



Canadian Labour Congress
Congrès du travail du Canada



2ND AFRICAN CANADIAN SUMMIT

**CRITICAL CROSSROAD AND CRISIS IN
THE AFRICAN CANADIAN COMMUNITY**

APRIL 29TH, 2015

#BlackVotesMatterCdn

#BlackVotesMatterCdn

TABLE OF CONTENTS

1-2	AGENDA
3-8	FACT SHEET ON AFRICAN CANADIANS
9-23	2 ND AFRICAN CANADIAN SUMMIT OVERVIEW & RECOMMENDATIONS
24	VOTER PLEDGE



AGENDA

APRIL 29TH, 2015

8:00 AM - 9:00 AM **Registration**

9:00 AM - 9:10 AM **Welcome** (Fowzia Duale & David Mitchell)

9:10 AM - 9:30 AM **State of African Canadian Affairs** (Mohamed Jama & Yolanda McClean)

ADDRESS BY TORONTO'S FIRST BLACK POLICE CHIEF - CHIEF MARK SAUNDERS

9:30 AM - 10:30 AM **Political & Civic Leaders** (Sandra Carnegie-Douglas & Mahad Yusuf)

- Councillor Matthew Green - Hamilton's First Black Councillor
- Mayor John Tory - City of Toronto
- Honourable Tracy McCharles - Minister of Children & Youth Services

10:30 AM - 10:35 AM **BREAK**

10:35 AM - 11:00 AM **Addressing the Crisis** - Time for Action

11:00 AM - 1:00 PM **Key Public Institutions & Stakeholders** (Debbie Douglas & Anthony Morgan)

Child Welfare

- Irwin Elman - Provincial Advocate for Children & Youth
- Mary Ballantyne, Executive Director - Ontario Association of Children's Aid Societies
- Rav Bains, Chief Executive Officer - Peel CAS
- Wanda Secord, Executive Director - Durham CAS
- Corrie Tuyl, Director of the North York Branch - CAST
- Janice Robinson, Executive Director - CCAST
- York Region CAS - TBC

Education

- Donna Quan, Director of Education - TDSB
- Angela Gauthier, Director of Education - TCDSB
- Michelle Coutinho, Principal of Equity & Diversity - DPCDSB
- Dufferin Peel District School Board - TBC
- Durham Catholic District School Board - TBC
- Durham District School Board - On Strike

Police Services

- Chief Jennifer Evans - Peel Regional Police
- Deputy Chief Andre Crawford - York Regional Police
- Durham Regional Police - TBC

1:00 PM - 2:00 PM LUNCH

ADDRESS BY MPP JAGMEET SINGH - DEPUTY LEADER OF THE ONTARIO NDP

- 2:00PM - 2:30PM Commitment from Labour Leaders** (Yolanda McClean)
- Sid Ryan, President - Ontario Federation of Labour
 - Hassan Yussuf, President - Canadian Labour Congress
 - Andria Babbington, Vice President - Toronto & York Labour Council
- 2:30 PM - 3:30 PM Accountability & Commitment** (Kike Ojo & Roger Love)
- MPP Bas Balkissoon, Parliamentary Assistant - Minister of Community Safety & Correctional Services
 - Gerry McNeilly - Independent Police Review Director
 - Curt Arthur, Assistant Deputy Minister - Ministry of Community Safety & Correctional Services
 - Howard Sapers, Federal Corrections Investigator
 - JoAnn Miller-Reid, Assistant Deputy Minister Youth Justice - Ministry of Children & Youth Services
- 3:30 PM - 4:00 PM Mobilizing the Black Vote** (David Onyalo & Nicole Wall)
- Preparing for the 2015 Federal Election

FACT SHEET ON AFRICAN CANADIANS

ONTARIO'S AFRICAN CANADIANS: A STATISTICAL OVERVIEW

Population

1. African Canadians make up approximately 8.4% of **Toronto**'s population – 3.94% of **Ontario**'s population and 2.5% of **Canada**'s population.¹
2. In terms of the proportional spread of African Canadians, 60% live in **Ontario** (mostly in the Greater Toronto Area).²

Poverty

3. In 2011, 25% of the African Canadian population in Canada lived below the poverty line, compared to 11% of the non-racialized population. In Toronto, 41% of African Canadian children under the age of 15 lived in low-income families, compared with 29% of all Toronto children and 18% of all children in Canada. African Canadians were two to three times more likely to live in poverty. Data from the TDSB shows that 48% of African Canadians in grade 6 are from poor families.³
4. In Toronto, 40% of African Canadians live below the poverty line. The figure for White Canadians is generally 10%.⁴

Child Welfare

5. Numbers obtained by the Toronto Star⁵ indicate that 41% of children and youth in the care of the Children's Aid Society of Toronto are African Canadian, yet only 8.2% of Toronto's population under the age of 18 is African Canadian. By contrast, 37% of kids

¹ City of Toronto Backgrounder: "2011 National Household Survey: Immigration, Citizenship, Place of Birth, Ethnicity, Visible Minorities, Religion and Aboriginal Peoples". May 9, 2013. See online: http://www1.toronto.ca/city_of_toronto/social_development_finance_administration/files/pdf/nhs_backgrounder.pdf; Joseph Mensah, *Black Canadians: History: Experience, Social Conditions*, 2nd ed. (Winnipeg: Fernwood Publishing, 2010) at 81.

² *Ibid.*

³ Prof. Grace-Edward Galabuzi, Deputation to the OAS Rapporteur on People of African Descent and Against Racial Discrimination, September 8, 2014: <http://www.oas.org/en/iachr/afro-descendants/activities/pdf/CanadaForumProgram.pdf>

⁴ Michael Orstein, *Ethno-Racial Groups in Toronto, 1971-2001: A Demographic and Socio-Economic Profile* (Toronto: Institute for Social Research, 2006). See online: http://www.isr.yorku.ca/download/Ornstein--Ethno-Racial_Groups_in_Toronto_1971-2001.pdf at 80

⁵ http://www.thestar.com/news/canada/2014/12/11/why_are_so_many_black_children_in_foster_and_group_homes.html

in the care of the Toronto CAS are White, at a time when more than half of the city's population under the age of 18 is White.

