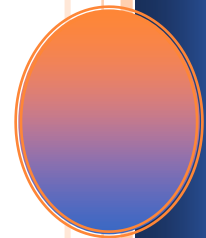


TOWARDS A VISION FOR THE BLACK COMMUNITY



TOWARDS A VISION FOR OUR COMMUNITY

Message from the Report's Authors

In January 2012, members of the Black community met at the Jamaican Canadian Association (JCA) to celebrate the 2009 inauguration of President Barack Obama and to reflect on the implications of this fundamental change in the political landscape at what was called a “family meeting”.

A small group of individuals continued the work that began at that first 2012 meeting. Through this effort, it became clear that what the community needed was a clearly articulated vision and goals to support community organizations, families and individuals to focus their efforts towards attaining and maintaining a thriving community.

It was determined that developing a consensus on an overarching community vision and mission, goals and a scorecard to measure progress was the natural next step. The vision can be considered to be the “ideal future or future state”.

On November 17, 2012, another meeting was held to further define the community’s goals and actions. A representative cross-section of community members reflected on how the community has progressed and how existing assets can be built upon, while supporting the development of a healthier community. Topics discussed included wellness indicators derived from the 2010 Canadian Human Rights Commission’s Framework for Documenting Equality Rights (with the exception of “Family”) and touched on Economic Well-Being, Education, Employment, Health, Housing, Justice and Safety, Political Engagement, and Social Inclusion. These indicators were discussed within the context of three Community Strategic Goals: Education and Economic Capacity; Civil Rights and Engagement; and Community Health, Sustainability, Family and Safety.

The objective of this report is to establish a strategic plan in support of community development for the Black Community as well as providing a framework for collaboration across organizations and groups within the Black Community and stakeholders across communities in the Greater Toronto Area (GTA). The report provides a community status report and targets based on a set of key performance indicators that allow any community organizations and others to examine how their actions, programs and strategic plans currently or potentially can support continued community development. The key performance indicators used emerge from the 2010 Canadian Human Rights Commission’s Framework for Documenting Equality Rights.

The impetus for the report emerges from members of the GTA’s Black community exploring opportunities for community development through numerous efforts over the past several decades. These efforts have had varying degrees of success and many individuals and

community organizations have contributed a significant amount of time and effort towards the betterment of others. Nonetheless, there remains a need to support continued progress.

This document highlights very compelling data from the 2006 Census, and provides empirical context to the discussions that took place at that November 17th meeting. The intent of this document is to support dialogue amongst community organizations, families and individuals as they focus their efforts towards attaining and maintaining a thriving community.

While we recognize that many people inside and outside of the community are looking for solutions to the issues of gun and gang violence, this report is aimed at addressing some of the deeper challenges facing the community, as well as identifying opportunities for progress and development. In this approach, we anticipate sustainable solutions will be found, including addressing issues of gun violence, and opportunities will be created, including fostering improved education and employment outcomes.

This report is the first of many steps in a long journey towards community development and we sincerely thank everyone who has participated thus far. Over the coming year, we will be reaching out to continue the dialogue. It is a beginning – it is a “Renaissance”.

Respectfully,

Hamlin Grange
Gervan Fearon
Peter Sloly
Mitzie Hunter
Danielle Dowdy
Mark Beckles
Audrey Campbell
Sharon Shelton

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EXECUTIVE SUMMARY

The African Canadian Community (referred to as the Black Community in this report) plays a significant role in the social and economic well-being of Ontario and the Greater Toronto Area. As the third largest visible minority group in the GTA, projected to grow to nearly 500,000 people in the next four years, the Black Community's needs must be considered in any future plans for the region and province.

The Black Community is composed of individuals from many different cultures, nations, and social locations. They however, belong to one "Family" with a shared and interrelated history. Despite significant successes of African Canadians in many sectors (e.g. business, education, media, criminal justice), within the Black community there has been a growing call for an internal discussion of issues affecting the Community. Some of this dialogue has taken place in a number of venues.

Numerous reports and studies over the years have identified the historical challenges encountered by members of the Black Community. Addressing these challenges and embracing opportunities will require new approaches and innovative thinking on the part of the Black community and the wider society.

A significant part of the new approach that is required is the establishment of a set of Key Performance Indicators – in the areas of economic well-being, education, employment, health, housing, justice and safety, family, political engagement, and social inclusion outcomes – that will assist the further development of the Black Community and, by extension, support the growth and development of the GTA and the province of Ontario. Indeed, no matter the starting point, establishing common targets and taking actions towards attaining them must form the basis for a "family talk" at every dinner table and Board table of organizations and institutions looking to contribute to progress and the betterment of the Black Community.

The Community Forum outlined in this report – the first of an anticipated series of "Family Meetings" --identified specific strategies, measurable outcomes and recommendations that should be considered in order to meet community goals.

First, it is recommended and recognized that there is a need for members of the Black Community and all support organizations to work together in a coordinated fashion for the betterment of individuals, families, the community and, correspondingly, the wider society. Organizations working with and within the Black Community must make poverty reduction a key and immediate strategic objective and establish specific poverty reduction targets. In addition, these organizations must work with the police and justice system to develop and implement strategies to promote the potential of Black community members – particularly our youth – to live safe productive lives and to prevent crime impacting on the Black community. This includes but is not limited to a greater emphasis on crime prevention, pre/post-charge diversion, comprehensive multi-sectoral "hub" early risk interventions, rehabilitation and providing (inter)culturally competent bias-free policing. Families and community organizations must make post-secondary education attainment a priority, with a focus on increasing the portion of

individuals graduating from university or transitioning from college to university and from high school to college or university.

An economically sound Black Community benefits everyone, therefore it is vital that human and financial capital literacy programs be developed that educate both children and adults. Equally important, it must be recognized that children benefit from the involvement and financial support of both parents. Additionally, entrepreneurship and business development must be a priority within the community.

Organizations that receive funding for purporting to serve the Black community should report the number of African Canadians served as well as the target and outcomes attained in the key areas of economic well-being, education, employment, health, housing, justice and safety, political engagement, and social inclusion.

Nearly 100 years ago Marcus Garvey wondered about the progress Black people had made 77 years after the abolition of Slavery in the British Empire in 1833. In 2033, just 20 years from now, a new generation of young leaders may well wonder what progress African Canadians have made since the abolition of slavery 200 years earlier.

Of course, not every member of the Black Community experienced slavery as a direct part of their history. Yet, our shared history speaks to the re-emergence of a people who are, and can further make outstanding contributions to the vitality of their communities and Canadian society at large.

This report suggests that a “family talk”, establishing targets, and taking action is a prudent approach in order to create a better place for our children, families, community and, indeed, the entire society.

Participants in the Community Forum expressed the urgent need for action on the part of the Black Community and the wider society. The analysis in this report suggests that, while there are challenges, the opportunity for a broad-based prosperous and vibrant Black Community is attainable.

THE OPPORTUNITY

The opportunity for the Black community to make a significant progress towards the prosperity of its members and the society at large is increasingly being demonstrated by the contributions of many individuals and organizations within the community. In 2012-13, there is hardly a profession or sector where the contributions of members of the Black community cannot be found. Yet, the challenge for the community is broadening the possibility for all individuals and families to succeed at their dreams of being productive, prosperous, engaging and contributing members of Canadian society.

In order to achieve our vision, we need a Community Strategic Plan. At Tropicana's Community Services 2008 Annual Gala, Hamlin Grange stated we needed a "Family Talk" as a Black Community. At the Jamaican Canadian Association, in January 2012, Deputy Chief Peter Soly and Mark Beckles initiated this "Family Talk" through an event in recognition of the anniversary of the election of President Obama. On November 17, 2012, we¹ took a further step in the Call to Action and began to develop an expression of a strategic intent.

The questions that are now before us are the following:

1. How can the Black community develop a Community Strategic Plan to support and seize the opportunities as well as overcome the challenges?
2. What actions can individuals, families and community organizations take to support the realization of an underlying mission and vision of the community?
3. How can these actions be developed by the community, for the community?
4. How do we engage members of the community, stakeholders and partners in moving forward and building capacity necessary to advance the mission and vision of the community?

There are lessons to be learned from cities, organizations and communities that have developed strategic plans. We would therefore like to turn to these considerations at this time. In a presentation, Dr. Catherine Chandler-Crichlow noted the importance of the 3S' - **Strategic Intent, Stakeholder Management, and Synergies in Formulating Strategic Plans.**

In 2004, Frances Lankin, then President and CEO of the United Way of Greater Toronto, stated

"Healthy neighbourhoods are the hallmark of Toronto's civic success. Their strength comes from the rich mixture of cultures, safe streets, abundant green

¹Dr. Gervan Fearon, Sharon Shelton, Audrey Campbell, along with Hamlin Grange, Peter Soly, Danielle Dowdy, Mark Beckles, and Mitzie Hunter began to periodically meet for breakfast so forming "The Breakfast Club" that organized the November 2012 Community Forum.

space, diversity of shops and cultural amenities, and the social infrastructure of community services and programs."

Source: [United Way, Strong Neighbourhoods: A Call to Action.](#)

In 2007, Toronto City Summit Alliance expressed the following strategic intent:

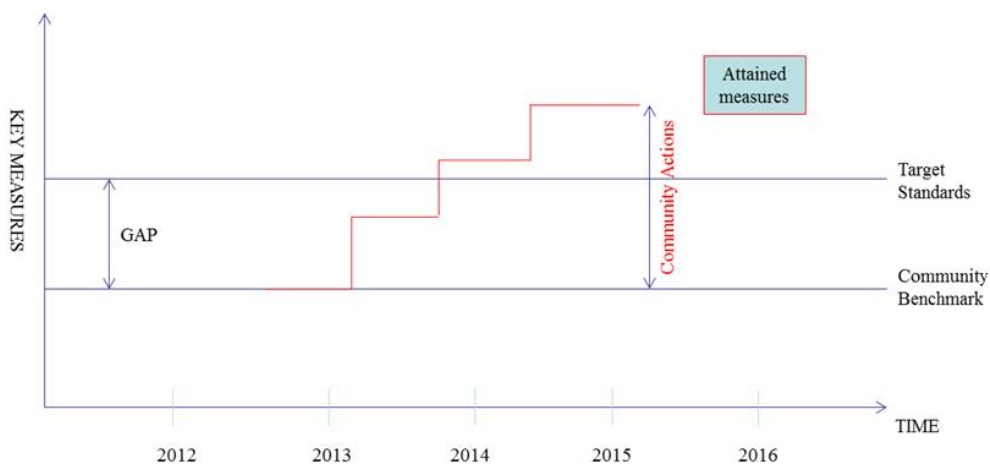
"Our challenge is to create strong neighbourhoods across the Toronto region that are safe and healthy places for families to live and raise their children and that enable their inhabitants to connect to the opportunities and prosperity of the region."

Source: [Toronto City Summit Alliance, Strong Neighbourhoods: Supporting the Call to Action.](#)

At the November 17th Community Forum, Dr. Gervan Fearon outlined the importance of establishing an overarching mission and vision for the Black community that would allow individuals, organizations and community partners to find scope and opportunity for shared action in support of the desired outcomes. It was noted however that we would not know the scope of the journey forward without also having an understanding of the existing situation (where are we now based on a set of reasonable measures). For this reason, a key indicator table was comprised allowing for an overview of the existing situation for the Black community relative to other visible minorities and the broader community across the Greater Toronto Area (see Appendix A. These data provide the opportunity to understand our existing situation, set definitive targets for progress, determine the underlying issues affecting these considerations, and develop strategies for closing the gap between the Black community's existing and desired situation. Figure 1 below provides a visual illustration of the idea.

