

November 28, 2023

City of Vaughan Addressing Anti-Black Racism Action Plan

Wendy Cukier

Founder & Academic Director,
TRSM Diversity Institute

Mohamed Elmi

Executive Director



Agenda

- Project Objectives
- Engagement Process
- Key Findings
- Developing the Action Plan



Project Objectives



Background & Document Review

- Review of existing city plans to address anti-Black racism
- Analysis of City's strategic plan and other strategies and documents for context



Engagement Plan: Focus Groups/Interviews/Consultations/Survey

- Survey, interviews, focus groups
- Assessment of barriers to the full and equal participation of the Black community in the city
- Seek recommendations for change among the Black community



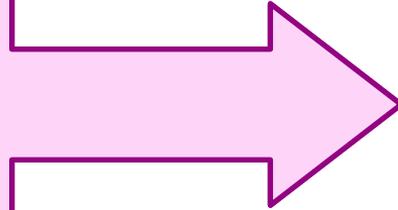
A Multi-Year plan to eliminate anti-Black racism

- Action Plan with recommendations and KPIs to support the Black community in the City

Research

Pre-meeting research

- Existing best practices
- City policies, programs, and efforts



Engagement Process

First Engagement Process

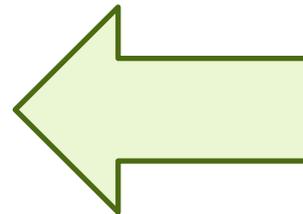
- Public consultations and survey to seek priorities and recommendations from community



Plan Finalization

Finalization

- Action Plan finalization
- Plan design and publication

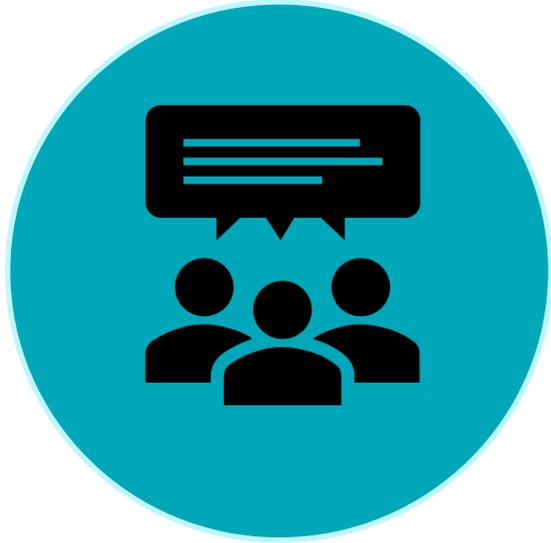


Engagement Process

Second Engagement Process: Follow-Up

- Workshop series to garner feedback on draft Action Plan components

Engagement Process



Consultations, Focus Groups, 1-1s

- Virtual and in-person sessions with the Black community including seniors, youth, members of the 2SLGBTQ+ community, newcomers, and business owners



Community Survey

- Multiple choice questions, likert scales, and open-ended questions
- Focused on experiences of ABR, services, events, communication and engagement

Key Findings

Understanding the Findings:

- **Graphs** are quantitative survey findings that highlight the perceptions of the Black community in the City as it relates to services, events, business supports, communication, engagement efforts, and the City's efforts to address anti-Black racism. 83 individuals self-identified as Black*
 - **Understanding the survey** is a high-level summary of key points from the graph
- **“What We’ve Heard”** information includes qualitative findings from the community consultations and the long-answer sections of the survey to complement the quantitative survey findings. This will be shared verbally.

*Sample sizes may vary per question depending on whether an individual answered each survey question