6. As reported by the Toronto Star, of children in care in Toronto, 31% were born to African Canadian parents. A further 9.8% of children in care had one parent who is African Canadian.
7. A recent provincial survey of about 7,000 Ontario children who have been in care for more than one year shows that about 12% are of African or Caribbean descent. Meanwhile, only about 5% of Ontario's children under age 18 are from those communities. This info was also revealed by the Star's recent series on Ontario's child welfare system.
8. African Canadian children and youth are also overrepresented in the child welfare system in Canada. The Child Welfare Anti-Oppression Roundtable (2009), an initiative which includes representation of almost half of the 52 child welfare agencies in Ontario, notes that in an urban Ontario city, African Canadian youth represent 65% of the children in care despite the fact that the African Canadian population in this urban centre totals only 8%.⁶

School Suspensions under the *Education Act*

9. In the Toronto District School Board (TDSB), African Canadian students make up approximately 12% of high school students, yet these students are disturbingly overrepresented as making up 31% of all suspensions.⁷
10. The percentage of African Canadian students suspended from school is 8.6%, over the period of '07/'08 to '11/'12. This is three times higher than that for White students.

Academic Streaming

11. African Canadian students are overrepresented in applied, essential and undefined programs in high school. They make up 23% of students in applied courses and close to 30% in essentials. African Canadian students are also overrepresented in the undefined program, but not as dramatically. These students also have lower post secondary application rates: 39.2% (applied), 20.3% (essential), 41.4% (undefined), compared to academic stream students at 82% and 67% for students generally.⁸

⁶ Gordon Pon, et al., "Immediate Response: Addressing Anti-Native and Anti-Black Racism in Child Welfare" *International Journal of Child, Youth and Family Studies* (2011) 3 & 4: 385-409 at 386.

⁷ Jim Rankin, "Toronto school suspension rates highest for black and aboriginal students", *Toronto Star*. See online: http://www.thestar.com/news/gta/2013/03/22/toronto_school_suspension_rates_highest_for_black_and_aboriginal_students.html.

⁸ Grace-Edward Galabuzi, "Race and the Streaming of Ontario's Children and Youth", in *Restacking the Deck: Streaming by class, race and gender in Ontario schools* at pg.185-225

Dropout Rates

12. In the TDSB, the dropout rate of African Canadian students from 2006-2011 is 23% while that of White students is only 12%.⁹
13. According to Statistics Canada, the general population in Toronto is twice as likely to have a post secondary degree than African Canadians.¹⁰ However, among African Canadian populations between the ages of 25 to 34, the proportion of university graduates ranges between 15-20%.¹¹

Employment and Unemployment

14. The 2006 Census reveals that unemployment for African Canadian youth is the highest among any visible minority groups at 19.6%. This Census also demonstrated that African Canadian youth in Ontario faced an unemployment rate of 20.7%. The rate for White youth is reported to have been 13.3% at that time.¹²
15. A 2011 report by the Wellesley Institute and the Canadian Centre for Policy Alternatives found that the African Canadian unemployment rate is 73% higher than compared to non-racialized Canadians and that African Canadians earn 75.6 cents for every dollar a non-racialized worker earns, with an annual earnings gap of \$9,101. The report explained this data, gleaned from Statistics Canada reports, concluding the following: The report suggests that racialized groups face a labour market in which racially defined outcomes persist and considers discrimination in employment a contributing factor to these racial disparities in labour market outcomes.¹³

Police Carding

16. While African Canadians make up just 8.4 % of Toronto's population, they accounted for 25% of the cards police wrote from 2008 to mid-2011. In July 2014, the Toronto Star reported that since July 2013, carding in Toronto dropped by 75%. After the July 2013 drop in carding numbers, the proportion of contact cards for African Canadians rose to 27.4%. That is 3.4 times the proportion of Toronto's African Canadian population, which stands at 8.4%, according to the latest census figures.¹⁴

⁹ Report: TDSB Grade 9 Cohort of 2006-2011; See online:
<http://www.tdsb.on.ca/Portals/0/Community/Community%20Advisory%20committees/ICAC/research/September%202012%20Cohort%20dataAcrobat%20Document.pdf>

¹⁰ Hamlin Grange, et. al *Towards A Vision for the Black Community*, The Jamaican Canadian Association See online: <http://jcaontario.org/wp-content/uploads/2010/05/TOWARDS-A-VISION-FOR-THE-BLACK-COMMUNITY-October-2013.pdf>

¹¹ *Supra* Note 2 at iv

¹² *Ibid.*

¹³ Sheila Block, Grace-Edward Galabuzi, *Canada's Colour Coded Labour Market: The Gap for Racialized Workers* (Ottawa: Canadian Centre for Policy Alternatives, 21 March 2011) at 7, 13, 17.

¹⁴ Jim Rankin, Patty Winsa, "Carding drops but proportion of blacks stopped by Toronto police rises", *Toronto Star*. See online:
http://www.thestar.com/news/insight/2014/07/26/carding_drops_but_proportion_of_blacks_stopped_by_toronto_police_rises.html

17. According to a 2012 analysis undertaken by the *Toronto Star*, African Canadians were the target of almost 25% of all contact cards filled out between 2003 and 2008, despite only representing approximately 8% of Toronto's Population. This report also found that between 2008 and mid-2011, the number of young African Canadian males carded in Toronto was 3.4 times higher than the city's actual population of African Canadian young men.¹⁵

Incarceration Rates

18. In Ontario's federal prisons, African Canadians make up 20% of the prison population.¹⁶ A 2013 report of the Office of the Correctional Investigator reveals that 9.5% of federal inmates are African Canadian, an increase of 80% since 2003-2004 (despite African Canadians only making up 2.9% of the Canadian population).¹⁷
19. The population of African Canadian boys in Ontario jails is four times higher than what they represent in the general young male population of the province.¹⁸

Victims of Homicide

20. Between 1992 and 2003, young Blacks were estimated to account for some 30% of murder victims and approximately 36% of offenders in Toronto area homicides. However, during this time, Blacks represented only about 10% of Toronto's population.¹⁹
21. According to Galabuzzi (2009), the murder rate among this population in Toronto was more than quadruple that of non-Blacks, having risen from a stable 2.4 per 100,000 during the 1990's to 10.1 per 100,000 by 2004. The disproportion is even more striking given a steady overall decline in violent crime rates during this period.²⁰
22. In 2012, 48 people, consisting mostly of young men, were victims of murder in the city in Toronto. Most of these victims were under the age of 30 and disproportionately large numbers were young African Canadian men. African Canadian men under the age of 30