Figure 1

Benchmarking and Community Action



The Community Plan discussion session has an underlying framework that informed the Community Forum. This framework is as follows:

1. **Strategic focus areas** which include economic well-being, education, employment, health, housing, justice and safety, political engagement, and social inclusion outcomes;
2. **Key performance indicators** of economic well-being, education, employment, health, housing, justice and safety, political engagement, and social inclusion outcomes;
3. **Issues and context** pertaining to each strategic focus area and key performance indicators;
4. **Community targets or goals** to be attained over a specific time period (e.g., five years);
5. **Potential strategic actions** that can be taken by individuals, families, community organizations and partners towards the achievement of the community targets or goals; and
6. **Regularly scheduled evaluation** of progress made to closing the gaps between the community targets and outcomes for each key performance indicator

The development of a Community Strategic Plan is not a panacea – it will not address or solve every potential challenge or result in every opportunity being realized by the Black community of the Greater Toronto Area. Yet, there is evidence that in the absence of a plan, there can be no consensus on how we take action, measure, evaluate, develop and realize outcome aimed at progressing the betterment of the Black community as a whole. It becomes difficult to engage partners and stakeholders in working towards supporting the community goals without a mission and vision that can be articulated. The Community Strategic Plan represents the strategic intention to achieve and exceed the target standards and expected outcomes through the creation of a consensus that allows members and organizations within the community as well as community partners to focus on the attainment of specific measurable outcomes.

OUR APPROACH TO COMMUNITY STRATEGIC PLANNING

The development of a Community Strategic Plan will be an evolutionary process. It is often stated that “culture eats strategy all the time”, meaning that the underlying culture must be aligned to supporting the strategy being implemented. In the Black Community, culture is an underlying shared characteristic across the members of the community. Culture relate to the underlying values, knowledge, social and governance institutional frameworks, traditions, way-of-life and decision-making, norms and ways of transferring knowledge and experience. The

culture of the Black community is an asset that can support many of the actions required to achieve the strategic goals to be outlined in this document. For instance, a cultural value that places a high value on education can be very effective in achieving the goal of improving educational outcomes within the community. However, it is also important to acknowledge that individuals will make rational decisions and react to incentive structures such that a low return to education reflected by a significant wage gap between members of the Black community and the general workforce can result in under-representation at post-secondary educational level. In these case, the establishment of a supportive culture must be coupled with a definitive strategy for addressing barriers to success.

We have examples that suggest having a clearly articulated community vision and mission as well as a Community Strategic Plan results in real measurable outcomes. Consider the actions of Mary Ann Shadd Cary, Carrie Best, Viola Davis Desmond, and Rosemary Brown as well as those of Frederick Douglass, Marcus Garvey; Dr. Martin Luther King; and Nelson Mandela – underlying their actions was a mission and vision aimed at the betterment of the Black community, engaging partners, and the uplifting of humanity as a whole. Their actions changed the social climate and context for Blacks at the local, national and international level. The results range from the establishing equal access to public education to the foundation for the election of Black Presidents in the United States of America and Republic of South Africa. Today, we need to build on their legacies to forge a new reality for the next generation. We hope to engage individuals of like mind and supporters in a shared effort towards the betterment of the community.

THE COMMUNITY IN CONTEXT

The Black population in the Census Metropolitan Area of Toronto is estimated to be 352,220, making this group the third largest visible minority population after the South Asian (684,070) and Chinese (486,325) ethnic groups according to the 2006 Census. The population in the Greater Toronto area is estimated to be 5 million with the visible minority population being 2.17 million by 2017. The Black population in Canada was estimated to be 671,000 in 2001 and 763,000 in 2006; the population is anticipated to grow to 1.2 million by 2017. By 2017, the Black population is anticipated to be 473,800 in Toronto, 201,200 in Montreal, and over 350,000 in the rest of Canada.

The demographic profile of the Black community in Toronto tells an important story. Based on 2006 Census data, the data suggest that 75% of the Black population in Toronto are first generation, with 22% being second generation and 3% being third generation. In comparison to the general population in Toronto, it is clear that the Black community as a group is relatively newer to Canada, as the general population is comprised of 55% first generation, 21% second generation and 24% third generation. However, the visible minority population as a whole is much newer to Canada than the Black population, with the 86% of the visible minority population

being first generation. For the Black community, the aggregate data masks an emerging reality. For instance, only 43% of members of the Black population between the ages of 15-25 are first generation while 53% are second generation. It means that the proportion of the Black community that regard Toronto and Canada as their “home and native land” is growing. Individuals who were 15 at the time of the 2006 Census will be 25 by 2016. Hence, planning forward five or ten years is about supporting the success of the next generation of community, business, and public sector leaders who will have the capacity to contribute not only to the Black community but to the overall society’s success and prosperity.

The Black community comprises several communities that vary on the basis of country of origin, language, ethno-cultural background, religious practices and historical/socio-political experiences. On the other hand, there is often a shared experience in relation to racial context, ethno-cultural experiences and historical linkages. There is also a significant portion of the Ontario and Toronto Black community with history dating back to 1700’s². These communities are resourced with individuals and organizations that aspire to the realization of healthy and vibrant communities. These vibrant communities facilitate the engagement of individuals and families in the development of their prosperity, as well as in contributions to the broader society as a whole. The Black community will make up a significant proportion of the Canadian population (i.e., over one million by 2017) and in cities, such as Toronto, the visible minority population will indeed become the visible majority population. Consequently, the socio-economic well-being, education, employment, health, housing, justice and safety, political engagement, and social inclusion outcomes of the Black population in Toronto and across Canada will have implications not only for the Black communities but to the entire society.³ The positive outcomes for Canada’s Black communities will mean positive outcomes for Canada in terms of the standard-of-living, productivity, prosperity and socio-economic competitiveness of the society, relative to other nations in our globalized environment. The impetus for looking at

² Specifically, there are Black communities in Canada dating back to the 1700’s with linkages to Nova Scotia, the Black loyalist from the American Revolution who formed communities in Southern Ontario, and the underground railroad of the 1800s forming communities in Windsor, Harrow, Chatham, Guelph, Collingwood, and Owen Sound amongst others. The Underground Railroad can be directly linked to the American Fugitive Slave Law dated back to the early 1790’s and reinforced by the Compromise of 1850. Correspondingly, it is worthwhile noting the linkage between the Caribbean and Canadian Black community has deep roots with Maroons (former slavers) from Jamaica arriving in Nova Scotia in 1796. Many Black Canadians from these communities moved to the Greater Toronto Area and it was not uncommon for Blacks from the Caribbean in the 1950’s and 1960’s to be asked if they were from Nova Scotia since was at the time many Blacks were moving from Nova Scotia to Toronto as well.

³ The Canadian Human Rights Commission report of 2010 entitled, Framework for Documenting Equality Rights, and the United Nations document on “Using Indicators for Human Rights Accountability” provide a framework and measurement instruments for assessing communities. The assessment include measures of economic well-being, education, employment, health, housing, justice and safety, political engagement, and social inclusion outcomes. These reports can be found at http://www.chrc-ccdp.ca/pdf/framework_equality.pdf and http://hdr.undp.org/en/media/hdr_2000_ch5.pdf , respectively. Other related documents can be found at http://www.chrc-ccdp.ca/pdf/reports/rerpd_rdepad-eng.pdf and <http://www.horizons.gc.ca/doclib/Pri-Burstein-e.pdf>

the development of a Community Strategy for Progress and Development (i.e., a Vision of Our Communities) is therefore set in this context.

STRATEGIC FOCUS

The strategic focus identified focuses on economic well-being, education, employment, health, housing, justice and safety, political engagement, and social inclusion outcomes. The table in Appendix A provides key performance indicators for the areas of economic well-being, education, employment, housing, and family. Future work will be done to report on key indicators in the areas of health, justice and safety, political engagement, and social inclusion.

The implications of the findings emerging from the analysis to follow should be understood in terms of relationship as opposed to simple causation. For instance, the data reveals that individuals with higher education tend to have higher income and experience lower unemployment. Dr. Arthur Lewis, Nobel Prize winning economist from St. Lucia, emphasized the role of human capital on economic growth and development and, correspondingly, income and employment. His work indicated that human capital consists of three components, namely: skills, knowledge and values. It must be emphasized that skills and knowledge can be acquired through many venues including apprenticeships, community college and university. Possessing skills and knowledge allows individuals to contribute to productivity of organization and society. It is this contribution that results in value being generated and, accordingly, individuals are compensated. In recent years, colleges and universities have reduced their focus on values with many graduates only getting short introduction to ethics by way of teaching values. Interestingly, it is anticipated by Canadian society (as in the Black community) that values and ethics will be developed most effectively within the home by the family and within the community through community organizations and spiritual/religious organizations. Hence, education attainment that implies the acquisition of skills and knowledge leaves the individuals without full capacity if families, community organizations and spiritual/religious institutions are not adding to the values that individuals will need to support their human capital complements – skills, knowledge and values.

Productivity we can therefore trace directly to human capital (skills, knowledge, and values). However, this mapping is less accurate when it comes to innovation. Innovation emerges from critical thinking meaning understanding the gap between where we are and where we want to be – the innovation gap. It is about thinking critically about one's situation and being critical about how one can get to attaining their goals, creating a legacy, and contributing to solutions that add value to the betterment of others. It is this contribution that generates value and it is value that yields compensation in terms of income, standard of living and community progress.

It is interesting to note that the exploration of the key indicators for the community lead us to a most important conclusion. Addressing the challenges and opportunities facing the Black Community requires innovative thinking – namely – community innovation for us to move

forward. The report on the key performance indicators to follow is aimed at supporting this community innovation within the context of the social determinants of community development.

INCOME AND EMPLOYMENT PROFILE

The data in Appendix A provides some interesting observations and implications for the Black community in the Greater Toronto Area (GTA). In the area of economic well-being, Statistics Canada data for 2006 suggests that 62.8% of Blacks had wages and salary income of less than \$20,000 as compared with 55.7% of visible minorities as a whole and 59.5% of the total population. Interestingly, 30.7% of Blacks have wages and salary income between \$20,000 to \$59,000, as compared with 28.8% of the general population. For wages and salaries over \$60,000, the members of the Black community stood at 6.6% as compared with 10.8% of the general population. Self-employment income for individuals in the Black community was at 4.8% as compared to 7.2% percent for the general population and 3.9% for visible minorities. On the other hand, 36.7% of Black community received government transfer payments of over \$1,100 as compared to 35.8% of all visible minorities, and 38.6% of the general population. These economic well-being data suggest that one goal should be to increase the number of individuals in the community earning between \$20,000 to \$59,000 as well as over \$60,000 with an emphasis on the latter figure. Several studies show that over the last twenty years, wages and salary income is the main source of income and wealth for individuals in North America. Correspondingly, wages and salary income is highly correlated to the level of education, sector of employment and occupation of individuals.

