

YOUTH EMPLOYMENT & DEVELOPMENT TOOLKIT

PRESENTED BY INNER CITY OUTREACH

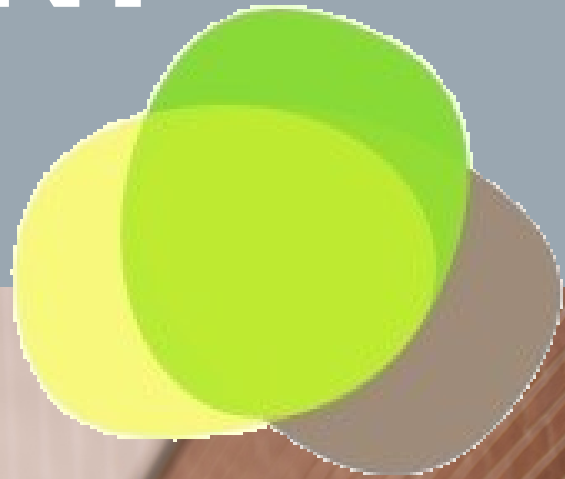


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WHO IS INNER CITY OUTREACH?



We exist to empower at-risk inner-city residents and bring social and economic equality in Toronto's inner-city communities, starting with Toronto's Jane and Finch Neighbourhood.





THIS DOCUMENT WILL

- Highlight several strengths & successes of the Jane-Finch community**
- Provide several local resources & supports**
- Provide insight into relevant topics**

EMPOWERING YOUTH BY CONFRONTING SYSTEMIC BARRIERS TO SUCCESS

INTRODUCTION

Although there is a greater cultural awareness of the devastating and destructive effects of racism on people and their communities, racism continues to be a problem that BIPOC (Black Indigenous People of Colour) youth encounter, not only through individual interactions with others, but cultural systems and institutions that have discriminatory practices embedded within them. While it is nice to imagine that we exist in a post-racist world, the reality is that whether consciously or unconsciously, young BIPOC in Canada experience obstacles to education, employment, and entrepreneurship. The fallacy that racism does not exist in Canada, and is a problem in other parts of the world, is a real threat to overcoming the discrimination that continues to limit and undermine certain people within our society.

Inner City Outreach (ICO) is a Canadian non-profit that is dedicated to transforming under-served areas of major urban centers, starting with Jane and Finch in Toronto, Canada. ICO is located at Jane and Shoreham and reaches out to communities throughout the Jane and Finch corridor. The Jane and Finch community, officially known as Black Creek, is an inner city community in the northwest corner of Toronto, Ontario. It is densely populated with residents hailing from over 80 ethno-cultural groups and speaking 112 different languages, mostly including Caribbeans, Africans and south Asians.

During the 2021/2022 school year, Inner City Outreach led a cohort of youth through The Youth Employment and Development Program (YEDP).



YEDP is a mentorship program geared towards high school students and young adults ages 14 to 24 living in Toronto's Jane and Finch neighbourhood. The purpose of the program was to empower youth by providing them with employment experience and counselling, workshops to educate and examine topics on racism, and personal development guidance.

1. **Employment**

Youth gained work experience as a tutor at our After School Homework Program. Jane and Finch continues to be an area where there are too few jobs available, and youth experience discrimination based on their address when applying for jobs outside of their community. Employment experience is difficult to obtain, and having job experience opens doors for the future

2. **One-On-One Coaching Sessions**

Youth received one-on-one coaching to help navigate their employment in the Homework Club. In addition, the individual coaching sessions could be used to unpack some of the weightier subjects discussed in the group sessions. These sessions were an informal space for the Officer and youth to engage in conversation about his/her home life, neighbourhood, school and any thoughts regarding their experience as a visible minority.

3. **Group Coaching Sessions**

All youth participants met weekly to discuss topics such as Racism, Discrimination, the justice system, entrepreneurship, and more.

