

TCHC's Centre for Advancing the Interests of Black people (CAIBP)





Reasons for Recommendations

- November 20, 2020:
 - Board update on efforts to develop and implement a CABR Strategy
- November 25 and 26, 2020:
 - City Council year two update on the implementation of the City's Action Plan
- February 26, 2021:
 - Board approved TCHC's CABR Strategy and 8-Point Plan
 - Authorized the establishment of the Centre and hiring of Centre staff
 - Required semi-annual reporting on steps taken to implement the Strategy
- April 27, 2021:
 - Board report on implementation of TCHC's CABR Strategy
 - Staff were directed to report back with a work plan including budget and staff for the Centre



Centre Mandate

The Centre's mandate is to drive **tenant satisfaction** and **staff engagement** by embedding ABR analysis into TCHC culture and operations.



The Centre's Approach

- Positions TCHC to execute the CABR strategy
- The Centre will have a permanent core team of 5.5 FTE
- The additional 10 FTE will transition into TCHC business units
- Ensures sustainable knowledge/ capacity in BUs to sustain CABR Strategy.



Emerging CABR Issues - Tenants

- Supporting tenants from the Black Queer community
- Addressing long-standing neighbour disputes grounded in anti-Black racism
- Responding to barriers Black tenants face due to limitations in transfer options
- Supporting tenants to understand the strategy and what it means for their community

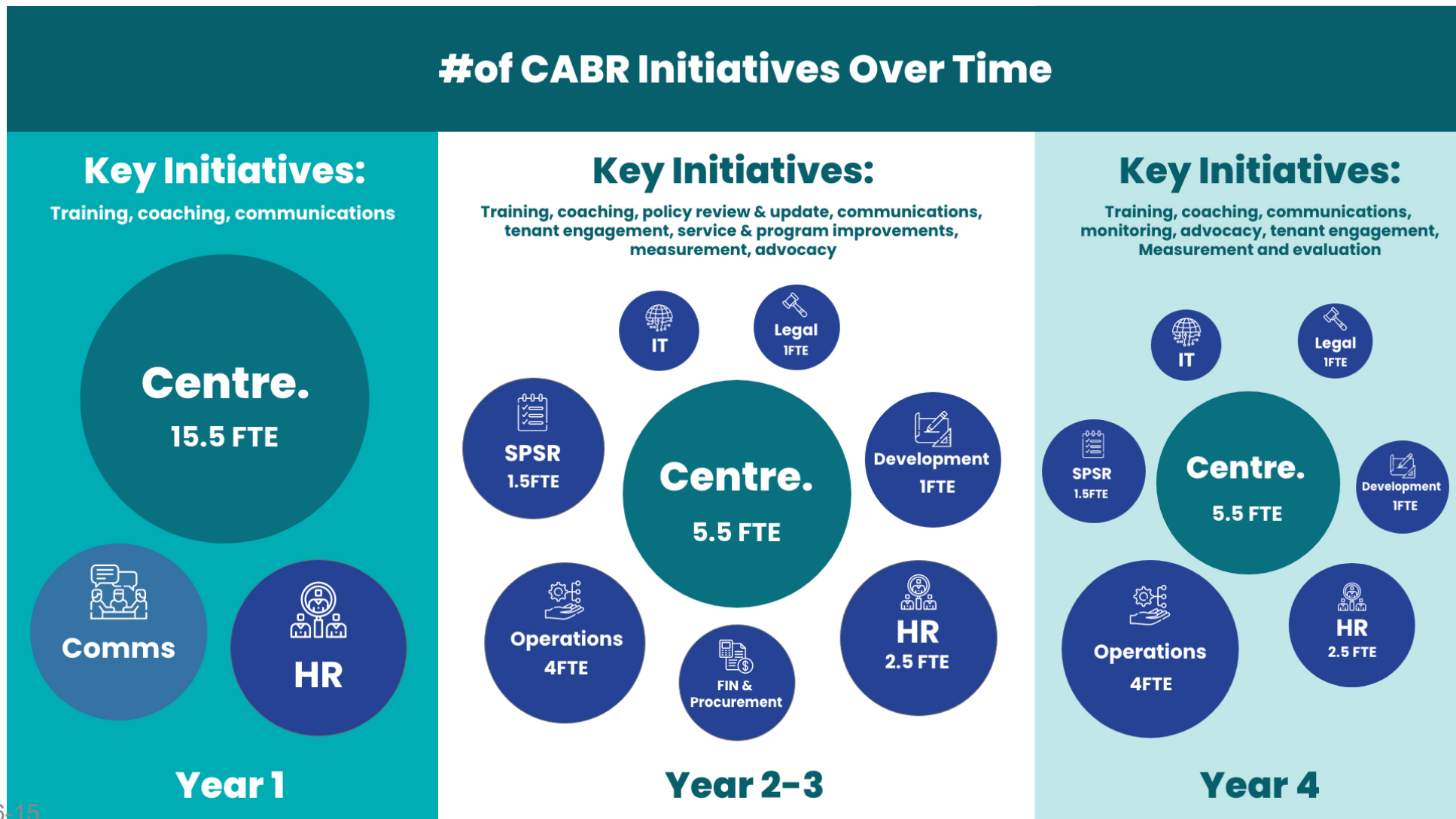


Emerging CABR Issues - Staff

- Supporting Communications with messaging on anti-Black racism and CABR Strategy
- Leading and supporting the creation of division specific work plans
- Responding to ABR issues faced by various TCHC staff
- Answering staff queries regarding ABR and the CABR Strategy
- Apply ABR lens and expertise for pressing internal and external matters with relevant TCHC divisions