36.7% of the Black community received government transfer payments of over \$1,100, compared 38.6% of the general population

For the education indicator, the data also tell an interesting story. For adults, 38.1% of the Black community have high school education, a trade certificate and/or registered apprenticeship as compared to 39.1% of visible minorities and 31.9% of the general population. For those individuals with a college diploma and/or university diploma (below bachelor level), 29.5% of the Black community had achieved this level of education, as compared to 24.5% of visible minorities and 21.5% of the general population. On the other hand, for those individuals with a bachelor's degree and/or above, 13.3% of Blacks had achieved this level of education, as compared with 11.5% of visible minorities and 26.7% of the general population. The gap between the Black community and general population at the bachelor's degree and/or above is therefore 13.4 points (i.e., 26.7 less 13.3) or, put another way, the general population is twice as likely to have a bachelor's degree and/or above in educational attainment than Black individuals. Interestingly, the percentage of individuals with a total income over \$60,000 in the Black community is 7.6% and in the general population it is 13.7%, or, put another way, it is nearly twice as likely that an individual from the

general population in Toronto will have income over \$60,000 as compared with a member of the Black community. This observation also applies on some level to family income. The data clearly show a relationship between education and income. Increasing individual and family income in the Black community therefore relates directly to increasing degree-level educational attainment within the community.

Clearly, a community strategy for addressing individual and family income as well as poverty level must therefore include effort to increasing educational attainment. Research on educational attainment suggests that the attendance of a parent at college or university is the

greatest predictor of whether the next generation goes to college or university. Parents can aim to have some college or university experience (i.e. even completing a single course, certificate/diploma or degree at college or university) since this will be a major predictor of whether or not the next generation attains post-secondary education. These are goals that individuals and families can set for themselves. Community organizations can look at their own strategic plans and programs to determine how it encourages and supports high school completion as well as college and university education completion. Through political action and social inclusion, efforts can be made to increase the transition from college to university educational attainment.

The general population is twice as likely to have a bachelor's degree as Blacks

Employment level and occupation indicators tell an important story about the situation in the Black community in the Greater Toronto Area. In the Black community, 97.3% earned income from paid employment as compared with 93.9% of visible minorities and 88.5% of the general population. According to the 2006 Census, 4.7% of Blacks were self-employed, as compared with 7.3% of the general population. Clearly, a greater level of self-employment and business development is needed within the community. The data shows that members of the Black community are working at comparable levels to the general population. For instance, 36.3% of the Black population worked more than 40 hours per week as compared with 36.8% of the general population. Additionally, 67.3% of Black community members worked in 2006 as compared with 66.4% of visible minorities and 66.1% of the general population. The income difference between the Black community and the general population cannot be effectively explained by the number of hours worked per week.

As the above-mentioned data indicates, members of the Black community earn most of their income from wage and salary income as opposed to business income. Wage and salary income is particularly dependent on education, professional certification and knowledge and skills, and therefore implies that individuals in the community should be invest in the competencies to increase and maximize their income potential. At the same time, an increase in entrepreneurship is needed to increase the overall source of income for the community.

WAGE GAP AND OCCUPATION SEGREGATION

For members of the Black community, 21.6% are found in manager/professional/supervisor positions as compared with 29.2% of the general population. In administrative and clerical positions, Blacks hold 16.1% of these positions as compared with 23.3% of visible minorities. On the other hand, in the positions of skilled sales, services personnel/intermediate sales and service personnel and other sales roles, Blacks account for 31.6% of these roles as compared with 25.5% of the general population. A recent study by Fearon and Wald (2011) suggests that Blacks may be subject to occupational discrimination that involves not gaining effectively similar or the same likelihood of employment in high earning occupational positions as others with the same education, experience, and linguistic background.

For Blacks across Canada, the combination of occupation segregation and wage discrimination is estimated to result in loss wages of about \$9,800 annually for each person with full-time employment

For instance, Fearon and Wald (2011) found that the predicted number of Blacks in the professional category would have been estimated at 13.3% when their education, work experience and language skills are taken into account. On the other hand, the actual level with the professional category was only 7.3%. This component of the wage gap is often referred to as occupational segregation. On the other hand, wage discrimination pertains to individuals with the same workforce characteristics (e.g., education, experience, language, etc.) being paid a low wage than their counter parts based on a discriminating characteristic (e.g., race, gender, etc.). For Blacks across Canada, the combination of occupation segregation and wage discrimination is estimate to result in loss wages of about \$9,800 annually for each person with full-time employment within the community. The wage gap has a further insidious result by causing individuals to self-select their education choice and occupational opportunities away from higher paying professional opportunities due to the low likelihood of realization. In fact, the total costs to the Black Community to a loss of wages due to not being compensated at a rate commensurate with their education, experience and

language skills is estimated to be \$1.5 billion (Fearon and Wald, 2011). Any community facing these loss wages and opportunities would likely report high levels of poverty and acute challenges in motivating the next generation to pursue higher educational precipitating heightened youth disengagement and anti-social activities.

These are considerations that require strategies to be conducted at the community level with stakeholder partners. These strategies should involve partnerships aimed at addressing issues of persistent discrimination in some sectors and occupations within the economy.

According to the 2006 Census, the labour force participation rate for the Black Community across Canada stands at about 70% versus 67% of the general population. The participation rate can be

considered to be the percentage of those eligible to work who are either working or looking for work. What the data shows is that Blacks are more likely to be either working or looking for work than the general population. It should be noted that a parent choosing to stay at home for child care considerations or an individual deciding to go to college or university may be eligible to work but not doing so, and therefore would not be considered to be participating in the labour force. The higher participation rate for the Black community results in a labour force of about 397, 460 with the participation (ie. employment level) of 355,090 individuals. This means that the unemployment rate is estimated approximately at 10.7%. The unemployment rate for the general population was around 7 percent at the time the 2006 Census was conducted. As a result, the higher unemployment level in the Black Community is largely explained by the greater participation rate in the labour force. The highest level of unemployment was recorded for the Arab/West Asian population at 12.1%. For all visible minority groups, the unemployment rate was established at 7.8% and for the White population at 6.2%. It is important to note that the level of participation in the labour force (i.e., meaning the percentage of those eligible to work being in the labour force) is 70.7% for Blacks while it is 66.7% for the White population. It means that one would expect the unemployment rate to be higher by approximately 4 percentage points than the White population. Interestingly, when this adjustment is made, the Black unemployment level comes more closely to the White population (i.e., it would be 10.7 less 4.0 so being at 6.7%). For Toronto, this same pattern holds with the unemployment rate amongst Blacks being 9.8% as compared with 5.4% for Whites and the participation rate being about 3 percentage points higher than the 68.6% for the White population. These patterns continue to hold with more recent employment statistics.

YOUTH CAUGHT IN A TRAP

In Canada, youth unemployment for Blacks is the highest amongst any of the visible minority groups (note: youth is defined as those between 15 and 24 years of age). It stands at 19.6% for Black youth with the next closest group being Arab youth at 17.2%, West Asian and Korean youth each at 16.3%, South Asian at 15.8% and Chinese at 15.7%. Interestingly, the group with the lowest level of youth unemployment are Japanese youth at 9.9% with a participation rate of 54.6% as compared with Black youth at 56.3% this difference in unemployment rates cannot be explained by differences in participation rates. For Toronto, Black youth unemployment stood at 20.7% based on the 2006 Census followed closely by Korean youth unemployment at 20.4%, West Asian at 19.8%, Arab at 18.6%, Chinese at 18.4%, and South Asian at 17.9%. The data suggest that youth unemployment is a fundamental challenge across many visible minority groups noting that the youth unemployment level of the White population was estimated at 13.3% over the same period.

The youth unemployment data reinforce the suggestion that youth should question their decision to leave school or forgo higher education to enter the workforce before they acquire the

skills, knowledge and education that will further their chances of employment. Correspondingly, the data suggest that youth employment programs need to make a concerted effort to address Black youth unemployment. The level of youth unemployment may also suggest that the Black community has an insufficiently developed social infrastructure and employment training mechanisms necessary to facilitate effective job search strategies for Black youth. Clearly, a strategic target would be getting Black youth unemployment down to those of the general population.

It is interesting to note that for Blacks 55 to 64, the unemployment level is only 5.8% which makes it lower than that of many groups (e.g., West Asian at 9.2%, South Asian at 7.7%, Latin American at 7.0%, Southeast Asian at 6.8%, Arab at 6.3% and Chinese at 5.9% while Korean and Japanese had the lowest levels at 4.3% and 3.0%, respectively). The unemployment rate for the White population was estimated at 3.6% based on the 2006 Census. These data suggest that while Black youth are experience higher than average unemployment rates their parents are working. Other data suggest that their parents are likely working and travelling longer to work than the general population within the GTA. Hence, this success of employment suggest that Black parents are less available to supervise youth who may be experiencing higher than average rates of unemployment. Consequently, mothers and fathers should be creating opportunity for both parents to be engaged and have access to their children regardless of the family or marital status involved.

36.6% of the Black community use public transportation in their daily commute, compared to 11.5% of the general population within the Toronto area

It should also be noted that the number of Black youth unemployed based on the 2006 Census was 6,590 individuals. However, this number is less than South Asian youth at 9,420 and slightly ahead of Chinese youth at 5,630. These three groups represent the major of the 30,455 youth unemployment at the time of the 2006 Census and suggest that the social challenges facing Black youth can easily relate in a similar fashion to other members of visible minority groups within the Toronto area. The challenges faced by some youth in the Black Community therefore may be an early warning sign for issues to face other communities unless a coordinated youth strategy is establish across all levels of governments and in conjunction with community organizations. As suggested by this report, any youth strategy must establish clear measurable outcomes and targets that are hoped to be attained and relate directly to the proportional needs of the communities involved.

TRANSPORTATION

Public transit as a mode of transportation for those who commute to work is the greatest for members of the Black community in the GTA as compared with overall visible minority and the general population members. Census data shows that 36.6% of the Black community use public

transportation to get to work as compared with 30% of visible minority members and 11.5% of the general population within the Toronto area. These data suggest that the Black community should be significantly and integrally involved in the dialogue and actively consulted with in Toronto regarding public transportation – particularly as there are currently several transit plans that are in development. As well, members of the community should urge government and elected officials to ensure public transportation is available and accessible to support those who travel to work. Additionally, transportation solutions that may improve access over the next ten years cannot ignore the immediate needs facing members of the Black community. Community strategies for the involvement of members of the Black community and organizations in the dialogue pertaining to public transportation in Toronto are therefore very important and relevant to the welfare and betterment of the community.

The GTA transportation concerns have captured the imagination and discussions of Toronto City Council and citizens organizations over the past decade. A number of consultation processes have taken place with varying degrees of involvement by members of the Black community as well as community organization. The GTA transportation issues and its implications for members of the Black community represent an area of discourse when the involvement of a Think Tank or Research Foundation approach to the analysis and dissemination of information would benefit the community. Often the policy options and the financing mechanisms being discussed are challenging even for practitioners in the area and the evolution of the issues warrant engagement that need to be sustained over a long period of time as opposed to solely periodic involvement or consultation with individuals.

JUSTICE AND SAFETY

For justice and safety, there are numerous reports offering solutions for the chronic police and justice system issues facing the members of the Black community.

