

Confronting Anti-Black Racism at Toronto Community Housing

Toronto Community Housing

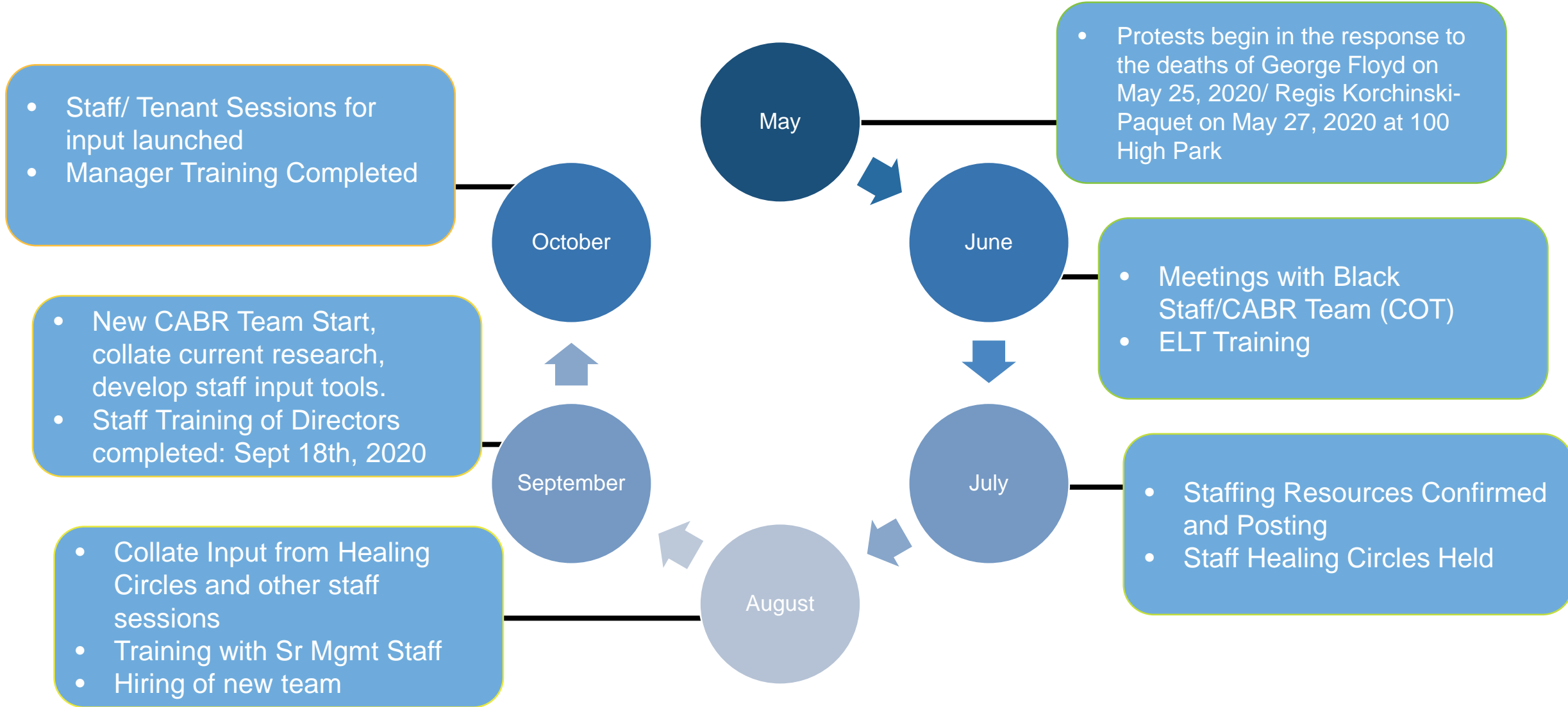
20 November 2020



Toronto
Community
Housing



TCHC's CABR Timeline



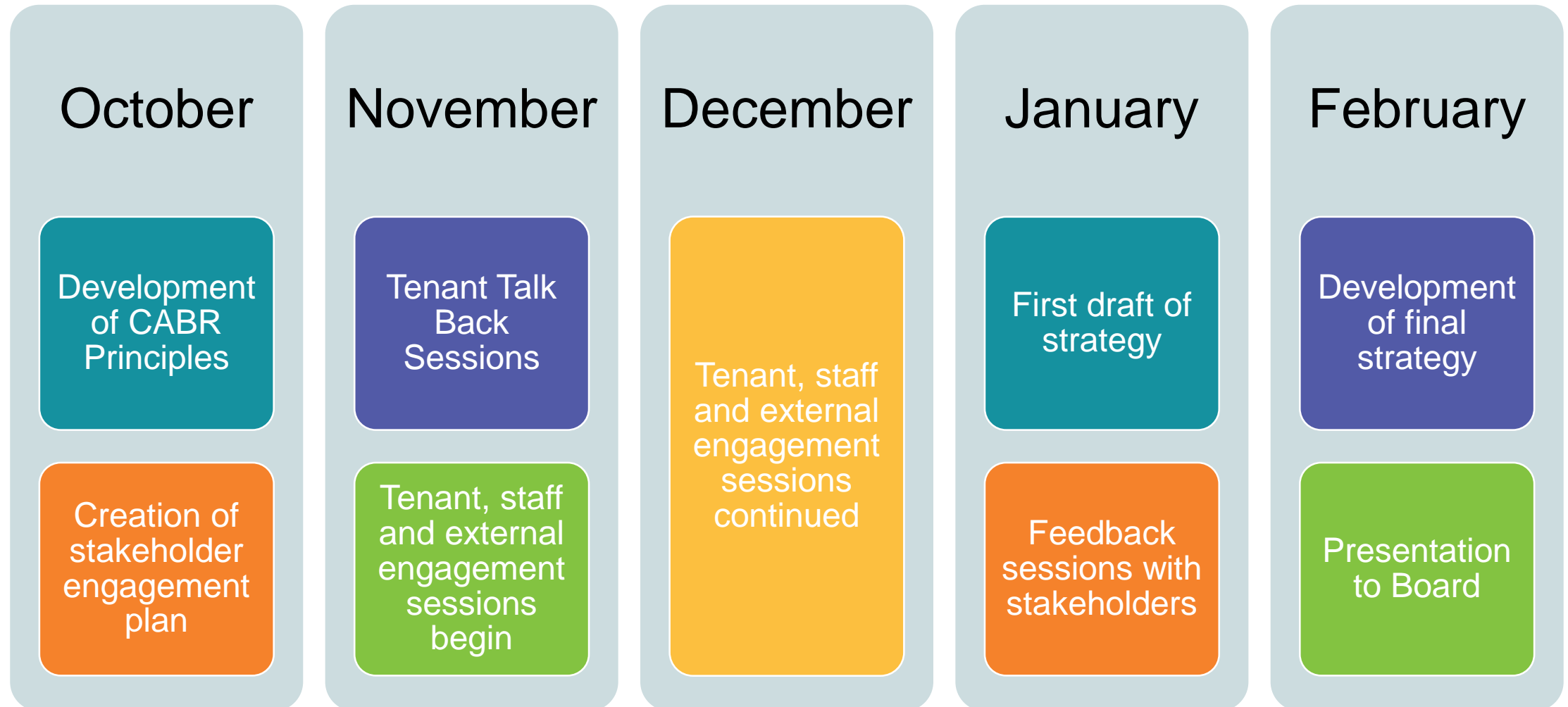


CABR at TCHC: What We Have Heard

	<h2>For Black Staff and Tenants</h2>	<ul style="list-style-type: none"> •Anti-Black racism exists in TCHC and in its communities •There are inherent biases built into TCHC policies and procedures that disproportionately harm Black staff, tenants and communities •TCHC has announced attempts to confront Anti-Black racism in the past, those attempts have failed and are perceived by Black staff as disingenuous
	<h2>For Black Staff</h2>	<ul style="list-style-type: none"> •Black staff feel undervalued •Black staff are hesitant to escalate concerns, and if they do the company is not well equipped to hear them •Black staff are underrepresented in senior management and ELT
	<h2>For Black Tenants</h2>	<ul style="list-style-type: none"> •A CABR lens is not applied in the development of company decisions, policies, and procedures •Black tenants are underrepresented in decision making processes •Economic Development Opportunities have not been leveraged to assist Black Tenants in moving out of poverty



CABR Strategy Development Work Plan





Current Actions Underway

Action Implementation

- Ongoing Meetings with Senior Black Leadership Staff
- Staff Training
- Current review of Employee and Family Assistance Program RFP.

Strategy Development

- Re-engagement with Black TCH staff starting in November, to further inform staff and tenant elements of the CABR strategy
- Tenant Engagement:
 - Initial Tenant engagement sessions commence
 - Tenant Sessions with CEO: November