

We are the ARD

Anti-Racism Directorate

A CONVERSATION WITH:
THE SPECIAL COMMITTEE OF THE WHOLE
CITY OF VAUGHAN

NOVEMBER 25, 2020

Communication - C 2
Special Committee of the Whole (Anti-Racism Initiatives)
November 25, 2020 - Item # 1

Changemakers start here.

Purpose

To present an overview of the province's anti-racism initiatives that work to build a more inclusive society, **identify, address and prevent systemic racism in government policy, programs, and services.**

Who we are. What we do.

Changemakers. Advancing racial equity.

The numbers tell the story.

On average racialized Canadians **EARN 26% LESS**

Black students are **2x**

more likely than white students to be **suspended** at least once during high school



5x more Indigenous peoples were **in custody** compared to their population in Ontario.

COVID-19

49% COVID-19 cases are in neighbourhoods with high Black, immigrant and racialized populations

Hardest hit:

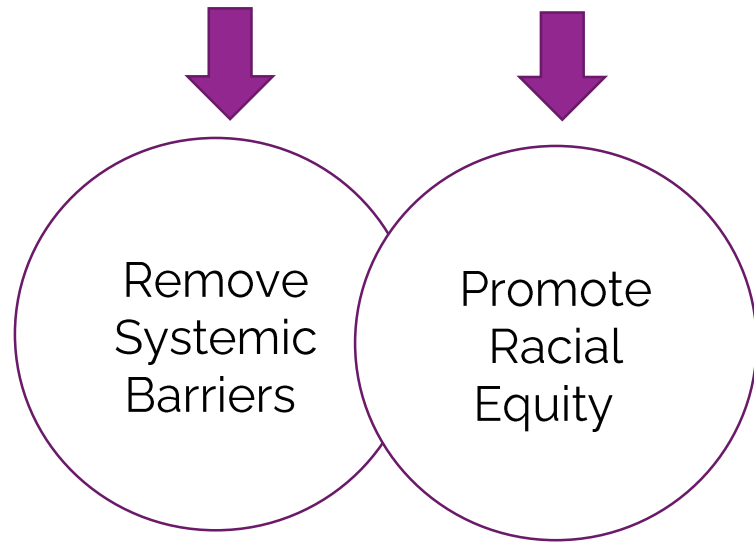
- low-income workers
- Immigrants
- Black and racialized people
- women

In 2018, **639** police-reported hate crimes motivated by **religion** and **780** police-reported crimes motivated by hatred of a **race or ethnicity**.

Since the Covid 19 pandemic anti-Asian racism has severely spiked.

Anti-Racism Directorate: What We Do

Address Systemic Racism and improve economic, social and well-being outcomes for all Ontarians



Focused on anti-Indigenous racism, anti-Black racism antisemitism, and those impacted by Islamophobia

The ARD:

- Stewards the **Anti-Racism Act, O. Reg 267/18** and **Anti-Racism Data Standards**.
- Leads the development and implementation of **Ontario's anti-racism strategic plan**
- Oversees and supports the operationalization of the **Anti-Racism Data Standards**
- Provides **expertise, tools and resources** to build capacity to address systemic barriers and improve public services
- Collaborates with communities to support **targeted public education and awareness** initiatives
- Works **across governments and the broader public sector** to develop and implement anti-racism initiatives