¹⁵ *Toronto Star* – "Known to Police" See online: http://www.thestar.com/news/gta/2012/03/09/known_to_police_how_the_star_analyzed_toronto_police_stop_and_arrest_data.html

¹⁶ Alison Crawford, "Prison watchdog probes spike in number of black inmates", CBC News Online. See online: <http://www.cbc.ca/news/politics/prison-watchdog-probes-spike-in-number-of-black-inmates-1.1039210>

¹⁷ Howard Sapers, Office of the Correctional Investigator, "A Case Study of Diversity in Corrections: The Black Inmate Experience in Federal Penitentiaries -- Final Report". See online: <http://www.oci-bec.gc.ca/cnt/rpt/oth-aut/oth-aut20131126-eng.aspx>

¹⁸ Jim Rankin, Patty Winsa, "Unequal Justice: Aboriginal and black inmates disproportionately fill Ontario jails", *Toronto Star*. See online: http://www.thestar.com/news/insight/2013/03/01/unequal_justice_aboriginal_and_black_inmates_disproportionately_fill_ontario_jails.html#

¹⁹ Akwatu A. Khenti, "Homicide Among Young Black Men in Toronto: An Unrecognized Public Health Crisis?" *Can J Public Health* 2013; 104(1): pg.12-14.

²⁰ *Ibid.*

made up a third of shooting homicide victims (Toronto Police Service Crime Statistics, Year-to-Date, 2013; CBC Toronto Homicide Map).²¹

Victims of Hate Crimes²²

23. In 2012, there were 295 police-reported hate crime incidents that targeted African Canadian populations. This represented an estimated rate of 31.2 incidents per 100,000 persons in Canada, reporting that they were Black.
24. Almost three quarters of hate crimes targeting African Canadian populations in 2012 were non-violent (71%); these mostly involved mischief (59% of Black hate crimes).
25. Violent offences made up 29% of hate crimes targeting African Canadian populations.
26. Victims of violent hate crimes targeting African Canadian populations in 2012 were predominantly male (72%). As with hate crimes in general, victims were often young; 36% were under age 25.
27. The majority of individuals accused of hate crimes targeting African Canadian populations were under age 25 (56%), including 40% under age 18. Of these accused youth (aged 12 to 17), 72% were accused of mischief.

Spending on the Criminal Justice System²³

28. Canada spends an underestimated \$85B (more than 5% of GNP) annually on the criminal justice system.
29. Over the decade from 2002 to 2012, the crime rate has fallen by roughly 27% - from 7,700 to 5,600 crimes per 100,000 of the population. Nonetheless, the cost of dealing with crime by the justice system has risen by 35%.
30. The greatest increases have been in policing (44%) followed by corrections at (33%).
31. More resources are required at every level: prosecutors, defence lawyers (most of whom end up paid by the Crown through legal aid plans or through Rowbotham applications), judges, sheriffs and bailiffs, registry clerks and court houses. This is because many more accused persons are spending more time in custodial remand rather than on bail, which calls for more jail cells. In addition, a longer criminal process results in much higher legal fees for the accused (or the responsible state agency).

Racialized Disparities in Health

²¹ Yafet Tewelde, Lekan Olawoya, "From Analysis to Action: A Collective Approach to Eliminate Youth Violence", 2013. See online: <http://www.yorku.ca/act/reports/ReducingYouthViolence.pdf>

²² Statistics Canada, July 2014 : <http://www.statcan.gc.ca/pub/85-002-x/2014001/article/14028-eng.htm>

²³ Fraser Institute, 2014: <http://www.fraserinstitute.org/uploadedFiles/fraser-ca/Content/research-news/research/publications/police-and-crime-rates-in-canada.pdf>

32. In October 2013, Toronto Public Health reported that African Canadians were more likely to experience pain or discomfort, have high blood pressure and be overweight/obese than White Torontonians. Ultimately, the report concludes that this information warrants action to reduce racialized socioeconomic disparities, reduce the prevalence of racial discrimination and racism and address emerging evidence of racialized health inequities.²⁴

Food Security

33. In 2012, 28% of households with an African Canadian respondent were food insecure. This is more than double the national average (12.6%).²⁵

²⁴ Jennifer Levy, Donna Ansara, and Andi Stover, Toronto Public Health, Racialization and Health Inequities in Toronto, October 2013: <http://www.toronto.ca/legdocs/mmis/2013/h1/bgrd/backgroundfile-62904.pdf>

²⁵ Report on Household Food Insecurity in Canada, 2012: <http://nutritionalsciences.lamp.utoronto.ca/resources/proof-annual-reports/annual-report-2012/>

OVERVIEW & RECOMMENDATIONS

Critical Crossroad and the Crisis in the African Canadian Community

Overview

The purpose of the 2nd African Canadian Summit is to build on the progress that has been made since the 1st African Canadian Summit (which took place on March 21, 2013). While important advancements have been made through targeted government programs and policies developed and implemented since the 2013 Summit, the African Canadian community continues to experience deeply disproportionate rates of marginalization and social exclusion, putting the African Canadian community in crisis.

While this crisis is real and runs deep, critical hope for a new direction remains strong. This hope remains because of the current unique social and political climate, which includes the Black Lives Matter Movement, the UN International Decade for People of African Descent (2015-2024) and the upcoming 2015 federal election. It is because of this backdrop of events that we feel the African Canadian community is at a critical crossroad.

The 2nd African Canadian Summit has been convened to, once again, forge a community-driven, evidence-based and solutions-focused response to some of the most pressing issues affecting the African Canadian community. High rates of socio-economic disadvantage exist in a number of areas, including poverty, education, child welfare, employment, health and criminal justice. The 2nd African Canadian Summit is about continuing to move forward with the aim of bringing meaningful and sustainable change to African Canadian youth, families and the community as a whole. To this end, the thematic pillars of the 2nd African Canadian Summit are: 1) Violence Reduction, 2) Equity in Outcomes and Reducing Disparities and 3) Good Jobs for African Canadians.

These pillars are meant to frame the dialogue, aims and objectives of the Summit. They represent the motives for and, once again, call the African Canadian community together to this dialogue to establish change with leaders in government, public sector and civic institutions which play significant roles in the lives of African Canadians.