THE YEDP TOOLKIT

The YEDP Toolkit is a reflection of the approach and tools used to educate and empower the participants in the YEDP. The hope is that other organizations may benefit from the materials offered, and in-turn use them to help address issues around racism and discrimination. This toolkit is focused on helping organizations that serve young BIPOC, with the intention of empowering young people to aid in the dismantling of racism and systemic racism within society.

Key areas of focus during the YEDP were:

OVERCOMING DISCRIMINATION

- identifying potential barriers and providing strategies

MENTAL HEALTH

- how to address mental health concerns, how to navigate the mental health system

EMPLOYMENT

- identifying discriminatory practices in employment, and tools to encourage success in employment

JUSTICE SYSTEM

- confronting issues around policing and law enforcement

COMMUNITY ENGAGEMENT & ACTIVISM

- participating in community initiatives such as food banks, fall carnival, community easter egg hunt etc.

ENTREPRENEURSHIP

- how to overcome barriers to business ownership





Key Focuses for Youth Development

Setting Goals - S.M.A.R.T Goal

Goals are critical. For teens, learning how to set goals has many benefits, including increasing self-confidence, developing their work ethic and building perseverance. Goal setting can support a growth mindset by helping teens experience their own abilities and leadership.

Overcoming Discrimination

When children and young people are treated unfairly and discriminated against because of who they are, this can have a detrimental effect on their mental health, their self-esteem, and their educational performance.

Emotional Intelligence

Teens who have a high EQ not only improve their future success, but also can benefit now. Research shows that teens with high EQ earn higher grades, perform better on standardized tests, are more likely to stay in school, and make healthier life choices.

Youth Volunteerism

Youth who volunteer regularly practice skills—like collaboration and problem solving—that are vital to succeed in academics, the workplace, and their personal lives. Young people who volunteer regularly develop a civic identity, as leaders and changemakers, and therefore become more socially and politically active adults.

Police-Youth Partnership

Improving the relationships between police and youth is a significant factor in improving relationship between police and the community as a whole.

Empowering Youth Leadership

Youth leadership is part of the youth development process and supports the young person in developing: the ability to analyze his or her own strengths and weaknesses, set personal and vocational goals, and have the self-esteem, confidence, motivation, and abilities to carry them out. (Wehmeyer, Agran, & Hughes, 1998).



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**JANE & FINCH
COMMUNITY RESOURCES**

JANE & FINCH

COMMUNITY RESOURCES

Below are several valuable resources (many being grassroots organizations) that work directly within the Jane Finch Community, and target and support several needs of the community.

ORGANIZATION	ABOUT	PROGRAMS OFFERED	CONTACT INFORMATION
<p>Access Alliance Multicultural Health & Community Services</p>	<p>Providing services for immigrants, refugees, and communities, with a focus on addressing systemic inequities and being client centered</p>	<ul style="list-style-type: none"> • Illness prevention & health promotion • Community capacity building, service integration • Settlement programs • LGBTQ+ programs • Newcomer Youth Programs • Seniors Program • Sustainable Living programs • Therapy Programs 	<p>761 Jane St Toronto ON, M6N 4B4 (Also available online) Phone: 416-760-8677 Website: https://accessalliance.ca/about-us/</p>
<p>All Nations International Development Agency (ANIDA)</p>	<p>Empowering underprivileged communities, removing obstacles, preventing children from accessing education, strengthening community</p>	<ul style="list-style-type: none"> • Food Bank • Women's Development Centre • Neighborhood Outreach and Help (NOAH) 	<p>4401 Steeles Ave West Toronto, M3N 2S4 Phone: 416-667-9333 or 1-866-845-5505 Email: info@anida.org Website: https://www.anida.org/</p>
<p>Black Creek Community Farm</p>	<p>Engaging diversity, promoting sustainable food, creating community. Focus on food security, food literacy, food skills</p>	<ul style="list-style-type: none"> • camp/school programs/ internships • Community baking • member based harvest share program • Seniors' programs • Workshops/festivals 	<p>4929 Jane Street, Toronto Ontario M3N2K8 Phone: 416-393-6381 Email: info@blackcreekfarm.ca Website: https://www.blackcreekfarm.ca</p>