The 2008 Roots of Youth Violence Report written by The Honourable Roy McMurtry and Dr. Alvin Curling states the following:

- The roots of violence involving youth are widespread, interconnected and deep.
- These roots have placed Ontario at a crossroads from which matters could get much worse if action to address them is not taken.
- Only an aligned and sustained commitment, led by the provincial government, will effectively address the roots we have identified.

The report stated that the four pillars that need to be addressed which are:

- **A repaired social context** to make Ontario's social context work for all Ontarians by addressing the roots of violence involving youth, including poverty, racism, poor housing, youth mental health, education, the need for supports for families and youth engagement, and issues arising in youth justice.
- **A youth policy framework** to guide and coordinate policies and programs for youth by reference to developmental stages and outcome goals.
- **A neighbourhood capacity and empowerment focus** to strengthen communities through initiatives such as schools as hubs, supporting resident engagement and stable funding for agencies that serve disadvantaged communities.
- **Integrated governance** to drive and coordinate work across the Ontario government and to work effectively with the other orders of government and with the strengthened communities

The Roots of Violence report possesses many recommendations and suggested directions that the Black Community can adopt and make its own effort towards implementation. Simultaneously, the document can serve as a blueprint in discussions with government and other stakeholders regarding needed effort to address issues of youth violence within the Black Community.

The 1995 Report of the Commission on Systemic Racism in the Ontario Criminal justice System also provides a blueprint regarding many of the ongoing challenges facing members of the Black Community in their engagement/encounter with the Ontario justice systems. Policy decisions such as the Ontario Safe School Act, Bill C10, and Bill C13 have further marginalized Black youth by tending to address the symptoms of crime as opposed to the root cause. Increasingly, the root cause of youth violence and crime can be linked to issues of poverty, lack of opportunities, a sense of helplessness or marginalization and inadequate community, educational and social services. The National Council of Welfare Report (2012), special edition on poverty, suggests that the overall poverty rate across Canada was 11% in 2006 and 22% for racialized minorities. For Toronto, individuals with Asia and the Middle East as the place of birth represent 74% of racialized minorities in poverty. Across Canada, Blacks make up about 18% of the number of racialized minorities in poverty. A continued approach to crime and youth violence has involved the view that removing the issues from sight by imprisoning, monitoring and paroling individuals and particularly Black and Aboriginal youth imply the issues have disappeared. Jurisdictions, such as California, have embarked on a "tough on crime" policy without addressing the root causes with the result that in 2012 the expenditure on prison exceeded expenditures on post-secondary education by approximately \$1 billionUSD. Canada may potentially experience the same results without the Black community being diligent. In fact, a comparison of the amount of government expenditures towards members of the Black community associated with the justice system and prisons as opposed to post-secondary education may well be telling.

The solutions must always include instilling a sense of self-worth, self-confidence, self-determination and self-discipline in our children and role modelling those same things in our conduct. It starts in the home with family conversations around the dinner table about family

values and acceptable behaviour and extends to conversations of the same throughout the community. It takes a village to raise a child and a village to save a child.

Of note however, is that individual, family and Black community efforts alone will not be sufficient without actions to address poverty, lack of opportunity and other barriers to effective socio-economic and civic participation in the society at large. The criminal justice system must also make a greater effort to reduce crime affecting Blacks and increase justice for the Black community.

Many reports suggest that Black youth are over-represented in the criminal justice system. Youth violence continues to plague the GTA and far too often it involves Black youth involved in disputes that lead to violence.

It is important to note that Canada shares the largest undefended border with America – the world's largest producer of firearms and the world's largest consumer of narcotics. Hence, Black youth are only a small, marginalized component of a broader ecosystem that often sees them as cheap and expendable labour. Correspondingly, there needs to be a family talk involving youth in the community to emphasize the socio-economic and human cost of involvement in the illegal drug trade and gang activity. This family talk must take place with peers, within families and the community, within gangs and in prisons. Far too often the family talk happens over tears when individuals suffer the pain from the results of violence.

The police, justice system and the Black community need to work together to find more effective, equitable and sustainable strategies. These include:

- Asking for the implementation of early intervention “hubs” where multi-sectoral agencies (private, public and community based charitable organizations) provide culturally appropriate, comprehensive, corrective interventions
- Encouraging police services to focus on community oriented policing, as is mandated by the Police Service Act of Ontario (PSA)
- Demanding that police agencies need to make it a top priority to eliminate racial profiling and bias in policing
- Holding the courts and politicians accountable for the lack of financial and structural resources for pre and post charge diversion option under the Youth Criminal Justice Act (YCJA)
- Mitigating against the consequences of pressured plea bargains as well as unjust court imposed detention/release orders and/or sentences, and evaluating the effectiveness of the cases being brought to the courts (looking at dispositions, convictions, sentences,

and recidivism rates as indicators or disproportionality and overall justice system effectiveness and equity)

- Encouraging members of the community to pursue careers in law enforcement, which would lead to an overall better understanding of the system, policy change and a more reflective system
- Requiring a public safety and social justice continuum that looks at community mobilization at one end to crime suppression at the other, with the flexibility to combine various tools/techniques to tackle all the possible variations of public safety and social justice issues
- Encouraging members of the community to leverage all available police resources, including working with local police agencies, participating in consultative processes and joining police oversight bodies
- Insisting on academically sound, evidenced based best practices and evaluations that are focused on inclusive, progressive and sustainable outcomes (vs outputs)
- Taking a greater role in addressing the issue of police/justice system misconduct and racism through complaints systems (SIU, OIPRD, etc.)
- Demanding race-based analysis and public reporting of those analyses for issues relating recruiting, hiring, promotion, racial profiling, and law enforcement, which can be used to assess and address systemic issues in the police and justice system

The police and justice system need to take greater and more intentional ownership of the disproportional negative impact on the Black community. Similarly, the Black community has to take greater and more intentional ownership of the disproportionate levels of Black criminal offenders and victims.

POLITICAL INCLUSION

The public policy choices made through our governmental systems at the municipal, provincial and federal levels of governments are a product of the political process. Political inclusion is therefore fundamental to addressing community development challenges and opportunities.

It cannot be understated that political inclusion is more than voting in an election or running for public office. It extends to keeping abreast of what is happening within government,

volunteering, taking up a political cause, lobbying government and fundamentally engaging the political system in and outside of election periods.

In 2011, Myer Siemiatycki conducted a report entitled, "The Diversity Gap: The Electoral Under-Representation of Visible Minorities" which was commissioned by the DiverseCity: The Greater Toronto Leadership Project. The Siemiatycki (2011) study found that Blacks in the GTA represented about 6.65% of the population at the time. However, the total number of elected positions held at all three levels of government (municipal, provincial and federal) was about 1.5% of those elected. For instance, at the time of publication, there were no federal elected officials from the Black community representing the GTA, two at the provincial level, and three at the municipal level. For all visible minorities, the total of the GTA population was placed at 40.29% while their representation in politically elected offices at all three levels of government was 10.9%. On the other hand, Whites represented 59.71% of the population and held 89.1% of the elected political positions.

Canada has a long history of promoting and striving for representative government. This goal cannot be compatible with this divergent as it relates to members of the Black Community within the political system. The imbalance in visible minority group and, in particular, Black representation within elected political office may lack the political will or perspective towards the resolution of issues affecting these communities. For instance, at the Community Forum held in November 2012, it was suggested that the McMurtry/Curling recommendations have not been fully implemented and the consistent consultation and inclusive engagement with the Black community had not fully taken place. It was also noted that none of the political parties had written within their political platform document the need to address urban youth unemployment and, in particular, the unemployment rate amongst Black youth who face the highest levels of any group.

There are obligations on the part of members of the Black community to ensure that they actively engage in the political process. It is the responsibility of the community to make a great effort to become politically engaged as well as to run for office at all three levels of government. Correspondingly, there is an obligation within the democratic process, including political parties and governments, to actively recruit and support inclusive political activities that foster the effective inclusion and representation members of the Black community, along with other communities, at minimum in proportion to their composition of the overall population. Canada has a long history of being premised on "representative government". The struggle for representative government dates back to the 1840's to 1860's and forms a fundamental component of the Canadian political framework. This framework is also based on the notion of responsible government which by definition is responsible to the people which it ought to represent. The obligation of Canadian political parties at all levels of government to ensure that they actively nurture and recruit members of the Black community (and others) is fundamental to the very democracy of this country. The significant gap between political representation and the population as it pertains to the Black community reflects more than a failure of the

In 2011, Blacks held 1.5% of all politically elected positions (municipal, provincial, federal) in the GTA despite representing 6.65% of the general population

community to exercise its electorate rights – it represents a failure of Canadian political parties and governmental institutions to exercise their democratic and constitutional obligations.

The total number of elected political positions within the GTA is 347 suggesting that the Black community would be represented at 23 elected political positions to reflect its portion of the population. It is also the responsibility of the major political parties to make a definitive effort to conduct outreach initiatives to the Black community and to ensure that we have truly inclusive governance and political processes.

COMMUNITY TARGETS AND POTENTIAL STRATEGIC ACTIONS

The review of the community performance indicators and the consultation with community members at the November 17th, 2012 community meeting provide the basis for the development of community targets. These targets are aimed at allowing the community, organizations and partners to focus on specific outcomes to be attained through program and policy initiatives. The community targets are also aimed at providing these stakeholders with a mechanism for looking at their own strategic plan to determine what actions are aligned with their mission and those that can promote the interest of community development.

Community targets or goals to be attained over a specific time period, namely: (i) the intermediate period and (ii) the long-run. The intermediate period is considered to be five years. The Canadian Census is reported every five years with the data used in this report being 2006 so the next data set to be released is the 2011 data set. Consequently, the report of these data in 2016 will provide a clear target for the community to take action and to measure the outcomes based on the Census data to be released. For the long-run period, it is considered here to be a period of 10 years resulting in the targets set to be attained by 2021.

The community targets are established as follows:

1. For the intermediate run, the community target is to establish a 95 percent achievement level of all key performance indicators that are currently not at least meeting these standards. This would be applied to the overall population results for the GTA . Key performance indicators exceeding these standards (i.e., areas of excellence) should be maintained and/or enhanced.

2. For the long-run, the community target is established at 100 percent of the overall population results for the GTA on all key performance indicators with areas of excellence maintained or enhanced.

The implications of these targets warrant consideration here. For instance, these targets and principles would imply that school attendance in the Black community would increase from 14% of the population being registered in school to 20% by 2016 and 24.6% in 2021. It is worthwhile noting that Statistics Canada, 2006 Census data (20% sample) suggest that about 22.3% of the Black population in Toronto are between the ages of 15 – 25. These data do not count individuals below the age of 15, so it is feasible to have 24.6% of the population attending school. Correspondingly, the target principles would suggest that the highest education attained by members of the Black community would move from 13.3% possessing university degree(s) would increase to 26.7% by 2021. Interestingly, this could easily be attained by those individuals who already have community college diplomas converting these credits earned towards a university degree (i.e., 29.5% of the Black community possesses a college diploma which is higher than the general population at 21.5%).

The Black community should also lobby the provincial government to ensure that community college credits and diploma are more directly and transparently transferable towards the attainment of a university credential. For instance, adults over 25 with a college diploma that qualifies should be able to have these credits directly transferred towards a university degree in a smooth and transparent manner, including a clear path from college to university for the completion of professional degrees or programs in regulated sectors (e.g., nursing).