What the City is doing well

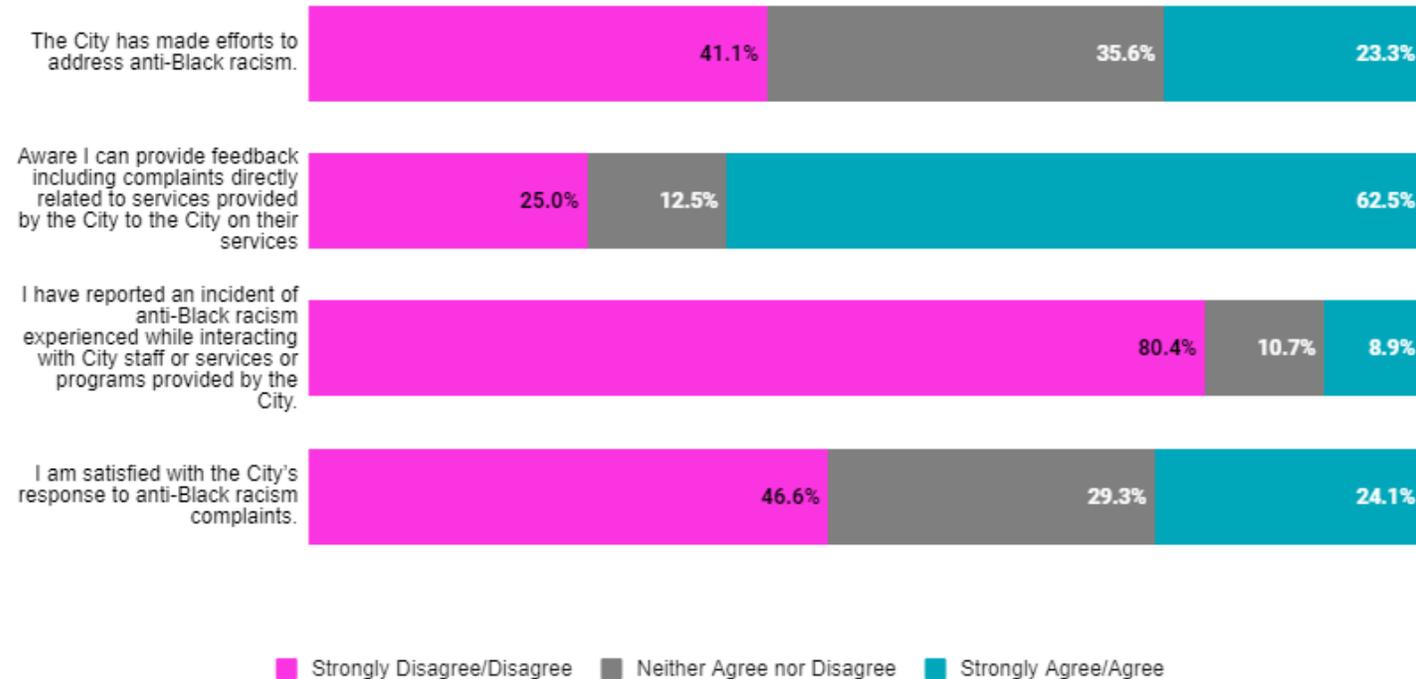
- Many expressed positive experiences related to parks - they are generally accessible, safe spaces and can be further enhanced
- Many recognized the positive strides the City has taken by hiring a Diversity and Inclusion Officer and other similar roles, and convening an SAC
- Some positive experiences with specific City services
 - E.g. positive perceptions of Library programming

Addressing Anti-Black Racism: Survey Findings

Understanding the graph:

- A large portion of the Black respondents disagree that the City has made efforts to address ABR, and many neither agree nor disagree (no strong opinion) that the City has made efforts to address ABR
- Most know they are able provide feedback and complaints to the City on services
- The majority of participants have not reported an incident of ABR to the City
- A large portion are not satisfied with the City's response in addressing ABR related complaints

Anti-Black Racism Experiences and City Efforts, Black Community, City of Vaughan, 2023