ORGANIZATION	ABOUT	PROGRAMS OFFERED	CONTACT INFORMATION
<p align="center">Black Creek Community Health Centre</p>	<p>With a focus on being community focused, Black Creek Community Health Centre engages with individuals/families/organization to deliver health programs that will enhance the community</p>	<ul style="list-style-type: none"> • Professional care teams (i.e., harm reduction, diabetes support, social worker) • Group Programs /Workshops (i.e., exercise, mindfulness) • Children, Youth & Family Wellness programs • Newcomer programs 	<p>Yorkgate Mall Site 1 York Gate Blvd. (Suite 202) Toronto, ON Phone: 416-249-8000 or 416-246-2388 Email: info@bcchc.com Website: http://www.bcchc.com/</p>
<p align="center">Black Creek West Community Collaborative</p>	<p>Network made up of residents, service providers, community stakeholders focused on building community capacity, promote self sufficiency, and enhance the quality of life for all in the Black Creek Community</p>	<ul style="list-style-type: none"> • Black creek community capacity building project: (building healthy safe spaces) • Micro credit lending program for those starting/expanding businesses 	<p>Phone: 416-747-5616 x104 Email(s): infoblackcreekcc@gmail.com microlendingblackcreekcc@gmail.com Website: http://www.blackcreekcc.org/about.html</p>
<p align="center">Black Youth Helpline</p>	<p>Focuses on providing support (socially, emotionally, psychologically), preventing violence and crime in the youth population, ensuring that all youth/families have the necessary culturally appropriate access to services</p>	<ul style="list-style-type: none"> • Multicultural Youth Services • Family assessments & intervention • Stay-In-School Initiatives • Parent & Family Support • Referral Assistance 	<p>1111 Finch Ave West, Suite 411, Toronto, ON, M3J 2E5 Phone: 416-285-9944 or 1-833-294-8650 Email: info@blackyouth.ca Website: https://blackyouth.ca/</p>
<p align="center">Boys & Girls Club of Canada</p>	<p>A safe place for specifically youth, focusing on creating new experiences/opportunities developing life skills</p>	<ul style="list-style-type: none"> • Afterschool Program & Youth programs (Cooking, dance, fitness, homework club etc.) 	<p>300 Grandravine Dr., Unit 176A North York M3N 1J4 Phone: 416-636-6650 Email: risa@stalbandsclub.ca Website: https://www.bgccan.com/en/</p>

ORGANIZATION	ABOUT	PROGRAMS OFFERED	CONTACT INFORMATION
<p>COSTI North York Centre *</p>	<p>Multicultural agency that provides employment, educational, settlement, social services to all immigrant communities and those needing assistance, Client focused</p>	<ul style="list-style-type: none"> • Children and Youth programs • Employment help • Family and Mental Health • Housing assistance • Language training • Settlement programs • Skills training • Women's service • Refugees services 	<p>North York Centre Sheridan Mall, 1700 Wilson Avenue, Suite 114 Phone: 416-244-0480 Website: http://www.costi.org/ *NOTE: not directly located within the Jane Finch community</p>
<p>Elsbeth Heyworth Centre for Women</p>	<p>Focuses on supporting women, but also welcome to all others and of all backgrounds</p>	<ul style="list-style-type: none"> • Reducing abuse • Government services • Youth summer programs • Community programs • Newcomer settlement programs • Employment programs 	<p>2350 Finch Ave W, Unit D Toronto, Ontario M9M 2C7 Phone: 416- 663-2978 Email: info@ehcw.ca Website: https://ehcw.ca/</p>
<p>Firgrove Learning Innovation Community Centre</p>	<p>Non profit organization focused on creating safe holistic community spaces for collaboration with community residents</p>	<ul style="list-style-type: none"> • After School program • Community sewing circle • Computer literacy class • Soccer referee • Lifeguard training • English conversation circle 	<p>11 Blue Grassway Toronto ON M3N 2W7 Phone: 416-981-4922 Email: lorrainea_firgrovelearningcentre@yahoo.ca Website: https://firgroveflicc.wordpress.com/</p>
<p>Inner City Outreach</p>	<p>Non-for-profit Organization focused on working with the community to see social and economic equality</p>	<ul style="list-style-type: none"> • Afterschool Homework Program • Youth Mentorship Program • Basketball League • Summer Camp 	<p>4545 Jane Street Toronto, Ontario, M3N 2K7 Phone: 416-650-0991 Email: info@innercityoutreach.ca Website: https://innercityoutreach.ca/</p>