A further consideration relates to recent research showing that the most important predictor of children going to college or university is whether or not their parent went to a post-secondary institution. Parents in the Black community can increase the likelihood of their children attending college or university by simply registering to do a university course on a part-time basis and working towards the completion of a degree program even over a ten year period (i.e., one night per week meaning 3 courses per year over a 10 year period would earn an individual a general university degree and with college transfer credits it would earn a honours degree). Parents could form study clubs/groups that would set an example for the next generation as well as give them a first-hand understanding of the Canadian system which is useful in supporting their own children's success. Community organizations can ask how they can support these efforts.

Family income, poverty and housing outcomes are directly related to employment and occupational attainment. Research shows that unemployment numbers tend to drop by nearly one half for each level of high education attained. For instance, unemployment rates for individuals with some high school was 16.3%, high school completion at 9.1%, post-secondary certificate or diploma at 6.9% and university degree at 5.2 (based on Human Resources and Skills Development Canada 2011 study).

Income levels are also highly related to education levels. However, an individual's choice of occupation will further have an implication on family income levels. It means that community organizations need to provide information to individuals about career trends. For instance, the nursing profession is increasingly requiring individuals to have a Bachelor's degree in nursing, therefore an individual hoping to make a career in nursing in the future will have to pay increasing attention to getting a university education. This was not true for the previous (or to some level the current) generation of nurses; however, it will be certainly true for the new generation hoping to gain employment in the nursing profession.

These types of trends need to be communicated to members of the Black community so they can make informed decisions. Community organizations, including religious institutions, must extend their definition of family and community social services to include addressing issues of education and occupation choices since these considerations are direct determinants of family income, poverty and housing outcomes. The study by Fearon and Wald (2011) shows that there are issues of wage discrimination and occupational segregation that negatively affect the income outcomes of members of the Black community so there remains a role for advocacy in addressing community challenges and opportunities.

RECOMMENDATIONS

In this report, we have established indicators (and, reasonably, there are others) that can be utilized by individuals, social service and community organizations, government and others to monitor and refine efforts and the effectiveness of programs and initiatives aimed at contributing to the betterment and strategic goals of the Black Community. To that end, we offer the following recommendations:

- **Members of the Black Community must have a fundamental culture and premise that their actions and choices are to be conducted in harmony with the betterment of the community and society.**
 - This recommendation acknowledges the reality that individuals, parents and community organizations cannot be available at the moment every decision is being made by a member of the community. The recommendation suggests that members of the community and organizations serving them should have as a fundamental acid test, namely; the question as to how do the actions/decisions contribute to the betterment of the community.
- **Members of the community should make it their personal and family goal to complete some level of post-secondary education (e.g., college or university).**

- A recent Ontario Throne Speech indicated that 70% of the jobs being created in the Ontario economy will require post-secondary education. A failure of members of the Black community to attain a college or university level of education will (with high likelihood) immediately relegate these individuals to employment challenges. It should be noted that it does not matter whether the individuals hope to be employed in the trades or other occupational categories. The reality is that increasing college or university education will be needed for the jobs of the future.
- The data reviewed suggests that income levels are directly related to educational attainment. Correspondingly, poverty levels decline with increased levels of educational attainment, while crime decreases with decreasing levels of poverty.
- **Community organizations must request that the Ontario Government establish a smooth and clear path from college diploma/degree to university degree attainment at the undergraduate and graduate levels.**
 - More than any other community, members of the Black community are increasingly attaining college as opposed to university level education. In Ontario (as opposed to in the U.S.A for instance), transitioning from college to university is difficult and often leads to students losing credits which discourages a natural progression from college to university. In contrast, occupational categories with the highest level of income generally require a university degree. Therefore, the average wage gap between Blacks and the rest of society cannot be addressed without addressing this key concern.
- **Community organizations must make poverty reduction a key and immediate strategic objective with specific poverty reduction targets being established and the outcomes consistently being reported.**
 - Many of the socio-economic, justice and health challenges facing the Black community are a direct result and symptom of poverty.
 - Youth are often working to supplement family income as opposed to studying to successfully complete their education. Youth are easily enticed into unlawful activities when challenges of poverty make short-term gains appear more imperative to their own long-term wellbeing.
 - Parents often make housing and parenting choices that constrain their long-term future due to a lack of financial capacity associated with poverty.
 - Black community organizations must work with government and other stakeholders to ensure that fundamentally address poverty and its root causes.
- **The Black Community and its organizations must work with the justice systems to develop alternatives to imprisonment for minor criminal offenses involving members of the community who may have a high probability of imprisonment than if they could afford effective and adequate legal defense availability to more affluent (even average) members of the society.**

- The funding framework for court appointed lawyers as well as for community-based lawyers needs to be reviewed to ensure that the incentive structures are not resulting in less than adequate legal defense than would be afforded to a more affluent members of society given the presences of historical and systematic causes of income inequality.
- Policies and legislation have been enacted even in the face of research showing that supporting high educational attainment and lowering poverty levels would have a better individual and societal outcome, than heavy law enforcement and incarceration. Additionally, there is some evidence that suggests these policies are unevenly applied across society with over-policing of the Black community and under-policing of others.
- **The Black Community must develop a human capital and financial capital literacy program that start at a young age for every child and continue into adulthood for parents.**
 - Members of the Black Community are on average are under investing in their training, education and professional development. The returns to these investments are greater than another other investment an individual or community can make. Hence, this underinvestment clearly points to the need for improved human capital literacy.
 - Members of the Black Community are under-saving and, similar to other Canadians, are not fully utilizing the savings incentives and tax reduction strategies available to them. These choices have an implication to their immediate financial and wealth – yet the implication for their retirement will be even more significant.
 - Many members of the Black Community send a significant portion of their income to their country of origin to support family members or personal interests (e.g., building a home) which automatically reduces their savings and financial position within the Canadian setting. For instance, nearly 15 percent of Jamaica’s GDP can be directly related to remittances from U.K., U.S.A. and Canada. These remittances are needed to support family members and others in countries of origin yet a balance must be found between standard of living needs in the new country and the support for others in the country of origin. There is no easy answer; however, families and the community need to be aware of these trade-offs and find opportunities for successfully meeting both needs.
- **Members of the Black community should recognize that children benefit from the involvement and financial support of both parents when relationships are positives and parents are caring.**
 - A major cause of poverty within Canada and, correspondingly, the Black community is single parent status which can be simply linked to the lack of or inadequate financial support from at least one parent responsible for the child.

- **Members of the Black Community must consider and pursue entrepreneurial activities** since it is fundamental to job creation and wealth generation. Additionally, it is important to recognize that in the new Canadian and global economy, education and knowledge increase the likelihood of business success so they must be considered together.
- **Organizations purportedly serving the Black Community** and receiving funding on this basis **should report the number of individuals in the community served as well as the target and actual outcomes attained** in the key areas of economic well-being, education, employment, health, housing, justice and safety, political engagement, and social inclusion.
- **The Black Community should establish a community research foundation** that can provide evidenced based data and information in support of decision-making and advocacy aimed at the betterment of the members of the Black community.
- **The Community needs to work with the Ontario government to gain access to data on the level and frequency of engagement with the police and the justice system**, the prevalence of plea bargaining, the use of diversion options under the Youth Criminal Justice Act (YCJA), racial profiling, and the source of guns and drugs associated with youth crime within the community to facilitate the establishment of community progress targets.
- Provided that the data shows that members of the Black community are more than three times more likely than the general population to depend on public transportation to get to work, **the Community needs to collect local transit data (TTC or local equivalent, GO, Metrolinx, etc.) on areas with high portions of members from the community to ensure that service levels for these areas are commensurate with the needs of the community** and equitable relative to the service levels provided in other areas. Where this is not the case, the community needs to actively consult with these agencies to improve transit service and affect change.
- **Many of the Black community's challenges and opportunities require political will and leadership to be addressed.**
 - A clear and effective "get-out-and-vote" campaign must be launched within the community to increase voter participation and citizenship. Political parties need to conduct outreach to facilitate a more representative democracy in support of more inclusive governance. Equally important, members from the Black community need to get involved in the overall political process, which includes keeping abreast of what's happening within government, volunteering, taking up a political cause, lobbying government and basically engaging the political system in and outside of election periods.

CONCLUSION

This report leads to a simple recommendation and conclusion: **There must be a Black Community Renaissance and Revitalization.** The above mentioned recommendations aim at promoting this outcome; however, it does not purport to exhaust all of the possibilities. The report and the recommendations are a beginning that will hopefully motivate other individuals and organizations to look for their own opportunity to contribute to the efforts to better achieve the targets and to better the community.

This document represents only a start towards the goal of establishing a Community Strategic Plan for the Black Community within the Greater Toronto Area. The economic well-being, education, employment, health, housing, justice and safety, political engagement, and social inclusion outcomes of the Black population in Toronto and across Canada will have implications not only for the Black communities, but rather the entire society.

APPENDIX A: PERFORMANCE INDICATORS AND TARGETS

In order for the Black community and strategic partners to make measurable progress, it is necessary to set targets for the key performance indicators. The following table outlines the intermediate and long range targets for the Black community.

Key Performance Indicator	RECENT PROFILE				
	Visible Minority Pop.	General Pop.	Black Pop.	Intermediate Target (2016) 95%	Long Run Target (2021) 100%
Economic Well-Being					
Wages and Salary					
Less than \$20,000	55.7%	59.5%	62.8%	62.5%	59.5%
Between \$20,000 to \$59,000	36.5%	28.8%	30.7%	29.2%	28.8%
Over \$60,000	8.7%	10.8%	6.6%	10.3%	10.8%
Census family income groups					
Less than \$49,999	40.6%	33.8%	50.8%	35.5%	33.8%
\$50,000-\$99,999	34.3%	39.4%	34.3%	37.4%	39.4%
\$100,000 and over	19.7%	26.8%	15.1%	25.5%	26.8%
Education					
Attendance at school	24.6%	20%	14%	23.4%	24.6%
Highest certificate, diploma or degree					
High School/Trade/Apprenticeship	39.1%	31.9%	38.1%	N/A	31.9%
College Diploma/University Diploma	24.5%	21.5%	29.5	N/A	21.5%
Bachelor's Degrees	11.5%	26.7%	13.3%	26.3%	26.7%
Employment					
Paid Employment	93.9%	88.5%	93.6%	N/A	N/A
Self-employment (not incorporated)	2.8%	7.3%	4.7%	6.9%	7.3%
Paid worker - Originally self-employed, incorporated	3%	3.9%	1.6%	3.7%	3.9%
Worked more than 40 Hours/Week	40.1%	36.8%	36.3%	N/A	N/A
Worked in 2006	66.4%	66.1%	67.3%	N/A	N/A
Occupation					
Manager/Professional/Supervisor	21.4%	29.2%	21.6%	27.7%	29.2%
Poverty Levels	22%	11%	18%	15%	10%
Elected Political Office (GTA)	38	309	3	12	23

- Note: if the Black community is on target or in the range of the general population, no targets are set for this indicator

APPENDIX B: COMMUNITY PLEDGE

In order for the Black community to reach these targets mentioned above, it is imperative that individuals and organizations alike to make a pledge that will move the Black community towards these goals. The following sample pledges are specific and are aimed at holding members accountable.

Individual Pledge

Name: _____

Date: _____

Check all that apply

Economic Well-Being

I pledge to frequent at least two (2) black owned businesses that offer high quality products and services per month.