City Services Overview: Survey Findings

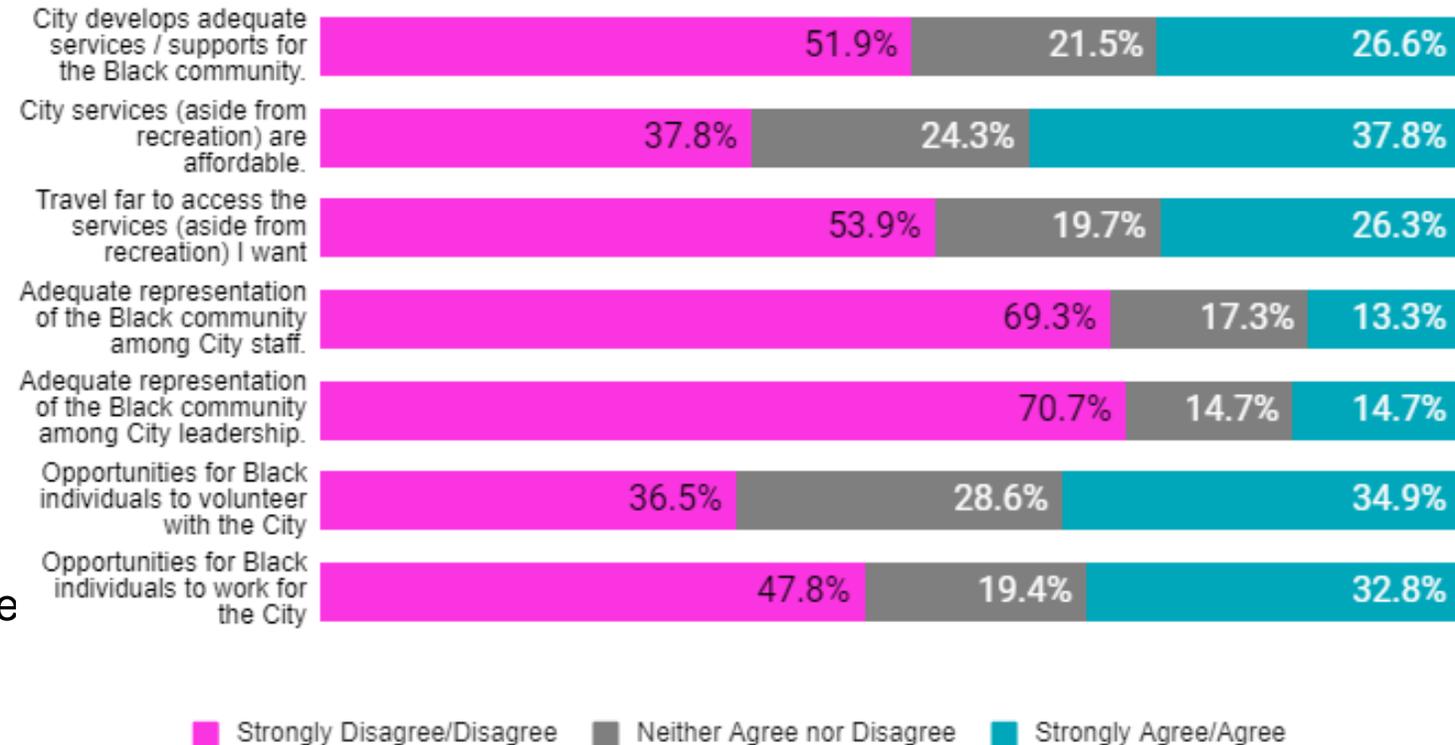
Understanding the graph:

- Most do not have to travel far to access services (aside from recreation)

However,

- Most disagree that the Black community is adequately represented within City staff and leadership roles
- There are mixed perceptions on opportunities for the Black community to *volunteer* with the City (36.5% disagree that there are opportunities, while 34.9% agree), however many disagree that there are opportunities to *work* for the City
- Most disagree that the City develops adequate services/supports for the Black community
- Perceptions on the affordability of services (aside from recreation) are split, with equal parts agreeing and disagreeing that services are affordable

Experiences using City Services, Black Community, City of Vaughan, 2023



Parks & Recreation: Survey Findings

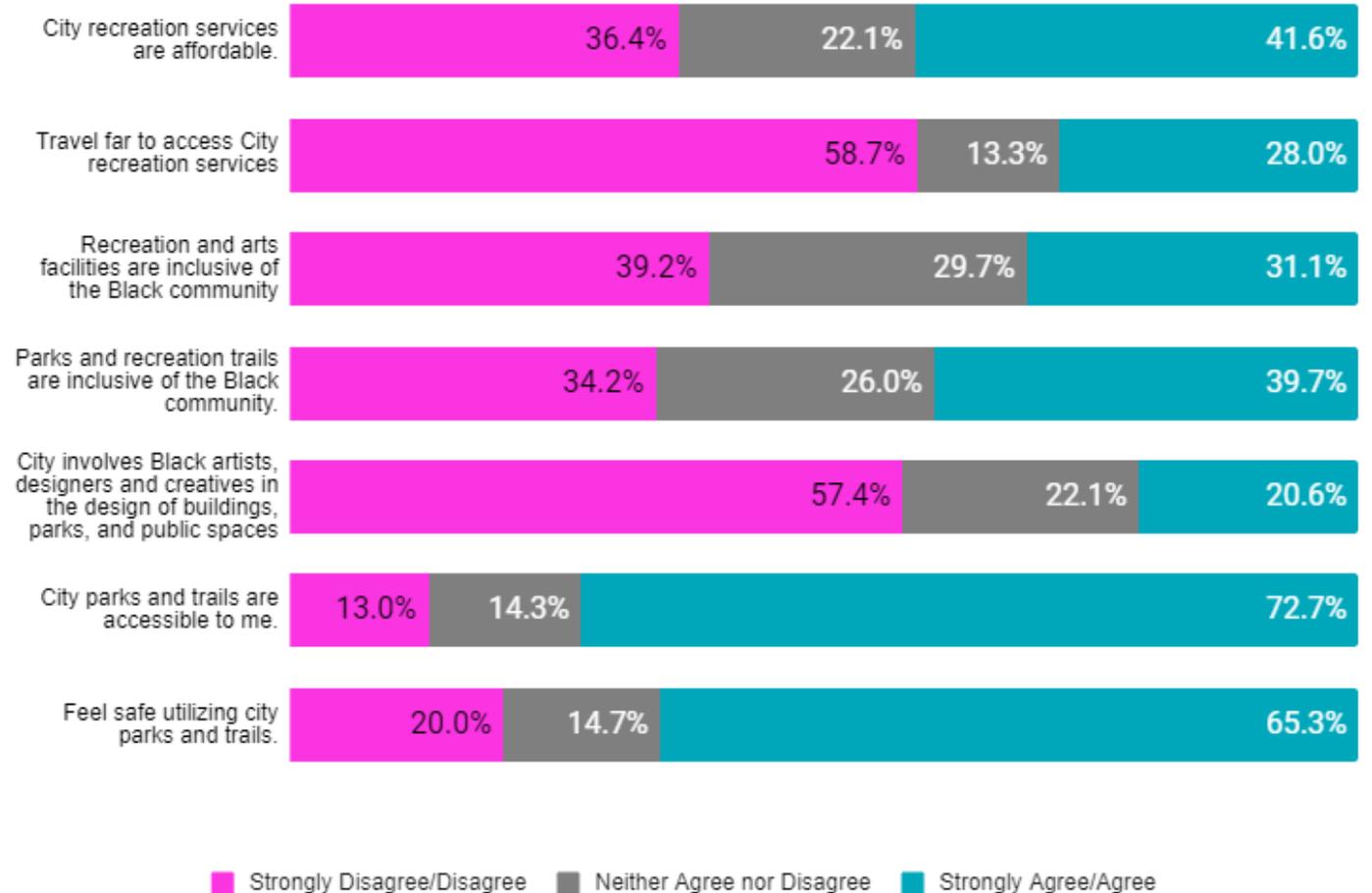
Understanding the graph:

- Most participants agree that trails and parks are accessible and safe
- Most report that they do not need to travel far to access recreation services

Despite these more positive experiences,

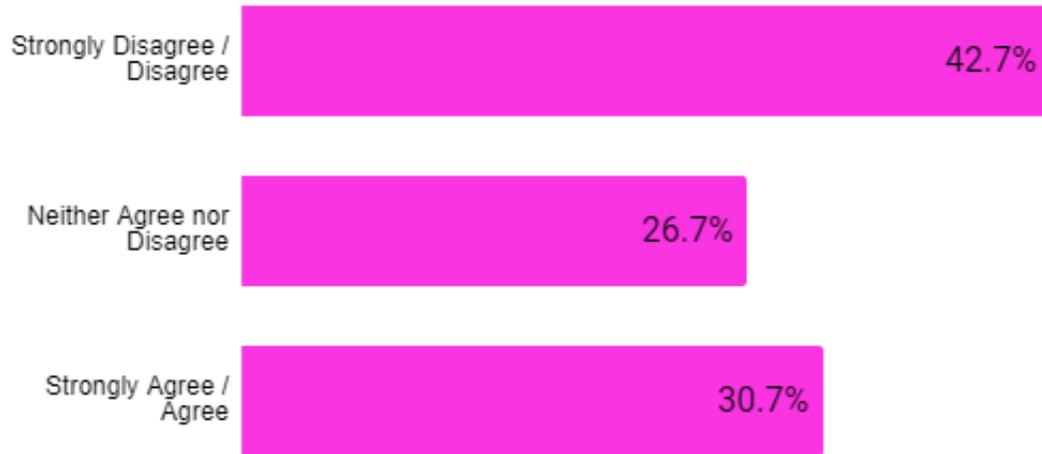
- Most report that the City does not involve Black individuals in the design and development of public spaces
- Opportunities exist to enhance the affordability of recreation services, with 36.4% disagreeing that recreation services are affordable

Experiences with Recreation and City Parks, Black Community, City of Vaughan, 2023