ORGANIZATION	ABOUT	PROGRAMS OFFERED	CONTACT INFORMATION
<p>Firgrove Learning Innovation Community Centre</p>	<p>Non profit organization focused on creating safe holistic community spaces for collaboration with community residents</p>	<ul style="list-style-type: none"> • After School program • Community sewing circle • Computer literacy class • Soccer referee • Lifeguard training • English conversation circle 	<p>11 Blue Grassway Toronto ON M3N 2W7 Phone: 416-981-4922 Email: lorrainea_firgrovelearningcentre@yahoo.ca Website: https://firgroveflicc.wordpress.com/</p>
<p>Inner City Outreach</p>	<p>Non-for-profit Organization focused on working with the community to see social and economic equality</p>	<ul style="list-style-type: none"> • Afterschool Homework Program • Youth Mentorship Program • Basketball League • Summer Camp 	<p>4545 Jane Street Toronto, Ontario, M3N 2K7 Phone: 416-650-0991 Email: info@innercityoutreach.ca Website: https://innercityoutreach.ca/</p>
<p>Jamaican Canadian Association</p> <p>Jane Finch Community & Family Centre</p>	<p>Delivers programs/services and advocates for greater wellbeing/equity of Jamaican, Caribbean, African Canadians communities within the GTA</p> <p>Community based, focus on poverty reduction, resident engagement, and anti-oppression. Strong focus on community advocacy measures (i.e., Healthy affordable food, public /green space)</p>	<ul style="list-style-type: none"> • Scholarships • Youth mentoring • Community talks/events • Taxes support-Neighbourhood building • Community development (green spaces/pathways to park) • Mental health • Seniors-Settlement • Youth programs • Financial empowerment 	<p>995 Arrow Road, Toronto, Ontario M9M 2Z5 Phone: 416-746-5772 Email: info@jcaontario.org Website: https://jcaontario.org/about-us/mission-value/</p> <p>4400 Jane St, Suite 108 Toronto, ON, M3N2K4 Phone: (416) 663-2733 Email: admin@janefinchcentre.org Website: https://www.janefinchcentre.org/</p>