Every six months I pledge to purchase high quality services and products from a black own business that I have not frequented in the past.

Education

If I do not have a university degree, I pledge to start classes that will lead to a university degree.

If I have a college diploma, I pledge to take classes to upgrade to a university degree.

I pledge to tutor young children and/or teens one hour a week.

I pledge to mentor a black college/university student for four hours a month.

Employment

If I have over ten years of experience in the workplace, I pledge to mentor a recent black graduate or junior black employee for four hours per month.

If I am a seasoned business owner, I pledge to mentor a new black business owner for four hours per month.

Political Engagement

I pledge to engage in political engagement by attending at least three (3) meetings annually held by my local city councillor, Member of Provincial Parliament or Member of Parliament.

In elections, I pledge to do research on candidate platforms and determine how these platforms will support the goals and objectives of the Black community

I pledge to vote in every local, provincial or federal election, if applicable

Community Organization Pledge

Organization Name: _____

Date: _____

Key Performance Indicators	Check all that apply	Strategic Goals	Sample Organizational Pledge
Economic Well-Being	<input type="checkbox"/>		Offer Black owned business at least one support service every month (mentoring, workshops)
Education	<input type="checkbox"/>		Offer weekly tutoring sessions for Black students
Employment	<input type="checkbox"/>		Facilitate mentorship of three young black professionals monthly

Corporate Pledge

Company Name: _____

Date: _____

Key Performance Indicators	Check all that apply	Strategic Goals	Sample Company Pledge
Economic Well-Being	<input type="checkbox"/>		To use Black owned businesses that offer high quality products and services
Education	<input type="checkbox"/>		To offer financial support/loans to individuals who want to upgrade their education
Employment	<input type="checkbox"/>		To offer mentorship programs to Black employees
	<input type="checkbox"/>		To interview at least one Black qualified professional for vacancies posted (if possible)

APPENDIX C: SUMMARY OF NOVEMBER 2012 COMMUNITY FORUM

Issues and context pertaining to each strategic focus areas and key performance indicators were considered through consultation of approximately one hundred community members during the November 17th Community Forum held at Ryerson University. The following notes are the results of this consultation, broken up into nine topics and includes a summary along with detailed notes of each breakout discussion that was held. It should be noted that the issues and context provide the basis for the community targets and strategic actions needed by the community. Namely, the issues and context provide an understanding of the existing situation. The targets assist in setting the desired situation so the problematic gap outlined in Figure 1 can be defined. The strategic action represents the steps needed to be taken to move from the existing situation to beyond the targets established. This document initiates an analysis and approach to community strategy building that will require further consultation and refinement, yet each step towards the community goals and targets represents an attempt in the right direction.

Economic Well-being:

Key Themes from Report Back

- The linkage between how we spend our money (i.e. issues of financial literacy) and where we spend our money (i.e. investing and purchasing in the Black Business).
- Entrepreneurship and the linkage between cluster-entrepreneurs.
- Direction of trend to know where to invest.
- The first five years of being a professional means that you need to have professional and financial literacy.
- Partnership between the Toronto Financial Services Alliance and the Black Community.
- Bringing together the various Black organizations to ensure that there is an opportunity for synergy and to be strategic without overlapping with other organizations.
- Defining economic empowerment as an opportunity for individuals to increase net income and our spending as a community (e.g. supporting political engagement through our economic wealth).
- How do we position ourselves to take advantage of the employment trends such as nursing?
- Infrastructure – bring together organizations and look at where they overlap – not only in their functions but also where they are trying to access funds (pool strategies to access funds so that funders don't divide the pot across too many organizations).

- Working with the credentialing bodies to make sure that there is outreach in credentialing to our community (e.g. the Certified General Accountants of Ontario will work with individuals that do not have a degree to first get one).
- Entrepreneurship/business? Forward looking towards the demographics of tomorrow?
- In fields in nursing and others, work with them to access bridging programs to do the training to become a nurse with a BSc or a Masters, also with community workers to transition to social work, midwifery is another example.
- Tool and skills development and how that ties into economic well-being.
- The workforce into the future will be highly credentialized - how to be prepared for this and ensure that our young people understand that continual skills development will support their future.
- Access to loans through financial services.

Detailed Notes from Breakout Group

1. What actions or strategies should be conducted over the next year to promote increased household income within the community, reduce debt and promote the transfer of wealth?

What does it look like?

- Are we working to potential/capacity?
- What is your potential? People's potential to get to a certain place?
- Components to get us there?
- End result?
- Are we empowered to transfer the wealth we have created?
- Tools and skills necessary to build economic well-being?
- Pockets of promise/infrastructural development?
- Benefits to total community?
- Greater wealth individually but less impact collectively.
- What are we building for the next generation? How do we create more job situations for the young people coming out of schools? What foundations are we laying? Are more opportunities equal to more income?
- Where do we spend our money? Money spent within our community? Community development/economic community?
- Financial literacy/financial development?
- Industries and link to wealth creation/Communal wealth creation?
- Looking at the new industries/creation of companies to close the wealth gap that exists?
- Undersupply of certain jobs? Eg. Nursing homes
- Emerging markets?
- Ideas of economic well-being – looking at implementation.
- Number of Black-owned businesses that hired more than 5 people.
- Fast tracking economic empowerment.
- How do we disseminate information?
- Are different stakeholders working in synergy to promote economic development?
- Financial services – accelerating prosperity 'missing an opportunity'.
- Economic clusters 'clusterpreneurs'.
- Community benefits agreement.

Community strategic goal: Community Health, Sustainable, Family and Safety

Economic well-being means being content, however our community needs to focus on empowerment.

- How do we define what economic well-being or empowerment looks like?
- As a community are we working to potential, are we doing enough with what we have?
- Statistically what are the components of economic well-being?
- Wages and salary income, self-employment.
- As a community we may be able to pay bills but are we in a position to transfer the wealth.
- Where are we spending as a community?
- Industry representation.
- Being positioned to succeed within the trends of our society.
- Number of Black-owned business, are we increasing that number.
- Other communities are strengthened by where they spend their money.

Infrastructural development

- How do we discern where those areas are that our community can be best served?
- Creating avenues within education to steer our young people the right way.
- How do we prioritize our high goals and transfer them to community goals?
- Do we have enough information?
- Understanding the future trends and positioning ourselves accordingly.
- Bringing together stakeholders, we need that synergy to reach the intent.
- Bridging the gap between the jobs and qualifications.
- Large scale investing with our young people.
- Having a good mix of age specific training programs.

Summary: We mainly discussed the intention to reach a position of financial empowerment (growing net income, increasing numbers in growing industry trends, spending power, etc.). We followed that with a discussion on the infrastructure needed to get to this position.

Education:

Key Themes from Report Back

- Centralized voice and body for the education of Black students.
- Supporting families on understanding report cards, Individual Education Plans.
- Working with trustees and getting additional trustees elected.
- Not all children face the same risk – middle income students may face different risks relative to individual with lower income levels within the community.
- Access to post-secondary education – start early with expectations about the objective to access post-secondary education.
- Over estimation of cost of post-secondary education while under estimating the benefits of post-secondary education.

- Ensuring that teacher training at York/OSIE supports the Black community.
- Tackling of safe school initiatives, policing in the schools, issues related to Bill 112.
- Canadian Alliance of Black Educators (CABE), African Canadian Heritage Association (ACHA) – connect to these groups.

Detailed Notes from Breakout Group

1. What actions or strategies should be over the next year to increase educational attainment (e.g. early years, increased high school graduation rates & increased post-secondary education)?

- Who needs to be involved with each of these strategies or actions in order for them to be achieved?
 - A. Parental involvement is key!
 - We need to engage parents; many are young
 - There are 2 class distinctions:
 - Involved, educated involved families
 - Uninvolved, less “educated”, families
 - Two different groups need to be treated differently
 - B. Access & Accountability
 - What is available - supports/resources
 - Knowledge
 - The understanding that families, parents have a right to access these resources
 - C. Labelling
 - Rid ourselves of this myth/taboo
 - Individual Education Plan leads to greater accountability
 - D. Systemic Approach [not individual]
 - The community needs to lead with clear expectations
 - Parent/teachers are individual advocates
 - A “Black Advocacy Group” (see “Portuguese example”)
 - Centralized voice & advocacy body
 - Community seminars/workshops
 - De-construct report cards
 - Deconstruct Bill 112/Bill 115
 - How to build a better relationship with the teacher
 - Skill building
 - Strategize on Trustee Election
 - Clarify the different levels of risk that different Black families experience “continuity of risk”
 - Mentorship
 - Mentoring parents
 - TDSB Parent Involvement Advisory Committee (PIAC)
 - Celebrating access & success
 - Educate the system about what we want THEIR expectations of OUR children to be

- Hold the board accountable
 - Influence teacher training
- 2. What actions or strategies are recommended for improving employment for individuals completing college and university for members of the community?
 - Post-secondary education → Workforce
 1. Working backwards/future life planning
 2. Public Sector Employees → connect
 - a. Connections b/w Black staff & the community (e.g. Toronto Police Service co-op program)
 3. “Sociology graduates”
 - a. Pre-PSE planning on workforce
 4. Identify the talent (leaders) we have to connect to the community
 - a. More outreach & engagement

Employment:

Key Themes from Report Back

- Employment needs to be approached in a systematic way by considering the challenge, to outcome to strategies – need to bridge the gaps.
- At the educational level, kids need to know about educational and professional opportunities and to be provided with better information.
- There is a need for networks, opportunities for mentorship and knowledge exchange.
- Community Benefits Agreement (i.e. in the Aboriginal Community – 50% of the jobs were allocated to the Aboriginal community where the development was taking place) → Metro Links expansion and the Pan Am games are all opportunities to explore for this.

Detailed Notes from Breakout Group

- Our community is at the table.
- Properly represented in positions of leadership.
- Having an impact so we are of value.
- Belonging in a group both comfortable and uncomfortable in.
- Intentional mentorship.
- Deliberate, strategic networking.
- Connect on issues – genuine interest.
- Reach into areas where we feel we don’t belong and extract value.
- Use technology to rebrand.
- Breaking down stereotypes.
- Mentoring – just do it!
- Brand development.
- Empowerment vs. well-being.
- Tools & skills are required.
- Wealth and well-being for the community.

- Take home pay (<\$20K), how do we talk about wealth when so many make so little?
- How/where do we spend our money?
- Individual? → how
- Community → where
- Entrepreneurship in industries of tomorrow as way of resolving wealth gap.
- Number of black owned businesses hiring in our community.
- Trends, demographics, population driving business and career decisions.
- Bringing various stakeholders together.

Parking Lot

- Large strategic plan about wealth creating, sustainability, investment within our community.
- “Clusterpreneurs”
- Toronto Financial Services Alliance and Black community partnership.

Parking Lot: Participants related the issues of family and the underrepresentation of Black folks in political office to employment data within the community. In particular, there was a perception of crisis in some segments of the black family that is having an impact on aggregate performance in the labour market. The need for more public profile role-models was identified and the particular shortage of Black folks in elected office at all levels of government was cited as evidence in support. The Facilitator acknowledged these as highly relevant factors but time restrictions required these be taken up in another forum.