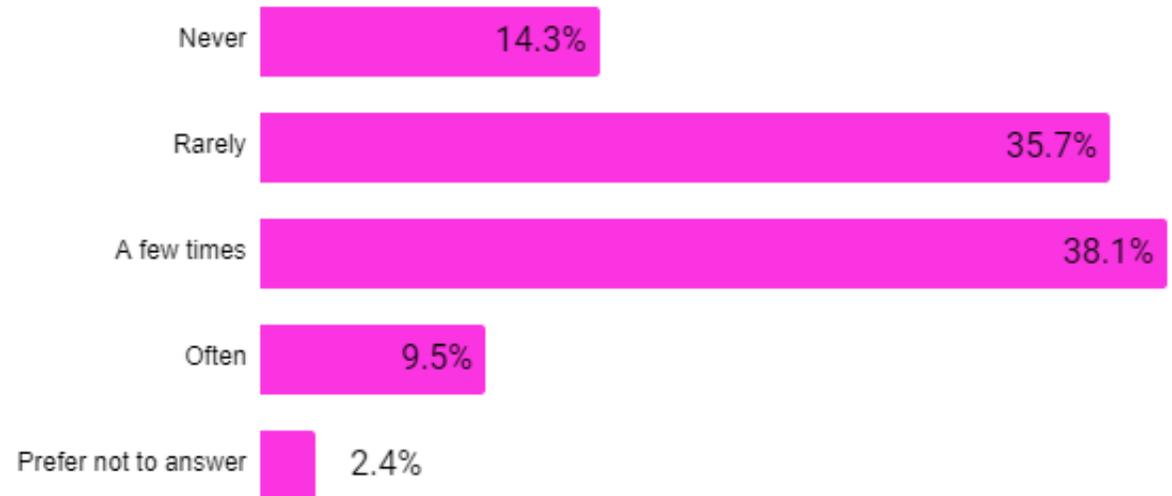


City Events: Survey Findings

Perceptions of inclusion in City events among the Black community, City of Vaughan, 2023



Frequency of Attendance to City-led Events, Black Community, City of Vaughan, 2023



- Survey findings indicate that most attend recreational events, followed by cultural events

Understanding the graphs:

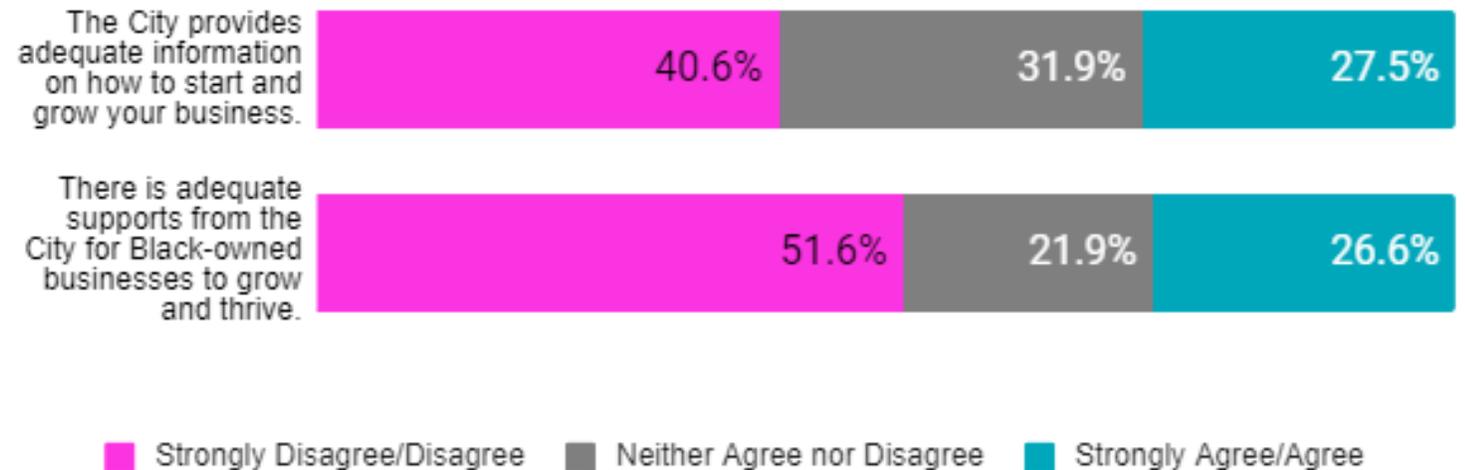
- Many disagree that City events are inclusive of the Black community (42.7%)
- Less than 10% of participants stated that they often attend City events
 - Many attend City events “a few times” or “rarely”

Business Supports for the Black Community - Survey Findings

Understanding the graph:

- A large portion of respondents (40.6%) disagree that the City provides adequate information on how to start and grow their businesses, and over half disagree that the City provides adequate supports for Black-owned businesses to grow and thrive