Violence Reduction:

African Canadians continue to experience disproportionate rates of violence in their communities. Young African Canadian males are particularly overrepresented as victims of interpersonal violence and homicide within the Greater Toronto Area. State-based structural

violence in the form of over-policing, carding, racial profiling and high incarceration rates is also an all too common experience for the community.¹

African Canadian women are targeted victims of these forms of violence as well through expressions of patriarchy, sexism and gender discrimination, including sexual assault, harassment, exploitation, lack of child support and domestic abuse. Furthermore, the African Canadian community remains among Canada's most targeted groups for hate crimes as successive governments at all levels have ignored the prevalence of anti-Black hate in Canadian society. In light of all this, violence reduction has been identified as a priority that must be aggressively pursued for the purpose of addressing the crisis and supporting greater well-being within the African Canadian community.

Equity in Outcomes and Reducing Disparities:

African Canadians experience disproportionate rates of disadvantage in almost every major category of social well-being. In 2011, 25% of the African Canadian population in Canada lived below the poverty line, compared to 11% of the non-racialized population. In Toronto, 41% of African Canadian children under the age of 15 lived in low-income families, compared with 29% of all Toronto children and 18% of all children in Canada.² In Toronto, 40% of African Canadians live below the poverty line. The figure for White Canadians is generally 10%.³ According to Statistics Canada, the general population in Toronto is twice as likely to have a post-secondary degree than African Canadians. Furthermore, an investigation by the Toronto Star recently revealed that 41% of the children and youth in the care of the Children's Aid Society of Toronto are African Canadian, yet only 8.2% of Toronto's population under the age of 18 is African Canadian.⁴

The Toronto Star also found that between 2008 and mid-2011, the number of young African Canadian males carded in Toronto was 3.4 times higher than the city's actual population of African Canadian young men.⁵ Also troubling is the fact that African Canadians make up 30% of

¹ Akwatu A. Khenti, "Homicide Among Young Black Men in Toronto: An Unrecognized Public Health Crisis?" *Can J Public Health* 2013; 104(1): pg.12-14; See generally: Wendy Chan and Dorothy Chunn, *Racialization, Crime, and Criminal Justice in Canada* (Toronto: University of Toronto Press, 2014); David Tanovich, *The Colour of Justice* (Toronto: Irwin Law, 2006); Frances Henry, Carol Tator, *The Colour of Democracy: Racism in Canadian Society 4th Ed.* (Toronto: Nelson Education, 2010).

² Prof. Grace-Edward Galabuzi, Deputation to the OAS Rapporteur on People of African Descent and Against Racial Discrimination, September 8, 2014: <http://www.oas.org/en/iachr/afro-descendants/activities/pdf/CanadaForumProgram.pdf>

³ Michael Ornstein, *Ethno-Racial Groups in Toronto, 1971-2001: A Demographic and Socio-Economic Profile* (Toronto: Institute for Social Research, 2006). See online: http://www.isr.yorku.ca/download/Ornstein--Ethno-Racial_Groups_in_Toronto_1971-2001.pdf at 80

⁴ http://www.thestar.com/news/canada/2014/12/11/why_are_so_many_black_children_in_foster_and_group_homes.html

⁵ *Toronto Star* – "Known to Police" See online:

http://www.thestar.com/news/gta/2012/03/09/known_to_police_how_the_star_analyzed_toronto_police_stop_and_a_rest_data.html; Jim Rankin, Patty Winsa, "Carding drops but proportion of blacks stopped by Toronto police rises", *Toronto Star*. See online:

the GTA's inmate population and 12.4% of the inmate population in the province.⁶ These disparities also exist in the areas of food security⁷, health & well-being⁸ and federal incarceration rates.⁹ Significantly reducing these disparities is essential for the betterment of the African Canadian community. This is why achieving equity in outcomes and reducing disparities has been identified as a thematic pillar of the 2nd African Canadian Summit.

Good Jobs for African Canadians:

Unemployment and underemployment within the African Canadian community is a chronic barrier to the sustainable economic development of the community. This is an increasing concern given the plummeting availability of manufacturing opportunities in Ontario, coupled with a significant shift towards an economy based on science, technology, engineering and math. In a 2011 report by the Wellesley Institute and the Canadian Centre for Policy Alternatives, it is reported that the unemployment rate among African Canadians is 73% higher than non-racialized Canadians and that African Canadians earn 75.6 cents for every dollar a non-racialized worker earns, with an annual earnings gap of \$9,101.¹⁰ The 2006 Census reveals that unemployment for African Canadian youth is the highest among any visible minority group at 19.6%. The Census also demonstrated that African Canadian youth in Ontario faced an unemployment rate of 20.7%. The rate for White youth is reported to have been 13.3% at that time.¹¹ Relatedly, African Canadian students are overrepresented in applied, essential and undefined programs in high school. They make up 23% of students in applied courses and close to 30% in essentials. African Canadian students are also overrepresented in the undefined program, but not as dramatically. These students also have lower post-secondary application rates – 39.2% (applied), 20.3% (essential), and 41.4% (undefined) – compared to academic stream students at 82% and 67% for students generally.¹²

African Canadians experience direct and systemic anti-Black racism at all levels of the labour market. This plays an important role in the overrepresentation of African Canadians in precarious

http://www.thestar.com/news/insight/2014/07/26/carding_drops_but_proportion_of_blacks_stopped_by_toronto_police_rises.html

⁶ 2015 Statistical Data Report from the Ministry of Community Safety and Correctional Services.

⁷ Report on Household Food Insecurity in Canada, 2012: <http://nutritionalsciences.lamp.utoronto.ca/resources/proof-annual-reports/annual-report-2012/>

⁸ Jennifer Levy, Donna Ansara, and Andi Stover, Toronto Public Health, Racialization and Health Inequities in Toronto, October 2013: <http://www.toronto.ca/legdocs/mmis/2013/hl/bgrd/backgroundfile-62904.pdf>

⁹ Howard Sapers, Office of the Correctional Investigator, "A Case Study of Diversity in Corrections: The Black Inmate Experience in Federal Penitentiaries -- Final Report". See online: <http://www.oci-bec.gc.ca/cnt/rpt/oth-aut/oth-aut20131126-eng.aspx>; Jim Rankin, Patty Winsa, "Unequal Justice: Aboriginal and black inmates disproportionately fill Ontario jails", *Toronto Star*. See online:

http://www.thestar.com/news/insight/2013/03/01/unequal_justice_aboriginal_and_black_inmates_disproportionately_fill_ontario_jails.html#

¹⁰ Sheila Block, Grace-Edward Galabuzi, *Canada's Colour Coded Labour Market: The Gap for Racialized Workers* (Ottawa: Canadian Centre for Policy Alternatives, 21 March 2011) at 7, 13, 17.