1. Community Strategic Goal: Community Health, Sustainability, Family and Safety

What actions or strategies should be taken to improve the quality of work, job preparedness, access to jobs and the development of an entrepreneurial cultural? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

Note: Facilitator framed this question as addressing the type and form of actions the Community must take *to help itself* as distinguished from the last question which focuses on the actions the community must take to ensure access and opportunity *within the larger society*.

Observations: Participants noted that some of the community employment challenges originate within the educational system where Black children are continuing to be underserved through inappropriate guidance, streaming, and the application of differential standards / expectations. Once graduated, difficulties compound as youth are not supported by community businesses and are not looked upon as a talent pipeline.

Mentoring by members of the community during educational and early professional phases is inadequate. Others commented that to the extent supports do exist in the community, (usually voluntary), they are being provided by a myriad of organizations who are not working in any coordinated or integrated way and thus there is ineffectual duplication, little synergy, lack of impact at scale, and an absence of sustainable effect.

The needs around employment are expansive and range from those seeking jobs in the professions to those discharged from detention. Concern was raised about the practicality of addressing all of these vastly different needs across various employment gaps.

Call to action: A Steering Group should be created to coordinate and house all other community organizations with an employment mandate. Membership in the Group could be drawn from the various organizations. It should begin as an online platform. Organizations could advertise their business or service. Employment opportunities could be posted. Volunteer mentoring, services to most vulnerable populations within the community, and other programs could be announced and coordinated. A database of professionals could be created. Business 101 courses could be offered under this aegis. In addition, apprenticeships and other opportunities could be advertised through this community portal.

An appropriate caveat was recognized: Given the breadth of employment needs in the community, it was acknowledged that a virtual platform, even while it coordinated volunteers for outreach to vulnerable populations, could face limitations in its ambitions to provide a comprehensive solution.

Call to action: The Steering Group should include professional staff led by an Executive Director to ensure continuity of institutional knowledge and sustainability. Funding should be sought from public and private partnerships. The ED's mandate will include the establishment of sustainable relationships with the city's large and mid-size employers including community employers who will come to see the steering group as an extension of their recruitment initiatives.

2. Community Strategic Goal: Education and Economic Capacity

What actions or strategies should be taken develop deeper and more meaningful relationship with employers and businesses? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

Observations: Participants acknowledged that deeper links between the Black community on the one hand and employers and business on the other hand, need to be established; but concern was also raised about perceived undeveloped educational capacity and weakened cultural capacity as it relates to personal industry and work ethic across sectors. This perception was not unanimous and was rigorously contested. Reference was made to census figures.

Call to action: Participants suggested some type of environmental scan was needed to discover ways in which other communities in the US and Canada had leveraged business networks. No proposal was put forward as to who should conduct the scan or by what means.

Call to action: Growth in networks should be fostered through the Steering Group as it seeks to maximize advantage from corporate responsibility initiatives.

3. Community Strategic Goal: Civil Rights and Engagement

What actions or strategies should be taken to influence access to trades, apprenticeship, internship, co-op, credential recognition? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

Note: Facilitator framed this question as addressing the type and form of action required by the Community to ensure access to opportunity *within the larger society*.

Observations: Some participants noted that laws against discrimination are in place, but others pointed to the inadequacy of those laws and underscored the persistence of racial profiling, racism, and bias, still influence those aspects of recruitment and promotion decision-making where discretion is at play. Participants perceived that general corporate commitment to diversity in the Toronto Region is not matched by an equal pervasiveness of concrete diversity plans.

Call to action: Greater centralised advocacy is needed to leverage employer efforts to recruit community members. This type of effective advocacy could be accomplished through the Steering Group.

Observations: The community doesn't have sufficient knowledge of programs and networks in the trades. Further advocacy is needed to disseminate information.

Call to action: Invite trades into schools under the auspices of the Steering Group on a periodic basis to give presentations to students about the various kinds of professional opportunities in the trades, related educational requirements, salary bands, etc. The Steering Group should advocate on behalf of such a schools program with the T02015 (Pan Am/Parapan Am) and any other major infrastructure initiative. (i.e. Procurement practices could include school outreach and education as a condition of tender)

Housing:

Key Themes from Report Back

- It was noted that housing disparity is linked to employment and income opportunities.
- It was noted that there are examples of communities that have come together to use Housing as a mechanism for wealth building.
- It was suggested that there could be an opportunity to focus on an area where there can be a branding of neighbourhood (e.g. BIA) as well as building community accountability.
- Access to financial information – financial literacy and understanding how to leverage one's income (dollars).
- Establishing a system where we educate individuals on life-skills regarding considerations such as financial literacy.
- Sub-segments of individuals who face difficult housing opportunities also need to be sensitive to these considerations.
- Informing our community about our current state of housing and the precarious and marginally housed.
- Address the redevelopment of Regent Park and other neighbourhoods and the impact on the Black community.
- Looking at re-development opportunities, rent to own, establishing windows to earn more without rent going up in the case of Public Sector Housing renters.

- Access to information about housing options for the community and people supporting the community. Education needs to be layered – through schools and groups and organizations.
- Representation at meetings – inform public policies. Bring lived experience to inform decisions.

Detailed Notes from Breakout Group

1. Community Strategic Goal: Community Health, Sustainability, Family and Safety

What actions or strategies should be taken over the next year to ensure access to quality affordable housing for individuals and families and to promote home ownership? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

- Financial challenges – need gainful employment and education to support
- Need a broader strategy to support employment.
- A broader strategy of family units and other groups in our community coming together to support saving to purchase homes – learn and look at how other communities have come together to increase home ownership – e.g. families who live together in homes, pooling to pay mortgage off.
- Unity – need to come together and have this discussion.
- Pride and legacy out of having contributed to the building of a community of homes – giving employment to our community, pride of ownership - have the community come together to build this and offer jobs.
- Develop a sense of one community and identity. Getting the Black community in the city to recognize that there is only one Black community. We are too divided. Will help to move us forward. Then we can talk about how to build the economic base to move us forward.
- Financial Education/Literacy and the connection to home ownership - need to understand the different between renting and owning and the opportunity and way to do this. Financial literacy and understanding the various aspects of the financial system, and the specifics re: saving and getting credit. Need to make this a part of our regular conversation – just like we talk about safety regularly. How to use credit wisely. Connect to our existing resources to educate our own
- Involve government and elected officials and decision-making systems – Black community needs to be at the table to inform the decisions that are being made about housing
- Racialized neighbourhoods – strategies put into place by elected officials that marginalize communities
- Schools – include education in schools on financial literacy. Need to start early in high schools. Topics that kids learn about are about gang violence and safety and there is a need to talk about young adulthood and life skills – education that builds and not education that avoids.
- Black community participate in housing advocacy and income disparity.

2. Community Strategic Goal: Education and Economic Capacity

What actions or strategies should be taken to ensure that are appropriate types of housing based on individual and family needs (i.e. students, family, rental, etc.)? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

- Also need to consider
 - Marginally/precariously housed – abused women in shelters
 - Homeless – visible and invisible – living on peoples sofas, in cars, on the street, shelters
 - People living with disabilities
 - People living with mental health issues
- Need to make the Black community more aware of the issues around housing in all areas –students, disabled people, etc. We need to be aware first of our own issues and steps that we can take to make it better for each other.
- Being at the table to influence decisions that impact our community.
- Increase people’s accountability related to living in public housing – beautify their surroundings, improve their own living environments and the environments around their housing, instil a pride in their own homes and help them to influence public housing officials to beautify and improve their housing.
- Redevelopment of Regent Park, Lawrence Heights – etc. – get at the table to be involved in the design
- Co-op models – having more of these models in place that we create and participate in.
- Look at how have other communities succeeded in this area.
- Break the cycle of public housing – through education .
- Trades and working in public housing - hire locally.
- Locate the neighbourhoods and set up our own hubs – family meetings with people in the communities.
- Have a representation from this group in these communities.
- Create the space so that these conversations can happen. Talk about legacy building and employment and other items that make up a healthy community.
- Access to information – for example - as a student what is there for me what is available to access. People who work in the communities on know the information and the options. Co-op versus TCHC, single versus family dwellings.

3. Community Strategic Goal: Civil Rights and Engagement

What actions or strategies should be taken to develop policies to ensure access to affordable housing and to assist individuals to transition from rental to ownership? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

- Policy systems that underpin the housing needs – living in public housing required income at a certain level. (i.e. TCHC changing policy for families that were receiving Pathways to education scholarships to not then become ineligible for the housing and act as a disincentive to participating in programs like Pathways).
- Rent to own options in public housing.
- Black community participating at the table and influence policies which act as disincentives to moving out from public housing and social assistance.
- Need to connect youth with elders who have dealt with the issues in the past.

- Members of our community at the table where decisions are being made. Start with political engagement and civic engagement. Connect the relevant lived experience informing people who are at the tables.
- We need to be active in our voice. Not just those that sit at tables. The entire community needs to mobilize as a unified voice around specific policies.

Health:

Key Themes from Report Back

- Ensuring that we have the statistics to determine the community's health status and ensuring that we are informing ourselves about these issues.
- Ensuring that there are culturally appropriate, qualified individuals health care professionals at all levels of service delivery.
- Support of foreign trained professionals to be able to work within the Health Services System.
- Increasing media participation in disseminating information.
- Establishment of a Foundation to broadly support philanthropy to raise money to support our activities. The Foundation could do think-tank work to support our community.
- The need to focus on our citizens and supporting their health future.

Detailed Notes from Breakout Group

1. Community Strategic Goal: Community Health, Sustainability, Family and Safety

What actions or strategies should be conducted over the next year to improve access to health services by individuals and families? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

- Trying to understand the state of health of the Black community across the GTA
 - What are the statistics: who is not faring well?
 - What is our level of participation? What does the data tell us? What are our means to access this information? Understanding what exists out there in terms of challenges and issues and our capacity as a community to access this information.
 - For example, Sickle Cell anemia and Diabetes – e.g. TAIBU as a community health centre (CHC) and Black Health Alliance are taking a lead in educating our community. Is this enough? What can we do more?
 - Connecting groups - Black urban health initiative, Black Health Alliance – need to scan the research and the groups that are doing similar work.
 - Barriers to accessing health services – cultural relevance (understanding of the issues that affect Black community)
 - Quality of the access point and cultural competency – increased education for the providers and for the community.
 - Cultural competency for continuing medical education.

- Support and encourage Black youth to move into the medical profession.
- Support foreign trained professionals to gain access to jobs commensurate to their level of training.

2. Community Strategic Goal: Education and Economic Capacity

What actions or strategies should be taken to ensure individuals have adequate community-specific information and resources to improve health outcomes? (physical and mental health)? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

- Workshops for our community on the key health issues – diabetes, prostate cancer, breast cancer – ideally delivered by black health professionals.
- Support and advocate for community members accessing their services and terminology.
- Supporting and resourcing the existing groups like the Black Health Alliance and their member organizations through resources and volunteers.
- Radio station – 98.7 and planet Africa TV station, and rogers cable – increase the health related programming on each of these media.
- Community organizations in the City that have a black orientation are limited – what is the capacity to resource itself. Is it time for the Black community to delve into the whole issue of Philanthropy and think tank/policy development – e.g. establish a black community foundation – raise funds from the black community and from businesses and others. Able to support the initiatives that are lacking resources and have clout. Create the entity that funds and supports initiatives in the black community.
- Think-tank as well.
- Advocate for culturally competent services and Black staff within mainstream organizations.
- Ethno-specific organizations – like continental African not-for-profits are dwindling and or disappearing.