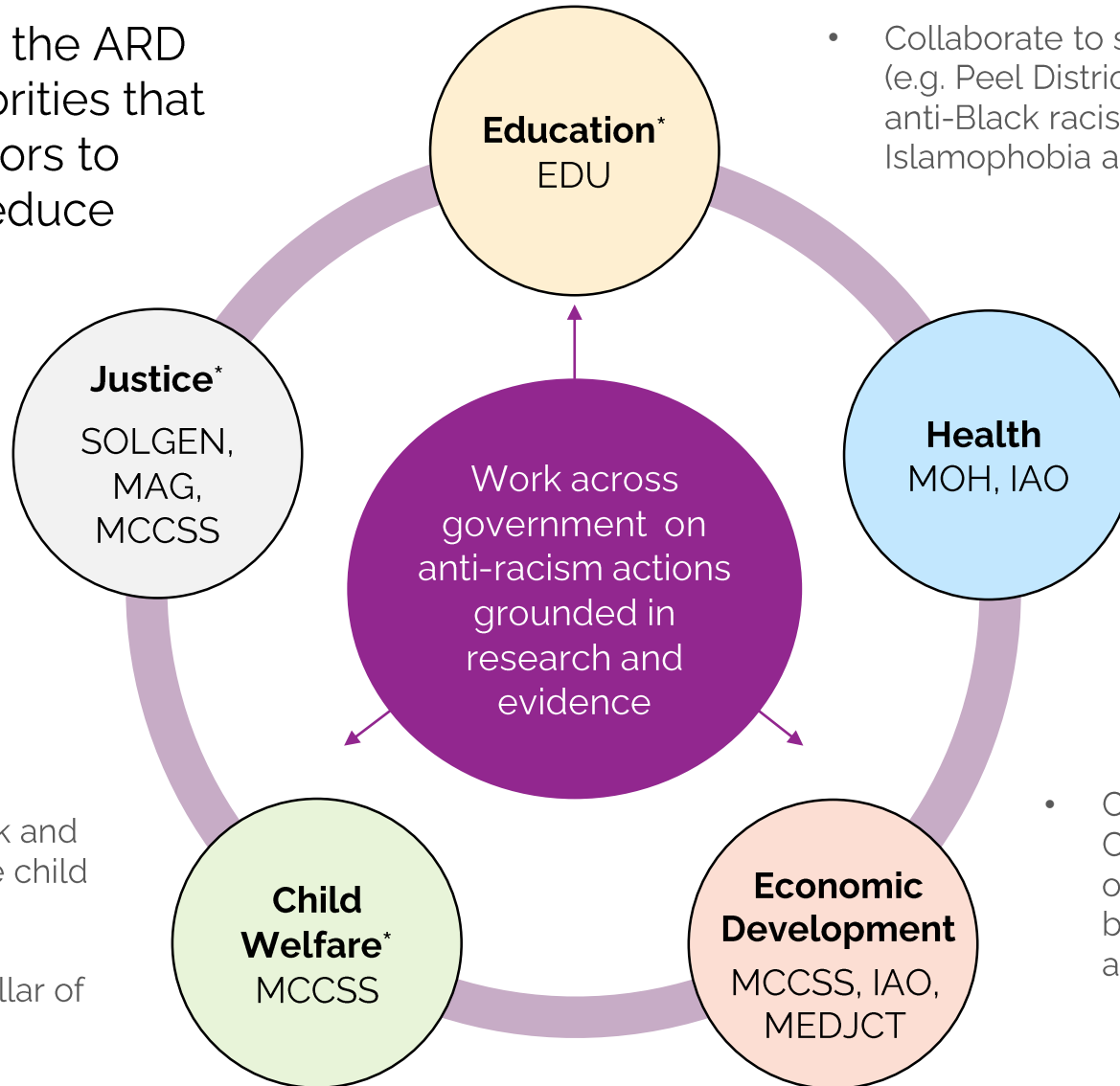
An Integrated Approach

In collaboration with ministries, the ARD works to align government priorities that improve outcomes across sectors to address systemic issues and reduce racial disparities.

Reduce barriers to improved educational outcomes for Black and Indigenous students

- Reduce over-representation of Black and Indigenous populations in corrections.
- Reduce over-policing of Black and Indigenous communities.

- Reduce over-representation of Black and Indigenous children and youth in the child welfare system.
- Support the equity and belonging pillar of the Child Welfare Redesign.



- Collaborate to support broader public sector (e.g. Peel District Review), and awareness on anti-Black racism, anti-Indigenous, antisemitism, Islamophobia and anti-Asian racism.

- Collaborate on the effort to collect socio-demographic data, including race, related to COVID.
- Support mental health and addictions initiatives impacting Black, Indigenous and racialized communities.

- Collaborate with the Premier's Council on Equal Opportunities to overcome social and economic barriers faced by young Black and Indigenous people.

...and more.

*Sectors regulated under the *Anti-Racism Act, 2017*

We built a foundation to make changes that last.

The [Anti-Racism Act, 2017 \(ARA\)](#) created the framework to enable the government to address systemic barriers and advance racial equity.

Deliver Anti-Racism Strategy



Include initiatives, targets, indicators and annual reporting.

Strategy to be reviewed at least every 5 years.

Collect Race Data



Develop data standards. Authority to mandate data collection and compliance with the data standards in the public sector.

Rules to protect personal information.

Deliver an Anti-Racism Impact Assessment



Authority to mandate its use in the public sector.

Build in Oversight



Establish the ARD.

Identify a Minister Responsible for Anti-Racism.