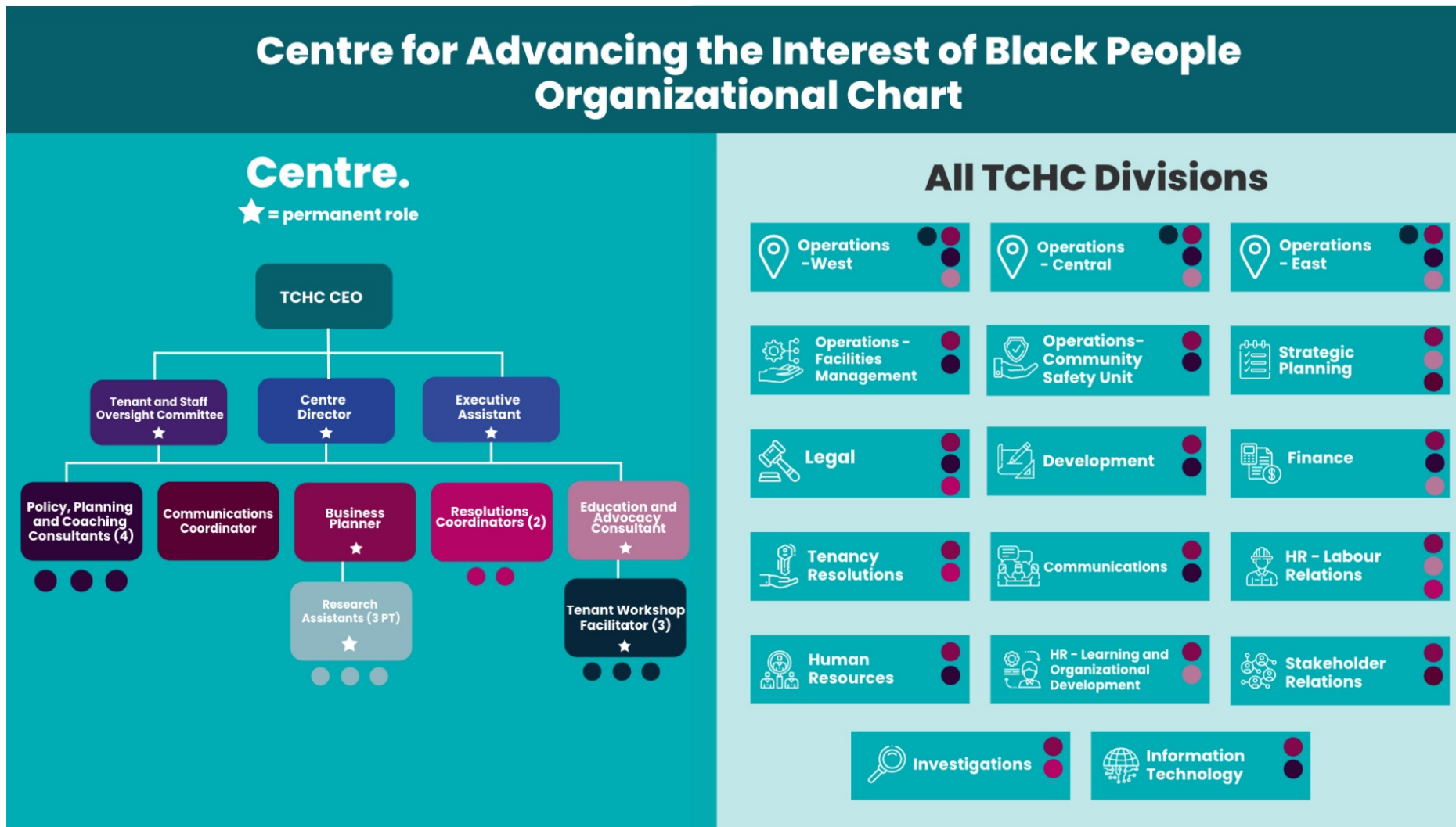


CABR Work Over Time





Proposed Positions and transition





The Centre Benefits Divisions

- Embedding ABR capacity within Divisions
- Increasing Divisional bandwidth without overburdening current staff
- Creates day to day ability to manage complex ABR issues
- Ensuring ABR capacity is not a “second thought”
- Embeds a peer-to-peer support ability in teams
- Ensures EDI work is grounded in ABR framework
- Moves us from CABR lens to organizational transformation



The Centre Is Aligned with EDI Work

- Will work with HR to realize TCHC's Diversity and Inclusion Policy and its on-going Equity Diversity & Inclusion (EDI) efforts
- Ensure EDI work is aligned with the CABR initiative
- Lend Centre staff expertise
- Staff hired for the Centre will be required to have both a CABR and an EDI lens



City of Toronto – CABR Unit

- Unit currently has a staffing complement of 14
- City of Toronto divisions that have hired their own anti-Black racism staff for support: Shelter, Support and Housing Administration, Toronto Employment and Social Services, Children's Services and Pension, Payroll & Employee Benefits
- City divisions are utilizing consultants outside of CABR
- Our model takes learnings from the City's approach by bringing in division specific ABR lens to TCHC divisions



Implications and Risks

- Limited ability to deliver on the CABR Strategy
- Minimal institutional expertise in ABR
- Limited ability to address historical colourblind approach
- CABR team currently case manage a variety of ABR incidents
- Underscores the limited organizational capacity and expertise
- Underfunded ABR initiatives tend to fail
- Staff and stakeholder morale impacted



Next Steps

- Hiring Centre staff
- Finalizing TCHC specific work plans
- Establishing the Tenant and Staff oversight body
- Establishing data collection and evaluation methods