Experiences with Business Development, Black Community, City of Vaughan, 2023

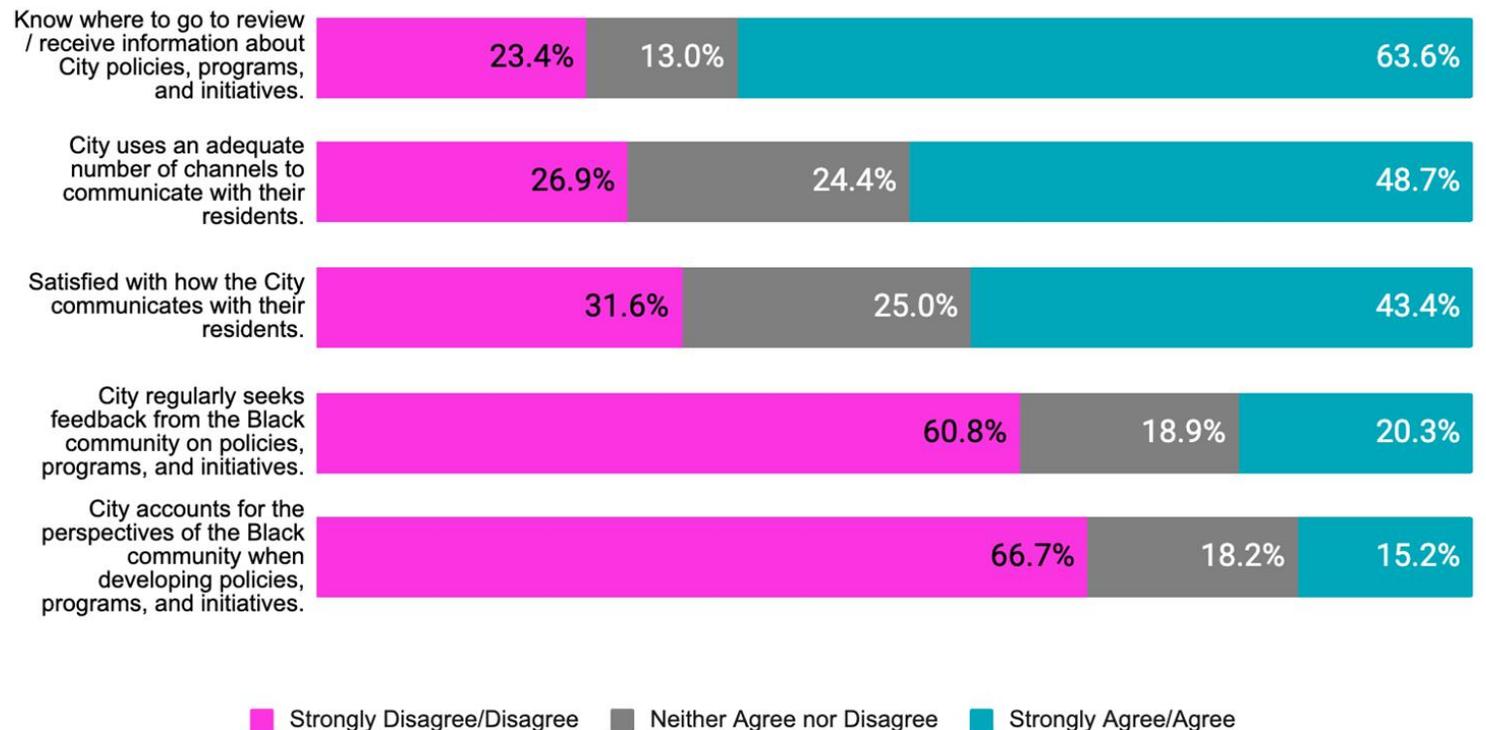


City Communication and Engagement: Survey Findings

Understanding the graph:

- Most know where to go to receive information about City initiatives, and many agree that the City uses an adequate number of channels for communication
- While 43.4% agree that they are satisfied with *how* the City communicates, 31.6% disagree
- Over half report that the City does not seek feedback from the Black community on initiatives nor does the City account for the perspectives of the Black community when developing initiatives

Experiences with City Communication and Engagement, Black Community, City of Vaughan, 2023

