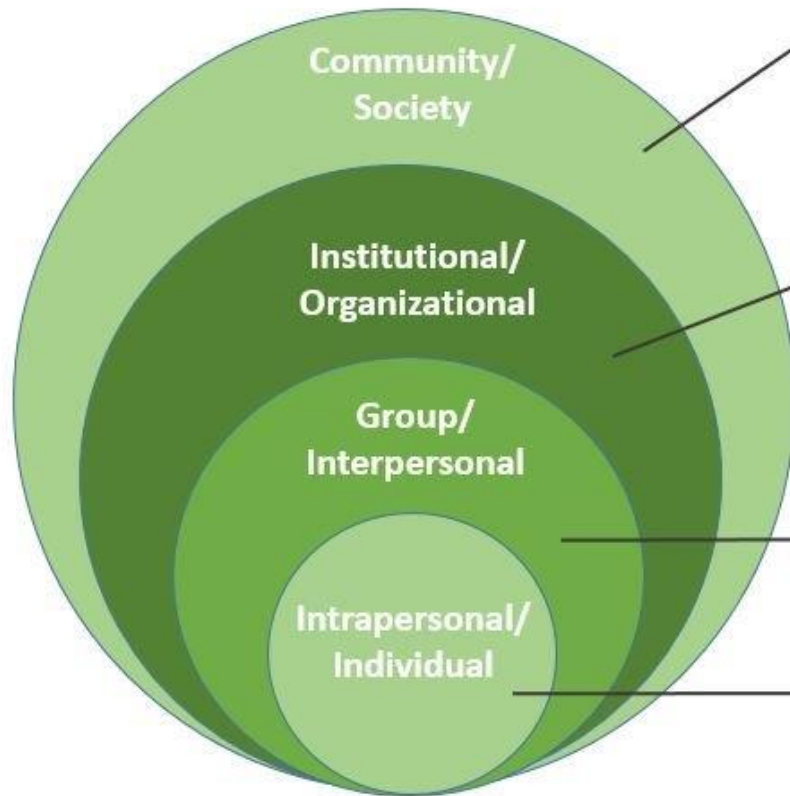
Implementation: 2018 to 2022

Toronto Action Plan to Confront Anti-Black Racism

is the beginning of meaningful restoration of our relationship with Black colleagues, neighbours, clients and friends in the most diverse city in the world.

The Ubuntu Framework

The Confronting Anti-Black Racism Ubuntu Framework:



Community/Society: We need to sustain and contribute to broader societal and communal change. Anti-Black racism is embedded in all parts of society. Anti-Black racism must be confronted in all of its societal incarnations. Whether it be racial profiling, disproportionate levels of mental health challenges, or a higher vulnerability to gentrification and displacement.

Institutional/Organizational: We need to transform and cultivate new cultures within organizations and institutions. Cultures that promote robust engagement with the root causes of systematic disadvantage and inequity built on and sustained by anti-Black racism. This level is about our shared psychologies, emotions, systems, policies and practices.

Group/Interpersonal: We need to transform group dynamics on the small scale to form a foundation for broader institutional and communal change. We need to engage teams, working groups, committees in disruptive conversations that upset the dominance of white supremacy, hetero-patriarchy, and class in small to mid size group dynamics.

Personal/Individual: We need to activate, sustain, and promote change at the personal and individual. Confronting Anti-Black Racism depends on psychological, emotional, spiritual and intellectual level change in individuals.

Intervention Themes

22 Recommendations & 80 Actions

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

The CABR Team

Policy Development:

- implementation of activities and strategies to embed the recommendations and actions of the Toronto Action Plan to Confront Anti-Black Racism in the planning, policy and practice of City staff.

Community Development:

- implementation of community development strategies, based on the Toronto action plan to confront anti black racism.

Training and Development:

- developing, coordinating and delivering learning sessions and opportunities for City of Toronto staff to embed the recommendations and actions of the Toronto Action Plan to Confront Anti-Black Racism in the planning, policy and practice of City staff.