¹¹ *Ibid.*

¹² Grace-Edward Galabuzi, "Race and the Streaming of Ontario's Children and Youth", in *Restacking the Deck: Streaming by class, race and gender in Ontario schools* at pg.185-225

jobs, featuring low wages, little to no benefits and a lack of security for job opportunities which tend to feature greater occupational hazards and risk of harm. To enable the African Canadian community to take advantage of ongoing shifts in Ontario's labour market and economy, decisive action needs to be undertaken to ensure greater access to appropriate skills and job training opportunities for African Canadian workers. This requires an action plan for preparing members of the African Canadian community to take full advantage of opportunities that are currently in demand and which will drive Ontario and Canada's economy into the future.

Achievements Since the 1st African Canadian Summit, 2013

The 1st African Canadian Summit provided an opportunity for the African Canadian community to ensure its voice and interests were heard in the development and/or implementation of the following initiatives:

- Development of an OACAS Service Framework for African Canadian children and families (2014-ongoing)
- Ontario's Poverty Reduction Strategy (2014-ongoing)
- Passing of Bill 8 into Ontario law, allowing the Provincial Advocate for Children and Youth to conduct investigations and make recommendations to improve Children's Aid Society services and services provided by residential licensees where a Children's Aid Society is the placing agency (2014-ongoing)
- Ontario's Youth Jobs Strategy (2013-ongoing)
- Child and Youth Mental Health Service Framework (2013-ongoing)
- Ontario's Youth Action Plan (2012-2015)
- Supreme Court of Canada striking down of mandatory minimum sentences for gun possession (2015)
- Expansion of the Youth-in-Transition Program (2014)
- Expansion of the Youth Outreach Workers Program (2013)
- The Task Force on the Success of Students of Somali Descent at the Toronto District School Board (2013)

Context for Change: The African Canadian Community at a Critical Crossroad

Though it started in 2012, after the killing of Trayvon Martin by George Zimmerman in August 2014, the #BlackLivesMatter Movement has swept through major urban centres across North America, including Toronto. The Movement has emerged as a leading inspirational force for communities calling for an end to violence against Black people at the hands of state actors. In the Greater Toronto Area (GTA), the #BlackLivesMatterTO (BLMTO) Movement has been directed towards calling for fundamental structural changes to the Special Investigations Unit and the Office of the Independent Police Review Director for the purpose of substantially, enhancing their ability to hold police officers accountable for instances of anti-Black racism and violence against African Canadians in Ontario. The BLMTO Movement has also organized various demonstrations, community forums, workshops and panel discussions which have

successfully leveraged the media to raise public awareness about the multi-dimensional and dynamic experiences of anti-Black oppression faced by African Canadians across the GTA.

It is not only the #BlackLivesMatter Movement that provides critical backdrop for the 2nd African Canadian Summit, but also the United Nations International Decade for People of African Descent. The International Decade, proclaimed by the UN General Assembly resolution 68/237 is to be observed from 2015 to 2024. It is being recognized by the UN as providing a solid framework for the United Nations, Member States, Civil Society and all other relevant actors to join together with people of African Descent and take effective measures for the implementation of a UN-adopted program of activities in the spirit of the Decade's theme: recognition, justice and development. Activities of the Decade are expected to be organized at the state and grassroots levels with the aim of underlining the important contribution made by people of African descent to global societies and to also propose concrete measures to promote inclusion and combat racism, racial discrimination, xenophobia and related intolerance faced by African descendants. It is thus fitting that the 2nd African Canadian Summit is taking place on this – the first year of the UN International Decade for People of African Descent.

Finally, before the end of this year (2015), citizens across Canada will be called to vote in a federal general election that will have significant implications for the direction of our country. As such, the 2nd African Canadian Summit offers the Black community an opportunity to highlight, discuss and begin to strategize and organize around our pressing issues. These issues include mandatory minimum sentences within the *Criminal Code*, employment opportunities, the treatment and overrepresentation of African Canadians in federal prisons and various pressing matters in the area of national security (Bill C-51), citizenship and immigration. It is essential that the African Canadian community have an unprecedentedly strong voter turnout for the 2015 federal election. It is for this reason that the 2nd African Canadian Summit is being used to launch a Black voters campaign using the slogan and hashtag, #BlackVotesMatterCdn.

These three contextual factors speak to the timeliness and urgency of hosting the 2nd African Canadian Summit at this time. In light of this, the partnerships made up of the African Canadian Legal Clinic, the Ontario Federation of Labour, the Canada Labour Congress, the Coalition of Black Trade Unionists and Midaynta Community Services has identified the following key strategic and critical solution-based recommendations to address the current crisis facing the African Canadian community. Without dismissing some of the important progress that has been made, many of the recommendations identified below were also articulated at the 1st African Canadian Summit. This speaks to the ongoing and growing need to undertake more fulsome, comprehensive, sustainable and long-term initiatives to support the health, well-being and development of the African Canadian community.

1) Community Justice and Policing

The phenomena of carding, racial profiling and aggressive over-policing by initiatives such as the Toronto Anti-Violence Intervention Strategy (TAVIS) and the Provincial Anti-Violence Intervention Strategy (PAVIS) continue to wreak havoc on the African Canadian

community. Historic and continued practices of systemic heavy-handed policing of African Canadians and their communities have fundamentally eroded trust between the community and police. This is not a simple matter of hurt feelings and isolated incidents, but of a widespread practice of engaging in human rights violations under the Ontario *Human Rights Code* and *Canadian Charter of Human Rights* against the African Canadian community. Addressing this matter by eliminating such unjust practices is essential for re-building a healthy relationship between the police and the African Canadian community.

The racial profiling and over-policing of African Canadians has also caused a disproportionately high number of community members to be saddled with a non-conviction record as “persons of interest” and as “charged” individuals. These non-conviction records are barring African Canadians from employment, educational and volunteer opportunities in significant numbers. This is an unacceptable violation of the privacy and human rights of members of the community. Finally, the African Canadian community is also frequently one of the GTA’s and Canada’s most targeted victims of hate crimes. Political and policing responses to this phenomenon of extreme anti-Blackness have been almost non-existent.