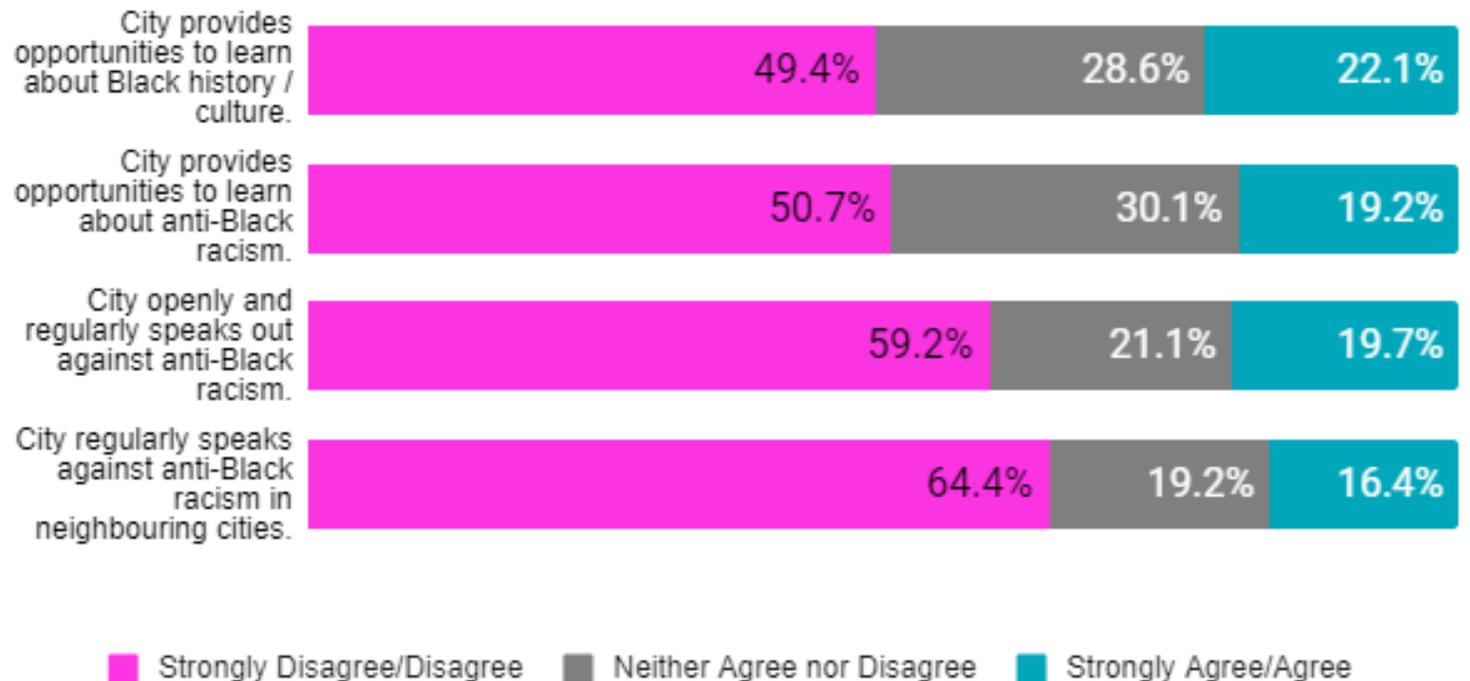


Awareness Raising of ABR and Black History and Culture - Survey Findings

Understanding the graph:

- Around half disagree that the City provides opportunities to learn about Black history and culture
- Around half disagree that the City provides opportunities to learn about ABR
- Most report that the City does not speak out against ABR
- Overall, opportunities exist for the City to speak out against ABR and to promote awareness of ABR as well as provide opportunities for communities to learn about Black history and culture

City Efforts Building Awareness, Black Community, City of Vaughan, 2023



Concluding Thoughts

- Overall, specific actions were offered by diverse Black communities to improve inclusion within City services
- Opportunities exist for the City to build trust with diverse Black communities, promote co-creation and collaboration between the City and diverse Black communities, and enhance opportunities for diverse Black communities to share input and feedback on services, programs, events, and initiatives
- Increased transparency and communication on existing City offerings and initiatives is needed
- The City can undertake specific efforts to celebrate Black history and culture while also speaking out against anti-Black racism