Ontario's Anti-Racism Strategic Plan (2017-2022)



POLICY AND DATA FOR LASTING CHANGE

- Anti-Racism Strategy
- Disaggregated Race Data Collection Framework and Guidelines
- Anti-Racism Impact Assessment Framework



BUILD IN ACCOUNTABILITY

- Publicly Report* on Progress of Strategy implementation



RAISE AWARENESS

- Targeted campaigns
 - Anti-Black racism
 - Anti-Indigenous racism
 - Islamophobia
 - Antisemitism



COLLABORATE WITH PARTNERS

- Form strategic partnerships to maximize impact
 - Minister's Anti-Racism Consultation Group
 - Annual Anti-Racism Conference



POPULATION-SPECIFIC INITIATIVES

- Created strategies for populations experiencing the most critical forms of systemic racism
 - Anti-Black Racism Strategy
 - Indigenous-focused Anti-Racism Strategy
 - Ontario Public Service Anti-Racism Strategy

GUIDING PRINCIPLES

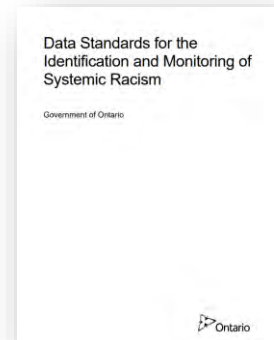
Systemic Focus | Collective Impact | Targeted Universalism | Intersectionality | Inclusive | Evidence-based | Sustainability

LEGISLATIVE COMMITMENTS



Anti-Racism Strategic Plan (2017-2022)

- Targets and indicators released in September 2019
- Progress report published September 2020
- Strategy to be reviewed at least every five years



Anti-Racism Data Standards

- Established in April 2018
- Regulated sectors: Child Welfare, Justice and Education must begin collecting and reporting race-based information
- Drive evidence-based decision-making
- Ministry of Health collecting race data to assess impacts of COVID-19
- Resources and tools to support implementation (e.g., technical briefings, informational video, Cultural Safety Toolkit)



Anti-Racism Impact Assessment Framework

- Creating a proactive assessment framework
- Community representatives provided advice
- Through the framework, taking the next step to examine how different groups could be affected by programs and policies



Public Education and Awareness

- To increase the awareness on the impact of racism and hate we have partnered with community organizations to fund community-led initiatives, including research, campaigns, educator toolkits and workshops.
- In July 2020, the government announced a **\$1.6 million investment** over two years to collaborate with communities and co-create a new **Anti-Racism and Anti-Hate Grant Program**.
- This fall, we are launching community engagement to inform development of the grant program with a focus on anti-Black racism, anti-Indigenous racism, antisemitism, Islamophobia and other racialized communities.

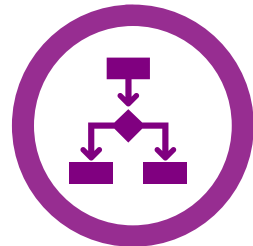
Ontario Public Service - Anti-Racism Actions

Steps we are taking to become an inclusive and anti-racist organization



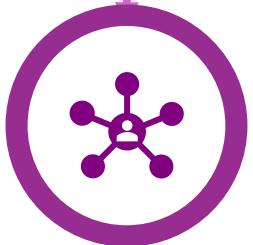
Anti-Racism Competency and Capacity Building

- All deputies and their executive teams must take anti-racism training by the end of 2020.
- Mandatory anti-racism training for all staff, managers and HR practitioners will be ready to roll out by end of March 2021.
- Anti-racism digital training will be available to political staff as part of their onboarding program by the end of March 2021.



Senior Leadership Diversification

- Work with ministries to increase the representation of Indigenous, Black, and racialized employees in various pathways to leadership. Continue to use annual Deputy Minister Diversity and Inclusion Scorecards to inform Deputy Minister performance conversations to incentivize accountability for results.
- Publish corporate-level results on the diversification of senior leadership on an annual basis.