ORGANIZATION	ABOUT	PROGRAMS OFFERED	CONTACT INFORMATION
<p>Jane & Finch Concerned Citizens Organization</p>	<p>A non-for-profit social service community agency, providing support and social advocacy for all areas</p>	<ul style="list-style-type: none"> • Support services-training • Residency/placement for students • Professional counselling/referral services 	<p>1 York Gate Blvd, North York, ON M3N 3A1 Phone: (647) 470-0115 Website: https://www.mrjaneandfinch.com/take-action</p>
<p>Jane Finch Reaching Up</p>	<p>Community based organization with focus on addressing poverty, violence, crime, dropout rates and promoting leadership</p>	<ul style="list-style-type: none"> • Homework club • Music club • Summer camp • Computer camp • Events/projects • Personal garden 	<p>1830 Finch Avenue West Toronto, ON, M3N 1N3 Phone: 416-663-3281 Website: http://reachingup.ca/</p>
<p>Promoting Education and Community Health (PEACH)</p>	<p>A community-based organization, aimed at helping marginalized and at-risk youth.</p>	<ul style="list-style-type: none"> • Wraparound Program • Learning Beyond Adversity • Youth Summer • Employment Program 	<p>127 Eddystone Avenue North York, ON M3N 1H5 Phone 416-740-9593 Email: info@peachyouth.org Website: https://peachyouth.org/</p>
<p>Regent Park School of Music</p>	<p>Gives 1000 kids in need each year a music education, focused on decreasing the financial obstacles</p>	<p>Instrumental lessons include Piano, strings, voice, brass, wind, percussion, electronic music, song writing, recording</p>	<p>Locations in Jane Finch Phone: 416-364-8900 x 22 (Aliza, Administrative coordinator) or Main Office 416-364-8900 Email: adminjf@rpmusic.org Website: https://www.rpmusic.org/programs</p>
<p>San Romanoway Revitalization Association (SRRA)</p>	<p>Focused on increasing the sense of belonging in the community, assisting families/ individuals, building a safer and healthier environment</p>	<ul style="list-style-type: none"> • Homework Assistance • Recreational Activities • Arts & Crafts • Cultural Drumming • Dance • Financial Literacy • Pro Social Activities • Summer Camp 	<p>10 San Romanoway North York, Ontario M3N 2Y2 Phone: 416-739-7949 Email: sra@rogers.com Website: https://www.srra.ca/</p>

ORGANIZATION	ABOUT	PROGRAMS OFFERED	CONTACT INFORMATION
<p>The Spot (Apart of the Jane Finch Centre)</p>	<p>Community based, partners with organizations, for Youth in the Jane/Finch Community. Provides a shared space of support and collaboration, for youth aged 13-29</p>	<ul style="list-style-type: none"> • Food Bank • Basketball Program • Citizenship Test • Drop-In Activities 	<p>1 Yorkgate Blvd, Suite #228 North York, Ontario M3M 3A1 Phone: 416-663-2733 ext. 290 Email: thespot@janefinchcentre.org Website: http://www.thespotyouth.org/</p>



ADDITIONAL WEBSITES & COMMUNITY RESOURCES



Additional Resources

“A Love Letter To Toronto’s Notorious Jane & Finch Neighbourhood”, created by **Your Voice**, interviews members of the Jane Finch residents particularly regarding the way their community is viewed on mainstream media and their relationships with their community: <https://www.youtube.com/watch?v=v7dSsJj9Eh8>

Friends in Trouble Community Service: provides support and services for marginalized communities and families <https://www.fitcs.org/>

Jane and Finch Action Against Poverty (JFAAP), resident-led grassroots union made up of community residents, activists, workers and organizations. The main focus is on eliminating poverty within the Jane Finch area and also beyond this: <https://jfaap.wordpress.com/>

Jane-Finch.com, created by Paul Nguyen to dismantle the negative image of the community. It is an online community made to highlight community news, history, and local talent: <http://www.jane-finch.com/>

Jennifer Hodge de Silva’s Documentary “Home Feeling Struggle for a community”, although created in 1983 there is relevant information offered in this documentary, particularly the lives and interaction with residents, and their responses to the tension particularly due to the Jane Finch image: https://www.nfb.ca/film/home_feeling_struggle_for_a_community/

Mr. Jane and Finch, (Winston LaRose, who is an 81-year-old community activist who ran for political councillor, fighting for advocacy and justice for the Jane Finch Community): <https://www.mrjaneandfinch.com/>
https://www.youtube.com/watch?v=-W_DOPCSU-w



MENTAL HEALTH

THE AFFECT OF DISCRIMINATION/
RACISM ON MENTAL HEALTH &
HELPFUL SUPPORTS

MENTAL HEALTH & AFFECTS OF DISCRIMINATION

A consultation history report released by Jane Finch Initiative noted several experiences commonly experienced by residents. The things experienced by the Jane Finch community are often tied to stereotypes, creating a negative image of the community.