Key Recommendations:

- a) Toronto Police Service should abolish carding. Any other police service in the GTA with a similar practice to carding should also abolish these practices. Police services should be forbidden from engaging civilians to extract and store their personal information in a database without triggering civilians’ attendant *Charter* rights. If carding is to continue, officers must be required to inform individuals of their right not to give their information to officers if they are not involved in or suspected of being involved in criminal activity. This right must also be fully respected by police when exercised. A carbon copy receipt of the information taken and stored by the police should always be given to civilians who are stopped. All data currently in the Toronto Police Services (TPS) database should be reviewed and expunged where the data reveals no material or relevant connection to an incidence of crime. Finally, all officers who violate the carding policy of the TPS should be disciplined and the public should be made aware of such instances.
- b) The Ontario government should immediately undertake a thorough review into the merits of adopting anti-racial profiling legislation. This review should include a thorough inquiry into the effectiveness of TAVIS and PAVIS, with specific concentration on and prioritizing of the human rights guarantees protected in the *Code* and the *Charter*.
- c) The Ontario government should move to immediately adopt legislation forbidding the release of non-conviction records by police forces except in very exceptional circumstances that are clearly articulated in legislation and/or regulations.

- d) The Ontario government should move to immediately adopt legislation requiring police and all related justice services to collect race-based disaggregated data.
- e) The Toronto Police Service, as well as other municipal police forces, should adopt a strategy with the African Canadian community for identifying, providing training on, addressing and reducing anti-Black hate crimes.
- f) The Toronto Police Service should commit to hosting a mandatory human rights review of policing with the African Canadian community to take place at the 6-month mark of Chief Mark Saunderson's term as chief of police. Subsequent human rights reviews of policing should take place annually and feature active and substantive participation of the African Canadian community.

Key Strategies:

- The Ontario government, pursuant to s.31.3 of the Ontario *Human Rights Code*, should finally implement and sustainably resource the Anti-Racism Secretariat. At the top of the Secretariat's agenda should be working with the Ontario government on the adoption of legislation in the areas of racial profiling, disclosure of non-conviction records and collection of race-based disaggregated statistics.
- The Toronto Police Service and other municipal police services of the GTA should organize a regional round-table on anti-Black hate crimes.

Lead Ministries/Agencies:

Toronto Police Services Board, Toronto Police Service, City of Toronto, Ministry of Community Service and Correctional Service, Ministry of the Attorney General, Municipal Police Services of the Greater Toronto Area, Office of the Premier

2) Child Welfare Services

The overrepresentation of African Canadian children in the child welfare system is destroying the family structure and community of African Canadians. Anti-Black biases have led to over-response by child welfare agencies and institutions that report child abuse and neglect to them, such as the police and staff at local schools. This has resulted in early institutionalization of our children and, in some cases, is a direct pipeline to the criminal justice system. Provincial Children's Aid Societies continue to take a colour-blind, culturally insensitive and punitive approach to African Canadian families, rather than a critically reflective approach that is supportive of the child, the child's family and their African Canadian heritage.

Key Recommendations:

- a) Implementation of an African Canadian Child Welfare Intervention Program to assist African Canadian families in developing successful plans for care prior to Children's Aid initiating apprehension proceedings.
- b) Children's Aid Societies must develop, in collaboration with the African Canadian community, indicators that will provide guidance to their social workers on situations where consultations with African Canadian agencies and experts are required at each step in the child protection system.
- c) Led by the Ministry of Child and Youth Services through the Child Welfare Secretariat, the Government of Ontario should ensure that:
 - i. Reporting bodies (like schools and the police) and Children's Aid Societies adopt and regularly update a mandatory mediation roster of African Canadian community organization and skilled professionals who can assist these bodies when concerns about children's safety are raised. African Canadian community organizations and professionals have the proper level of cultural competency and can suggest culturally appropriate interventions when a child's safety is not an immediate concern. This mediation roster must be properly funded by the government and the roster should be administered by a community-driven steering committee.
 - ii. Children's Aid Societies programs require an increase in mandatory culturally responsive training for all front-line CAS employees as well as regular monitoring and evaluation of all kinship programs to monitor unnecessary cross-cultural placements.
- d) In light of the Toronto Star findings confirming an overrepresentation of African Canadian children in care, it is time for the African Canadian community to have their own Children's Aid Society, as is the case with the Jewish community, the First Nations community and the Catholic community in Ontario. The establishment of an African Canadian Child and Family Services would be mandated to protect African Canadian children and support families with a focus on reducing the gross overrepresentation of African Canadian children in care.
- e) Children's Aid Societies should be required to post annual disaggregated statistics on their websites as does, for example, the Toronto District School Board.
- f) The Ontario government should legislate mandatory inquests into the death of a child in care.

- g) A review of racial disparities in the Child Welfare System by the Ontario Human Rights Commission. In 2011, Quebec's human rights commission undertook an in-depth and thorough review of racial profiling, in which it devoted a lengthy examination of African Canadian child welfare disparities as they manifested in Quebec. The ACLC urges the Ontario Human Rights Commission to do the same.¹³

Key Strategies:

- Continue to develop measures to drastically decrease the number of African Canadian children in care by implementing structured and sustainable intervention strategies for African Canadian children and parents.

Key Ministries/Agencies:

All GTA Children's Aid Societies, Office of the Provincial Advocate for Children and Youth, Ministry of Children and Youth Services, Child Welfare Secretariat of the Ministry of Children and Youth Services, Ontario Association of Children's Aid Societies, All GTA School Boards, All GTA Police Services.

3) Youth Employment and Opportunities

Short-term programming is not enough and is not effective. Multi-year substantive and meaningful resources and programming from all levels of government is the only path to long-term, sustainable change for Black youth.

Key Recommendations:

Development of initiatives aimed at direct action for African Canadian youth in the following areas:

- a. Skills development and job readiness leading to well-paying jobs;
- b. Private sector mentoring and internships leading to permanent employment;
- c. Entrepreneurship training, education and opportunities;
- d. Access to paid apprenticeships in the skilled trades.

Key Strategies:

- Provide African Canadian agencies with funding for meaningful on-the-job mentorship, apprenticeship and skills development, leading to long-term, well-paying employment for youth.