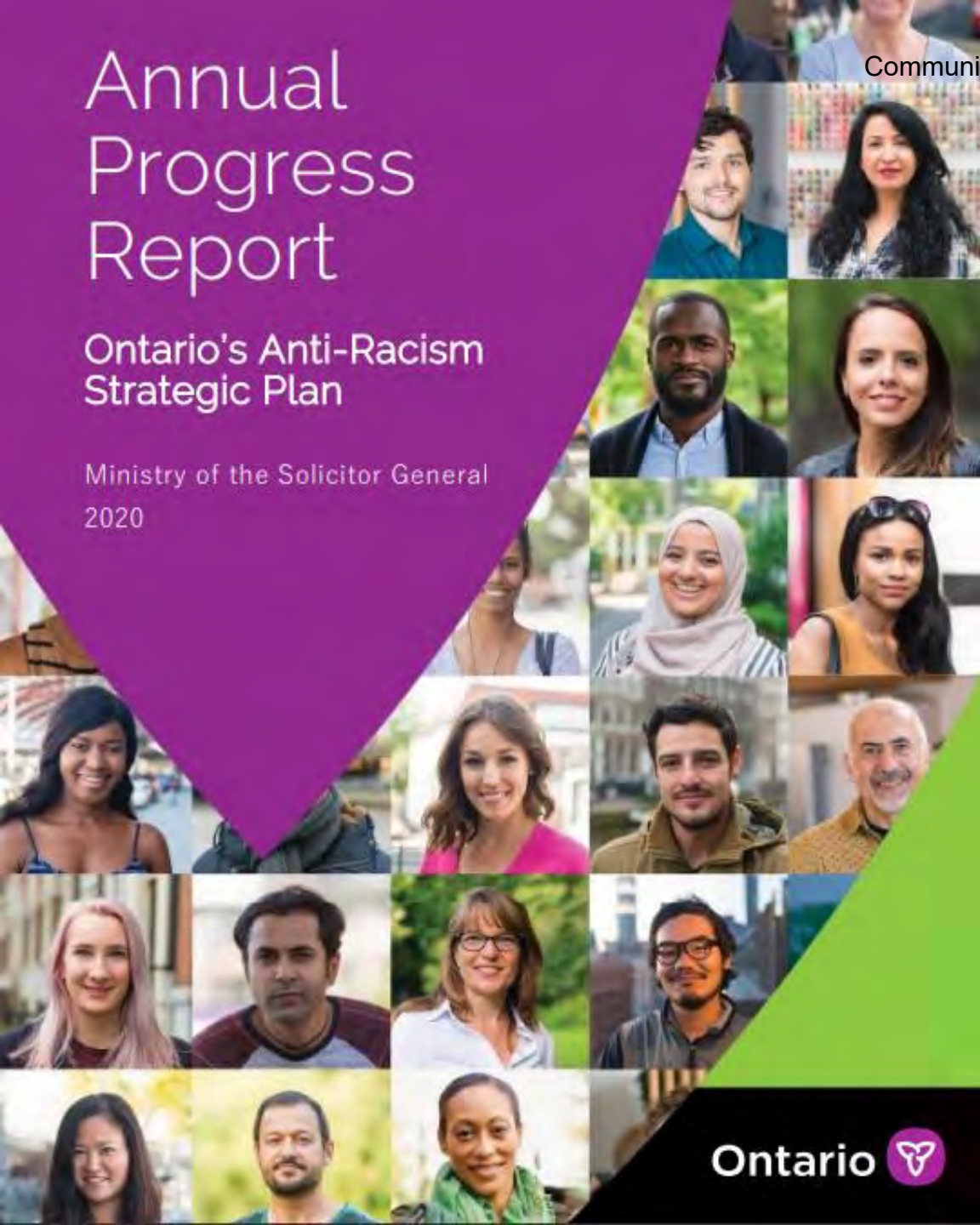
Inclusive Policies, Programs and Practices

- Strengthen our data collection and reporting by starting to collect voluntary socio-demographic data in WIN. Focus on promoting the importance of self-reporting, the collection of and use of data to drive racial equity outcomes.
- The comprehensive Third Party Review, was launched in August 2020 which includes a focus on anti-Black racism and anti-Indigenous racism.
- In alignment with the OPS Anti-Racism Action Plan to be launched Fall 2020, ministries will report their specific implementation plans by March 31, 2021.

Annual Progress Report

Ontario's Anti-Racism
Strategic Plan

Ministry of the Solicitor General
2020



Taking Action. Making Progress.

Visit Ontario.ca/antiracism for a comprehensive progress report on Ontario's anti-racism strategic plan.

We are the ARD.

Connect with us.

WEB

[Ontario.ca/antiracism](https://ontario.ca/antiracism)

TWITTER

[@ONantiracism](https://twitter.com/ONantiracism)

EMAIL

antiracism@ontario.ca

Nosa Ero-Brown

Assistant Deputy Minister

Nisha Haji

Director, Policy & Programs