Some of these challenges include experiencing racist stigmas within the workplace, media, from politicians, and institutions. Residents often note the over-policing, racial profiling, and over surveillance especially in areas that are generally not policed in other communities (i.e., grocery stores). There is a real impact of anti-black racism present and embedded within our society, specifically the Black community. Several stigmas, barriers and larger factors that go into play and affect food security, poverty, and unemployment rates. In addition to this, there is an expressed lack of support/ services to connect to secure and meaningful employment opportunities.

<https://www.toronto.ca/wp-content/uploads/2021/04/950a-CityPlanning-Jane-Finch-Consultation-History-Oct.-2020.pdf>

<https://www.toronto.ca/city-government/planning-development/planning-studies-initiatives/jane-finch-initiative/>

These things can easily be internalized and that can take a toll on those within the community emotionally and mentally. Yet many note that there are several barriers to receiving mental health support services both in the community and outside. Some of the challenges included that those services were/ are often not culturally appropriate, or the financial, time or transportation constraints to access services that may be appropriate but outside the community.



The effect of racism extends to overlooking, misdiagnosing, under-treating, and failing to diagnose mental health (or other health) issues. There is much mistrust in mental health and other care institutions because of existing challenges and barriers that exist. A study showed that Black youth are underrepresented in voluntary, treatment-oriented services, but being overrepresented in forced services (i.e., hospitals). This being said, there is change that must take place.

<https://www.toronto.ca/community-people/get-involved/community/toronto-for-all/anti-black-racism-mental-health/>

<https://www.pathwaystocare.ca/research/barriers-and-facilitators-to-accessing-mental-healthcare-for-black-children-and-youth>

What needs to shift?

- Break the silence (Discuss the reality of challenges)
- Confront stigma
- Ensuring fair and timely access to health care that is culturally appropriate

IMPORTANCE OF BLACK HEALTH & WELL-BEING

WHY WE NEED TO IMPROVE BLACK HEALTH & WELL-BEING



18%

Black Canadians represent 2.9% of the overall Canadian population, but represent 18% of Canadians living in poverty in Canada. (Statistics Canada, 2009)



60%

People of Caribbean, East, West African origin in Ontario have 60% increased risk of psychosis. (Anderson, Cheng, Susser, McKenzie, and Kurdyak, 2015)



43%

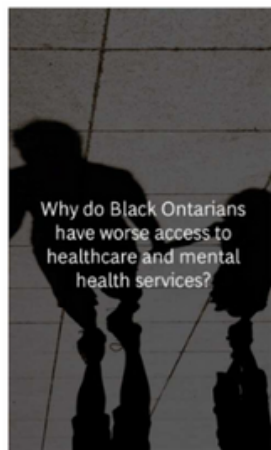
Black women are 43% more likely to die from breast cancer than White women. (Marc Hurtbert, PhD, Chief Mission Officer, Breast Cancer Research Foundation)



76%

A 2012 report by the Wellesley Institute found Black immigrants in Canada were 76% more likely to assess themselves as "unhealthy" than other racialized groups.

<https://blackhealthalliance.ca/>



Bias drives worse treatment vs. other races



Black Canadian women under-screened for cervical and breast cancer

Less comfort seeking care due to racism



15 pp less likely for Black youth to seek out sexual health info in Toronto

Jobs worked inhibit ability to access care



2x the rate of "working poor" compared to the White population

Nearby healthcare providers are less equipped



6% of hospital donations in Toronto go to hospitals in neighborhoods with >10% Black pop.

Traditional care lacks cultural relevance & lack of practitioners who offer culturally-relevant care



2.3% of Ontario MDs are Black vs. 4.7% of Ontario's population

<https://www.bcg.com/en-ca/publications/2020/reality-of-anti-black-racism-in-canada>



**TORONTO BLACK
MENTAL HEALTH
RESOURCES**

TORONTO BLACK MENTAL HEALTH RESOURCES

Below are several valuable resources (many being grassroots organizations) that work directly within the Jane Finch Community, and target and support several needs of the community.