¹³ Paul Eid, *Racial Profiling and Systemic Discrimination of Racialized Youth* (Quebec: Commission des droits de la personne et des droits de la jeunesse, 2011)

- Provide access to skilled trades through paid apprenticeships.
- Provide funding for a multi-year intense job skills and employment readiness program for high-risk African Canadian youth. These programs should be delivered and developed in collaboration with appropriate government ministries and community colleges.

Lead Ministries:

Ministry of Economic Development, Employment and Infrastructure; Minister Responsible for the Poverty Reduction Strategy; Ministry of Training, Colleges and Universities; Ministry of Children and Youth Services; Municipal Mayoral Offices; Trade Unions

4) Education

In the Toronto District School Board (TDSB), the dropout rate of African Canadian students from 2006-2011 was 23% while that of White students is only 12%.¹⁴ The numbers are particularly stark for our Somali students. This is a result of over-disciplining, streaming and the institutional non-engagement of African Canadian students.

Key Recommendations:

- a) School Boards across the Greater Toronto Area are encouraged to follow the lead of the TDSB and collect and regularly release disaggregated student data on the basis of race and ethnicity, as this information is integral to helping to identify communities that have unique educational challenges and needs.
- b) A long-term partnership and collaboration between the African Canadian community and the TDSB to develop a culturally responsive and relevant program aimed at providing intense in-school and after-school supports to at-risk African Canadian students that will lead to academic success.
- c) Sustained funding is critical in the development of the program. It should focus on middle and secondary schools in Neighbourhood Improvement Areas and be aimed at decreasing the number of youth at risk of suspension, expulsion or dropping out and unsuccessfully achieving educational attainment. The program should track student progress from grade 7 through to high school graduation.

¹⁴ Report: TDSB Grade 9 Cohort of 2006-2011; See online:
<http://www.tdsb.on.ca/Portals/0/Community/Community%20Advisory%20committees/ICAC/research/September%202012%20Cohort%20dataAcrobat%20Document.pdf>

Key Strategies:

- Intense in-school and after-school supports that target successful academic progress, credit recovery, life skills, coping skills, reducing risk factors and addressing maladaptive behavior.

Lead Ministries/Public Institutions:

Ministry of Education; School Boards of the Greater Toronto Area

5) Re-Integration Post-Institutionalization

The overrepresentation of African Canadian adults and youth, including women, in both the federal and provincial correctional system continues to be alarming and calls for immediate comprehensive action. Successful re-integration remains central to promoting community safety as well as reducing risk factors that lead to recidivism. Re-integration is also an integral component of crime prevention for the African Canadian community.

A comprehensive and seamless strategy to rehabilitate and reintegrate African Canadians in conflict with the law, with a focus on human and social development, will help build safer and more sustainable communities. Effective crime prevention requires a concerted and comprehensive approach of this sort.

Key Recommendations (for Both Youth and Adult Facilities):

Developed and delivered by African Canadian agencies, it is recommended that there be:

- a) Re-integration programs based in institutions with a high African Canadian inmate population, such as the Toronto South Detention Centre, Roy McMurtry Youth Centre, Toronto East Detention Centre, Maplehurst Correctional Complex, Central East Correctional Centre, Central North Correctional Centre, Millhaven Institutions, etc, that are focused on skills development and discharge planning, extending into seamless community supports.
- b) Employment programs designed to address challenges related to securing employment while addressing barriers to employability with a criminal record.
- c) Expansion of direct accountability programs that are culturally responsive to and reflective of African Canadian heritage.

Key Strategies:

- Reintegration and discharge planning programs provided by African Canadian organizations in both youth and adult facilities.
- Support the establishment of an African Canadian Inmate Liaison Officer within each adult and youth correctional facility across Ontario to aid in the seamless and supportive transition into the community.

Lead Ministries:

Ministry of Community Safety and Correctional Services, Ministry of Children and Youth Services, Ministry of Economic Development, Employment and Infrastructure, Department of Justice, Correctional Services Canada, Ministry of the Attorney General.

6) Mental Health

The varied mental health services and supports available in the Greater Toronto Area are rarely targeted to the African Canadian community. African Canadians are in need of culturally responsive and critically reflective programs designed to suit their unique mental health needs.

Key Recommendation:

A specific service framework and programming designed to address issues of mental health and trauma among African Canadian youth, families and community members.

Key Strategies:

- A culturally responsive and comprehensive program that provides a full range of mental health and counseling services to African Canadians that will focus on trauma, substance abuse, violence and other matters which have a detrimental impact on the mental health of African Canadians.
- Sustained funding for resources of Mental Health Workers in African Canadian Agencies.
- Implementation of a comprehensive community healing strategy that will, among other things, provide counseling and support to victims of violence, their families and community members as well as provide anti-violence dispute resolution services and other interventions.
- Implementation of an African Canadian Court Workers Program in Mental Health Court.

Lead Ministries/Agencies:

Toronto Public Health, Ministry of Health and Long-Term Care, City of Toronto, Ministry of Children and Youth Services, Health Canada Department of Justice.

7) Settlement and Inclusion

The successful integration and inclusion of immigrants and refugees is vital to a strong and cohesive Canada. The federal government has implemented a number of measures to deny health and social assistance supports to refugees. Thankfully, however, in November 2014, the Federal Court of Canada upheld a ruling which stated that the Government of Canada must reverse its unconstitutional, “cruel and unusual” cuts to refugee health care. However, on the other hand, access to services and supports for immigrants and refugees continues to be under threat. We are especially concerned by the chronic and targeted underfunding of African Canadian-serving agencies such as Midaynta Community Services, The Ethiopian Association, Eritrean Canadian Community Centre, South Sudanese Settlement Organization, Dejinta Beesha – Somali Multi-Service Agency, The Jamaican Canadian Association and Tropicana Community Services.

Furthermore, we are deeply concerned by the new and stringent barriers to Canadian citizenship that have been enacted under the *Strengthening Canadian Citizenship Act*. Among the most disturbing elements of the *Act* are that it features more stringent residency requirements by mandating a physical residence test. It also requires applicants for citizenship to demonstrate that they have the intention to reside in Canada if they were to obtain citizenship. Perhaps the most problematic feature of the *Act* is that it expands the grounds on which Canadian citizenship can be revoked from Canadians.

Key Recommendation:

Ensure stable and adequate funding to African Canadian organizations to deliver much needed settlement and supportive integration services to African and African descendant immigrants and refugees.

