



**CONFRONTING
ANTI-BLACK
RACISM**



Anti-Black Racism Analysis

What is an anti-Black racism analysis?

Anti-Black racism analysis is an assessment that can be used to create more equitable City policies and programs for Black Torontonians. The analysis can be used to complement the City's Equity Lens to help target the removal of systemic barriers. This analysis also supports efforts to leverage the experiences, knowledge, capacities, and the talents of diverse Black Torontonians and Black organizations in shared leadership at all levels of implementation.

What are the operational questions you should consider in applying an anti-Black racism analysis?

1. **Diversity:** Does the initiative engage with the diversity of Toronto's Black communities, including geographic, income, and other social differences?
2. **Collaboration:** Does the initiative prioritize collaboration with Toronto's communities of African descent and use an interdivisional approach across City divisions?
3. **Relationship-Building:** Is the initiative building relationships between diverse Black communities and the City that are intentional and reciprocal?
4. **Accountability:** Does the initiative demonstrate accountability to Toronto's communities of African descent and to its internal commitments by maintaining a clear and legitimate decision-making process?
5. **Transparency:** Is the initiative transparent to Torontonians of African descent, including resource and political implications?
6. **Accessibility:** Does the initiative use non-academic and non-bureaucratic language and employ multimedia and alternate formats to communicate with Black Torontonians in accessible ways?
7. **Creativity and Openness:** Is the initiative creative and open to change and experiment to meet the historic, current, and emerging needs of Torontonians of African descent?
8. **Sustainability:** Is the initiative sustainable over time and responsive to the changing needs of Toronto's Black communities?
9. **Responsiveness:** Does the initiative conduct ongoing checks, use continuous improvement, and ensure the City's flexibility in response to feedback from Black communities?

For any questions or help in implementing the anti-Black racism analysis, please reach out to the Confronting Anti-Black Racism Unit at CABR@toronto.ca or Mohamed Shuriye (Mohamed.Shuriye@toronto.ca, 416-392-9797).