3. Community Strategic Goal: Civil Rights and Engagement

What actions or strategies should be taken to develop and promote policies that address disparities in health-limiting conditions that affect life expectancy and other health outcomes? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

- Inform politicians and be in the position to do so – support existing politicians and us to try to get into political or public office
- Identify the top health issues affecting our community and identify who is doing what for each of these issues. Then look at what is emerging in terms of policy – Canadian Mental Health Commission report – what are the implications for our community.
- Across Ontario – health services organizations have to use a health equity tool
- Look at the LHIN and its use of health equity lens for its decision making.

- Health equity assessment tool – what is the accountability around the use of these tools, is our community engaged in understanding and commenting on the results and demanding what we need.
- Aging seniors – retirement homes, mental health (e.g. the Tamil community is looking at their aging population and creating retirement homes and collaborating with Providence Centre) – need to push this agenda forward for our community and have a voice. Need more than just a volunteer group – need professionally paid people whose voices will be heard to respond to stats around our community and informing policy – link to the Black Health Alliance.

Justice and Safety:

Key Themes from Report Back

- Areas identified relating to the complexity of the problem.
- Small issues (e.g. school issues) that escalate into significant issues (e.g. justice and law issue) when a response at a lower level could serve to prevent the escalation of the issues.
- Coordination of youth workers across networks.
- Family and parenting skills as well as education in relation the impact of the law on individuals within the community.

Detailed Notes from Breakout Group

Note: Participants were significantly engaged by discussion relating to this social indicator and were challenged by the time constraints in which they were asked to address such an important and complex issue. With only 45 minutes allotted for dialogue, further in-depth discussion is warranted and essential.

1. Community Strategic Goal: Community Health, Sustainability, Family and Safety

What actions or strategies should be taken over the next year to create and maintain safe communities for individuals and families? (i.e. hate crimes, family violence and gun violence, etc.)? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

Observations: Participants took notice of the overrepresentation of black youth within the criminal justice system and discussed the particular distress among particular segments including the Ethiopian and Somalian populations within our community. (The absence of members from those populations within our group session was noted and participants proceeded to examine the matter with caution).

It was also noted that women within our community were massively overrepresented in rates of detention and deep concern was registered about the implications of this occurrence for the black family generally.

Members of the policing community who attended the session noted there were various points of crisis and intervention along a continuum – family violence or neglect (intended and unintended), health distress and hospitalizations, introduction of children’s social services, imposition of disciplinary measures by the public education system including expulsion/suspension, gang membership recruitment, and others - where children find themselves at risk. Each of these instances represents steps that may potentially culminate in arrest, detention or other contact with the criminal justice system.

A lack of information sharing across social services who become involved with families at various points along the continuum was identified as a barrier to effective community and family assistance.

Call to action:

- Some type of coordinated effort by representatives of the justice, social services and education systems needs to be struck to respond to the needs of youth at the points of crisis identified. The effort should take the form of a triage or case management system where a comprehensive range of supports can respond in tandem to marshal service to youth and their immediate caregivers over periods of time.
- Youth workers should be networked on a citywide basis to share best practices and information.
- The concept of priority neighbourhoods should be revisited and revitalized to include community hubs. The hubs would represent physical sites where a spectrum of social service providers would be assembled in neighbourhoods and established by ongoing relationships with community members.
- Initiate an appropriate campaign to raise awareness for parents of crisis and intervention risk factors. Personal and direct communications rather than media messaging are preferable as methods to reach parents. Sites for message delivery include places where families or parents congregate including schools, and churches.
- A greater emphasis should be placed on counselling, community service, access to schools, and job training. Further discussion as to what this proposal would look like is required.

2. Community Strategic Goal: Education and Economic Capacity

What actions or strategies should be taken to ensure individuals are informed about their legal rights and the administration of justice? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

Note: Due to time constraints, group participants reserved this question as a parking lot issue, and focussed on questions 1 and 3 as these were deemed to have greater priority.

3. Community Strategic Goal: Civil Rights and Engagement

What actions or strategies should be taken to develop policies to address systematic issues in the justice system and reduce the incidence of hate crimes and domestic violence? Who needs to be involved with each of these strategies or actions in order for them to be achieved?

Observations: As found in the discussion relating to the goal of community health above, the lack of information sharing across social service providers who become involved with families at

various crisis points along the continuum was replicated within the justice system. Crown, police, and the judiciary fail to share information adequately.

Participants also noted a lack of emphasis on restorative justice at all points in the system.

The role of racism in the justice system was considered unavoidable in this type of discussion, and reference was made to the findings and recommendations of the 1995 Commission on Systemic Racism in the Ontario Criminal Justice System.

Call to action:

- Advocacy is required to revitalize the use of Charge Management processes as they related to members of the Community. Charge Management refers to a series of complex administrative procedures to deal with criminal charges outside of trial court and includes diversionary programs, reviews of decisions to lay charges, plea negotiations and other justice services provided to accused. Such alternatives to formal resolution of criminal matters are not made available on an equitable basis to accused members of the community.
- **Call to action:** Steps should be taken to ensure that Black accused are made aware of Charge Management alternatives.
- **Call to action:** Advocacy is need to follow-up on the steps taken to implement the recommendations of the Commission generally.
- **Call to action:** Crown, police, and the judiciary must share information across their various silos and a greater emphasis should be placed on restorative justice at all points in the system. The campaign should be embraced by reps of all actors in the system and not just legal activists within the community.

Political Engagement:

Key Themes from Report Back

- Knowledge and connection to political process – how to vote, where to run, etc.
- Knowing where to get the vote – tapping into the faith communities
- Political apathy such as individuals who do not have citizenship cannot vote.
- Strategy
 - Bootcamp to prepare future leaders within the political process and for running for election.
 - Start a political action fund to support those who would run for any political party.

Detailed Notes from Breakout Group

1. Community Strategic Goal: Community Health, Sustainability, Family and Safety

What actions or strategies should be taken over the next year to increase the participation in the electoral process? (i.e. candidates, volunteers, riding associations, etc.)

2. Community Strategic Goal: Education and Economic Capacity

What actions or strategies should be taken to encourage and financially support the involvement of individuals at all levels of the political process?

3. Community Strategic Goal: Civil Rights and Engagement

What policies and practices need to be developed to increase participation and representation in the political process at the municipal, provincial and federal levels?

Summary responses to the 3 questions:

- Knowledge/Connections
 - How to vote?
 - How to run?
 - Provincial
 - Municipal
 - Federal
 - Of Our communities
 - Who?
 - Where?
 - Eg. Churches
 - Electoral rules
 - Impact on the family
 - Voting: how it counts
 - Candidates: how it affects
 - How to fundraise
 - Call to action
 - Democracy demands participation
 - Building & mobilization from ground up
 - Voting list
 - Target central riding
 - Develop political culture – educate/engage young people
 - 3-Pronged Strategy
 - Prepare future candidates, Start a political Action Fund, Understand & address ROOT factors in apathy including lack of citizenship

Social Inclusion:

Key Themes from Report Back

- Definition – social inclusion involved mentorship, networking, volunteering, etc.
- As a community, it is important to step outside of one's comfort zone by becoming members and/or volunteers of associations (e.g. joining the Canadian Bar Association)
- Ensuring that we are a part of the discussions and actions on issues that affect our community.
- Intentional and strategic networking and mentorship to ensure that we know why we are engaging in one's activities.
- Using technology (e.g. internet, blogs) to be able to share information and knowledge about items that affect our community.

- Ensuring that we are providing the messaging and key points about how we want to be seen as opposed to how we may be shown.

Detailed Notes from Breakout Group

1. Community Strategic Goal: Community Health, Sustainability, Family and Safety

What actions or strategies should be taken to increase and encourage the participation of individuals to create a greater sense of belonging? (participation in groups, volunteering and philanthropy)

2. Community Strategic Goal: Education and Economic Capacity

What actions or strategies should be taken to improve access and increase leadership positions in institutions? (i.e. government, business, etc.)

3. Community Strategic Goal: Civil Rights and Engagement

What actions or should be taken to develop policies to increase the level and quality of social inclusion at all levels and all aspects of the wider community.

Note: Participants discussed the issues and responded to all three questions at the same time. Themes from their discussion are listed below:

- Our community is at the table.
- Lack of mentorship.
- Properly represented in a position of leadership.
- How to network in a way that's deliberate.
- Being everywhere possible that you can be. Present yourself well, meet everyone.
- Follow-up!!
- Having an impact so are of value.
- Belonging in a group both comfortable and uncomfortable.
- Intentional mentorship.
- Connect on issues – genuine interest.
- Extract value from other communities
- Build as a community.
- Use technology
- Pushing outside our comfort zone.

The Family:

Plenary Discussion Notes

1. Community Strategic Goal: Community Health, Sustainability, Family and Safety

What actions or strategies should be taken to strengthen and support loving families within the community?

2. Community Strategic Goal: Education and Economic Capacity

What actions or strategies need to be taken over the next year to educate and build capacity within families and to encourage male leadership and involvement in the family?

Note: Participants discussed the issues and responded to the above two questions at the same time. Themes from their discussion are listed below:

- Mentors to support new, early emerging families.
- Support families through recognition and awards.
- Establishing incentive programs and efforts to support families, including activities that allow the family to grow and to have fun together.
- Reduce the stresses on the family .
 - For instance, public housing may imply that the father cannot be in the home.
- Black Family Network Organization – as a family we need to meet regularly and have the opportunity to enjoy our culture in a positive way. Provide an opportunity for knowledge transfer.
 - What would meeting regularly look like?
 - Establishing events that would show about our culture in a positive light.
 - It is to recognize that events are well done.
- Trust and respect each other and celebrate each other's successes – success of our families.
- It is often said that we need funding causing us to not do anything when there is no funding but we need to put our hands in our pocket to allow activities to take place (i.e. we need to establish our own funding to allow us focus on our own strategic intents).
- What are some of the early wins that we can do to support families?
 - We need to intervene early – we need to provide support to families and parents when they need new parenting skills and capacity.
 - Ensuring that we put time aside (i.e. invest) to focus on our family.
 - We need to emphasize parenting – establish an information booklet on parenting.
 - We can ask seniors to talk with new parents.
 - We need a Black Advocacy Group that speaks out on common issues.
 - We need to get young people, elders and others so that our community can share family together.
 - Create a Black Family Day when family can come together – Use Family Day in February as Black Family Day – February 18th, 2013.
 - Encourage our cultural media outlets to provide positive example of Black Families.

3. Community Strategic Goal: Civil Rights and Engagement

What policies need to be enacted to support families?

- We need to ensure that those individuals who are within the criminal justice system must know that the community still cares and connecting with them.
- Black families must engage within the Educational System as well as ensure that they are participating in school events and activities.
- Influence policies in support of accessibility (affordability).
 1. Financial Management/Financial Literacy and completion of college/university.
 2. START EARLY!!
 - Students should know in elementary school that they are expected to go to post-secondary education.

3. Address streaming.
 - Know the requirements for entry and early.
4. Some people inflate the cost over benefit of post-secondary education - - "forget the debt".
5. Develop book of "OSAP Stories".

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