Developing the Action Plan

The OKR Framework



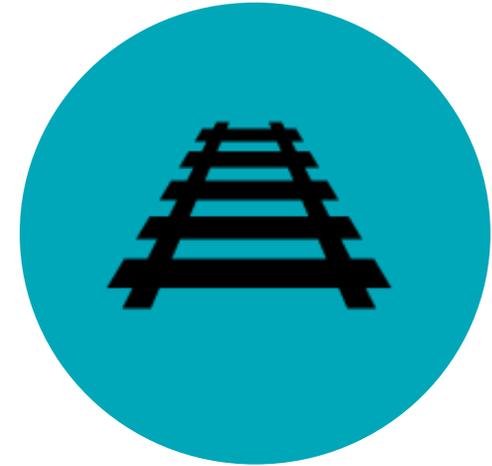
Objectives

- High-level goals the City is striving towards



Key Actions

- Measurable and implementable actions that work towards the overall objectives

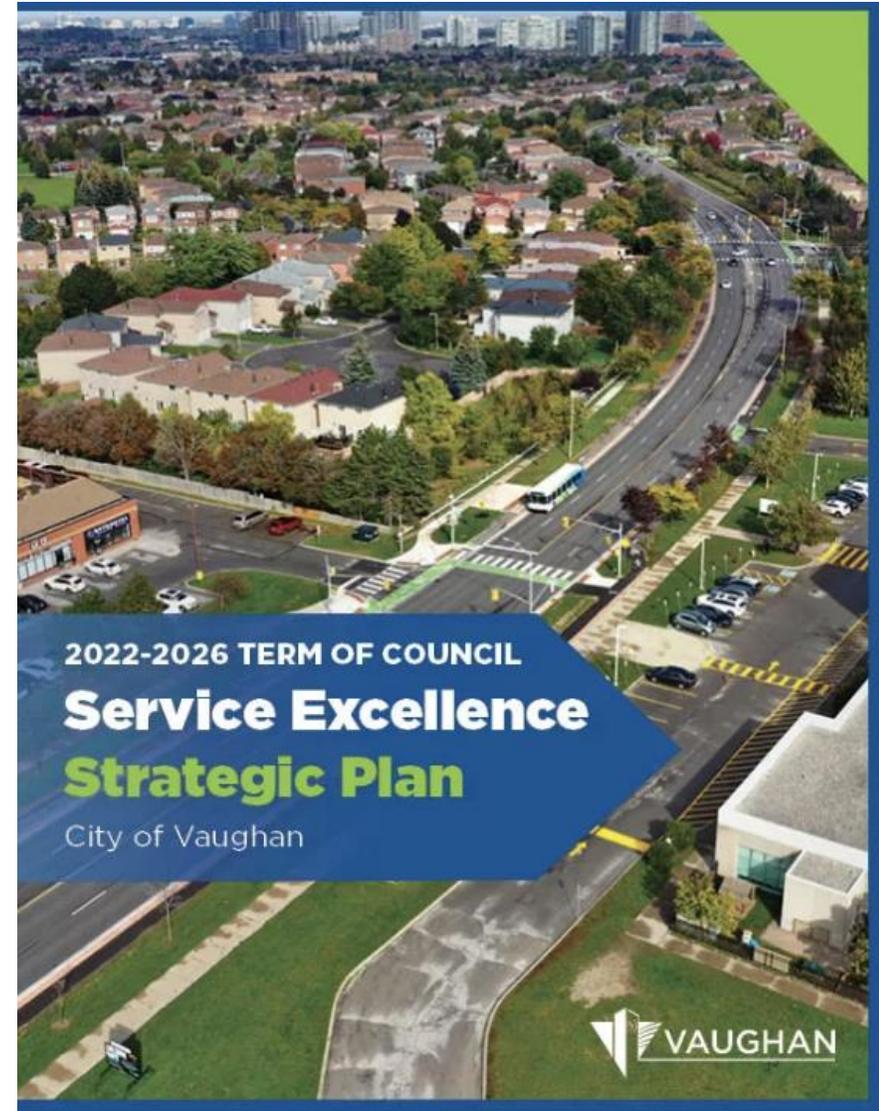


Accountability Measures

- Measures to track progress towards actions

Linking to the Strategic Plan

- Using strategic priorities
 - Active, Engaged and Inclusive Communities
 - Service Excellence and Accountability
 - Economic Prosperity and Job Creation
- Using existing frameworks and priorities



Plan Components



General Accountability Framework



Overarching Commitments



Pillar 1: Service Excellence and Accountability

- Theme: City Services and Programming
- Theme: Newcomer Supports
- Theme: City Hiring, Recruitment, Retention and Promotion
- Theme: Resource Allocation



Pillar 2: Active, Engaged and Inclusive Communities

- Theme: Events and Empowerment
- Theme: Outreach and Engagement
- Theme: Inclusive Communications



Pillar 3: Procurement and Economic Prosperity

- Theme: Supporting Black Entrepreneurs and Business Owners

Ensuring Accountability: General Framework

In addition to the more tailored accountability measures that are linked to the objectives and key actions, the City can implement a general accountability framework to foster transparency, uphold responsibility and monitor progress. Forthcoming components of the framework include:

- Onboarding staff, leadership, and Council to the Action Plan
- Regular review of the Action Plan itself
- Frameworks for continuous engagement with diverse Black communities in all City initiatives

Thank You

torontomu.ca/diversity

diversityinstitute@torontomu.ca

@TorontoMetDI

416-979-5000, ext. 556740

Copyright © Diversity Institute, 2023



Women
Entrepreneurship
Knowledge Hub



Future
Skills
Centre

Centre des
Compétences
futures