The CABR Ecosystem



- **Planning and Accountability Circle**
- **Black Staff Network**
- **Black Resilience Cluster**
- **Council Advisory Body**
- **City Leads Table**

Year 3

Work Plan Priorities - CABR

- **Continuing a Culture of Change within the City**
- **Community Capacity Building**
- **Community Safety, Wellbeing and Alternatives to Policing**
- **Black Community Resilience**

Year 3

Work Plan Priorities – City of Toronto



EC17.3 Appendix D

APPENDIX D

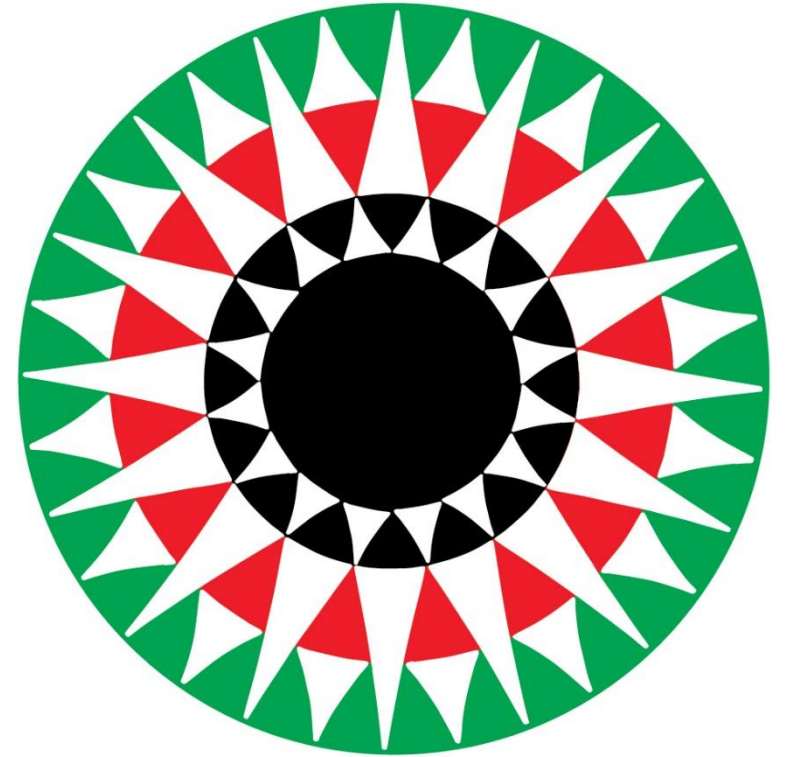
YEAR THREE WORK PLAN PRIORITIES

In Year Three (January 2021 to December 2021), the Confronting Anti-Black Racism (CABR) Unit will continue work with agencies, boards, commissions, and divisions across the City to refine and finalize 2021 work plans. Please see below for the CABR Unit's Year 3 Work Plan Priorities.

#	Priorities	Rec. #	Year Three Key Deliverables	City Leads
1	Continuing to Create Culture Change at the City		Year Three will prioritize increasing the number of staff trained, expanding use of anti-Black racism analysis by City staff, and recruitment and talent strategy for Black staff, which is particularly important as the City focuses on building a workforce that reflects our city's diversity	
		11.1	Engage diverse Black experts and community members to continue to inform recruitment and talent strategies with the aim to advance professional development, promotion, and leadership opportunities for employees of African Descent at the City of Toronto.	TTC SSLTC TPL SDFA EDC SSHA
		11.2 & 16.5	Continue to deliver a comprehensive, mandatory learning program for City staff from frontline to leadership levels, leveraging the expertise of Black subject matter experts and embedding capacity within organizations.	TTC TPL P&E SSLTC
		20	Make city spaces more accessible and welcoming to Black Torontonians through reviews of City consultation processes and public space and street naming review.	DCM- CS EDC



Questions



Contact Us

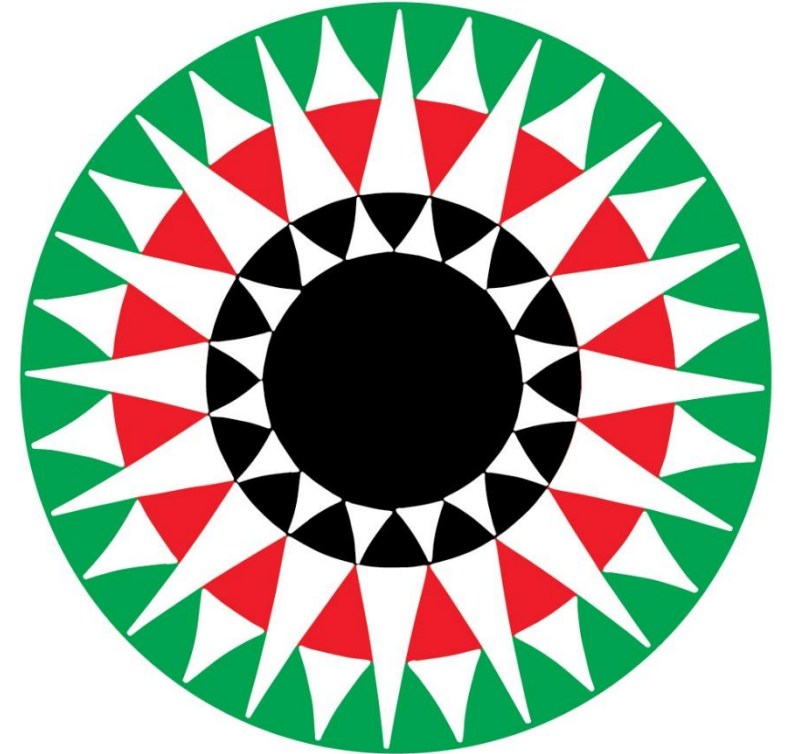
General Inquires:

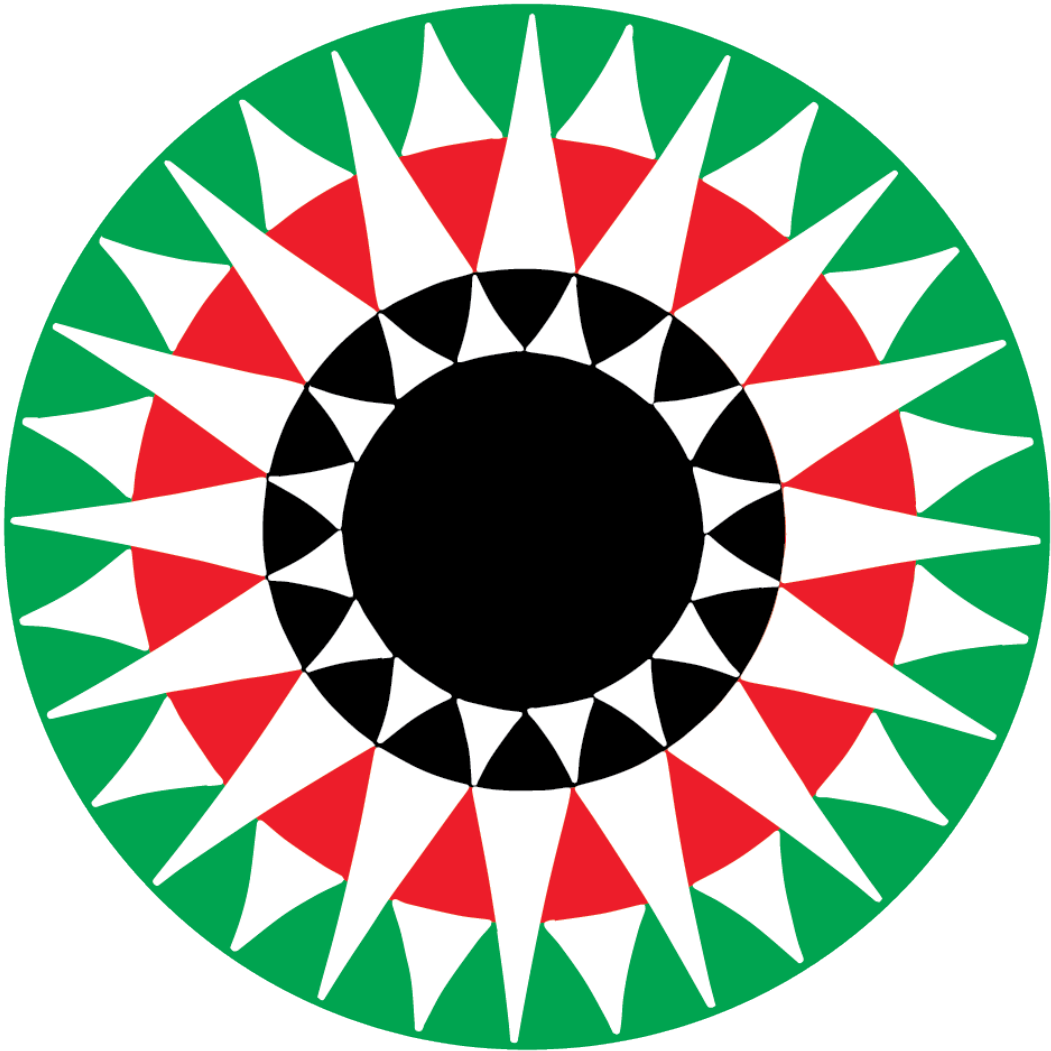
CABR@toronto.ca

Training:

CABRTraining@toronto.ca

Website: toronto.ca/abr





Thank You!