Key Strategies:

- Meaningful increase of long-term, sustainable funding to African Canadian organizations to provide culturally responsive settlement services that address the unique needs and service requirements of our immigrant and refugee community.
- Establish a working group to develop a framework that streamlines and stabilizes funding to African Canadian organizations. The working group of federal, provincial and municipal governments, other funders and members of the African Canadian community in the Greater Toronto Area will address the concerns with

respect to not only immigration and refugee services, but all services needed within the African Canadian community.

Lead Ministries:

Citizenship and Immigration Canada, Ministry of Citizenship and Immigration, City of Toronto and other municipal governments across the GTA, Human Resources and Skills Development Canada.

8) Gun Control

The lack of effective gun control and accessibility of firearms has contributed significantly to the continued escalation of gun violence among African Canadian youth. This has had a debilitating effect on the safety and well-being of the African Canadian community, especially our children and youth. Mechanisms for stricter gun control must be implemented to reduce the proliferation of guns and the resulting violence in the African Canadian community. What is needed is effective legislative reform to address the illegal gun trade that specifically targets African Canadian youth. The answer is not legislation that will only serve to further criminalize African Canadian youth. This legislation must be pro-active and preventive.

Key Recommendation:

A national dialogue on gun control, centered around three key areas:

- a) A stronger legislative response;
- b) Tighter border control;
- c) Coordinated strategy among all three levels of policing (Local Police Services, Ontario Provincial Police, Royal Canadian Mounted Police) and the Canada Border Services Agency.

Key Strategies:

- A federal-provincial-municipal working group which includes leaders from the African Canadian community to effectively address the cross-border trafficking and smuggling of guns.
- Development of legislation aimed at the re-implementation of a national gun registry.
- A national policing strategy and stronger legislation to combat the cross-border trafficking of illegal guns.

Lead Ministries:

Ministry of Community Safety & Correctional Services, Police Services of Toronto, York Region, Peel, Durham, the Ontario Provincial Police, Royal Canadian Mounted Police, Department of Justice Canada, Canadian Border Services Agency, Public Safety Canada.

9) Youth Secretariat

The establishment of a permanent youth secretariat in the Ontario government that will play the role of strategic advisor and coordinator among government ministries, community agencies and youth-centered initiatives. The Government of Canada and municipal governments should also coordinate youth services, programs and opportunities.

Key Recommendations:

- a) As per *The Roots of Youth Violence* Report calling for a “dedicated secretariat within Cabinet Office to provide policy advice and oversee...,” the effective implementation of the recommendations from both *The Roots of Youth Violence* and *Ontario’s Youth Action Plan*.
- b) We also call for the continuation of long-term sustainable funding for the jobs, skills development and training programs that have resulted from the above government interventions.

Key Strategies:

- Monitor the continued and long-term implementation of *The Roots of Youth Violence* and *Ontario’s Youth Action Plan* through consistent feedback, communication and collaboration with the African Canadian community.
- Creatively strategize with the appropriate ministries, community stakeholders and public institutions on the continuation of funding for youth job opportunities, supported by research, training and program evaluation aimed at identifying best practices and emerging trends.

Lead Ministries/Agencies:

Office of the Premier, Cabinet Office, Ministry of Children and Youth Services.

#BlackVotesMatterCdn



BlackVotesMatter

- 1) **Participating in the Voting Process Strengthens Our Community:** We live in a democracy and citizen participation is vital. Register to vote, research the candidates and have a clear understanding of each Party's Election Platform. We need to get out the vote!
- 2) **Blacks are an Important Voting Bloc:** The Black voting bloc holds a lot of power, but only if Black Voters show up to the polls. Our community is a powerful economic and political force in our city, province and country!
- 3) **Voting Enables us to Shape Policies, Legislation and Programs:** It's time for change! And it starts with you! Voting gives us an opportunity to shape policies that will affect us, in key areas: affordable housing, good jobs, bias free policing, and access to quality education.
- 4) **Keeping our Communities Safe:** Too many young Black men and boys are dying to gun violence. We can take a stand by electing leaders who will work with our community to eliminate racial profiling, stop carding. Black Voters need to elect politicians that are willing to respond to this crisis, listen to our leaders and develop effective strategies to end the violence.
- 5) **Blacks Must Hold Governments Accountable for their Inaction:** Ask all candidates questions about key issues that impact the Black community. We need to show elected officials that Black Voters Matter and we take our votes seriously. Get Out, Show Up, And Vote!
- 6) **Everything to Gain, and Much to Lose:** This federal election must address the disparities in the Black community such as the need for: good jobs, high rates of poverty, lack of affordable quality housing, disparities in health care, the need for quality education and youth opportunities. By voting you are making your voice heard.
- 7) **Politicians Respect Numbers:** If certain demographic groups choose to stay home, politicians treat them – as “no-shows.” One thing is clear; Black Voters have to vote in order to be heard.

Vote - Our Voices Matter!

#BlackVotesMatterCdn



 **BlackVotesMatter**
VOTER PLEDGE

Right now, you might not be sure how to vote or – given the current state of politics – if you even want to. You might wonder if your vote even counts.

It does! **BLACK VOTES MATTER!**

The African Canadian community is an important voting bloc. Our voting bloc holds a lot of power, but only if African Canadian voters show up to the polls. The Black community is a powerful economic and political force in our city, province and country!

In the last federal election, just a handful of voters (6,201 to be precise) made the difference in electing a majority government for the Harper Conservatives.

In that same election, 9,434,184 eligible Canadian voters didn't cast a ballot.

It's time for change, and it starts with you! Voting enables us to shape policies, legislation and programs that will affect us in key areas, including affordable housing, good jobs, bias-free policing, and access to quality education, justice, social services and progressive immigration policies.

Take the Voter Pledge:

___ I pledge to vote in the 2015 federal election.

___ I pledge to challenge 5 more eligible voters to join me in taking the Voter Pledge.

FIRST NAME: _____

LAST NAME: _____

POSTAL CODE: _____

EMAIL: _____

CELL PHONE: _____

[] This is my first time voting.

Stay informed!

2ND AFRICAN CANADIAN SUMMIT

CRITICAL CROSSROAD AND CRISIS IN
THE AFRICAN CANADIAN COMMUNITY

[#BlackVotesMatterCdn](#)

— CUPE —
UNION-PRINTED

UNION-DESIGNED & PRINTED BY

 UNION
MARKETING
PROUDLY Unionized by CUPE