AGENCY NAME	CONTACT (WEBSITE + PHONE #)	DESCRIPTION OF SERVICES
Across Boundaries	http://www.acrossboundaries.ca/ 416-787-3007, ext. 222	<ul style="list-style-type: none"> • "Across Boundaries provides a dynamic range of mental health support and services and works within Anti-Racism/Anti-Black racism and Anti-Oppression frameworks."
Access Point	http://theaccesspoint.ca/ 416-640-1934	<ul style="list-style-type: none"> • The Toronto Mental Health and Addictions Access Point, referred to as The Access Point, is a centralized point where you can apply for individual mental health and addictions support services and supportive housing.
Access Alliance	https://accessalliance.ca/ Downtown - 416-324-8677 Danforth - 416-693-8677 Jane - 416-760-8677	<ul style="list-style-type: none"> • Access Alliance provides services and addresses system inequities to improve health outcomes for the most vulnerable immigrants, refugees, and their communities
Black Creek Community Health Centre	https://www.bcchc.com/ 416-249-8000 416-246-2388	<ul style="list-style-type: none"> • A non-profit community-based organization that provides health care services and programs geared to vulnerable populations living in Toronto's Northwest communities.

TORONTO BLACK MENTAL HEALTH RESOURCES

AGENCY NAME	CONTACT (WEBSITE + PHONE #)	DESCRIPTION OF SERVICES
Better Help	https://www.betterhelp.com/	<ul style="list-style-type: none"> Professional therapy platform available worldwide, any time, anywhere, completely online
Caribbean African Canadian Social Services	https://cafcan.org/ 416-740-1056	<ul style="list-style-type: none"> Provides culturally appropriate social services that enrich the lives of the African, Caribbean and Diaspora (ACD) communities in the Greater Toronto Area.
CAMH SAPACCY (Substance Use Program for African Canadian Caribbean Youth)	https://www.camh.ca/en/your%20care/programs-and-services/substance%20use-program-for-african-canadian%20caribbean-youth 416 979-6815	<ul style="list-style-type: none"> Provides services to African and Caribbean Canadian youth and their families. Focuses on substance use and mental health concerns. They support in accessing resources to assist youth and their families/caregivers in reducing harm, moving toward recovery, and making the best choices for themselves and their family.
East Metro Youth Services	http://emys.on.ca/ 416-438-3697	<ul style="list-style-type: none"> Works to identify and develop solutions to important issues affecting the child and youth mental health sector. We work with a diverse range of partners and funders across the City of Toronto to ensure access to community-based services is timely, barrier-free, and efficient.

TORONTO BLACK MENTAL HEALTH RESOURCES

AGENCY NAME	CONTACT (WEBSITE + PHONE #)	DESCRIPTION OF SERVICES
Flemingdon Heights CHC	https://www.fhc-chc.com/ 416-640-5298 OR 416-429-4991	<p>Provides a range of health-related services based on the social determinants of health and community engagement models.</p>
Family Services Toronto	https://familyservicetoronto.org/ 416-595-9618	<ul style="list-style-type: none"> • Works with individuals and families in Toronto, destabilized by precarious socio-economic circumstances and/or mental health. Programs includes counselling, peer support and education; knowledge building and exchanging activities; social action, advocacy, community building and working with partners to strengthen the sector.
Naseeha	https://naseeha.org/how-we-help/ Helpline: 1-866-627-3342	<ul style="list-style-type: none"> • Provides tools needed to address mental health. Provides confidential helpline for youth, which provides immediate, anonymous, and confidential support over the phone. They also have educational programs, to raise awareness of the stigma around mental health.
RITES for Black and African Canadian Youth	https://ctys.org/program/groups/rites-for-african-canadian-youth/ 416-924-2100	<ul style="list-style-type: none"> • A culturally specific, identity development initiative that supports the empowerment of Black and African Canadian youth. Participants have access to a range of coordinated mental health clinical and program support and resources.

TORONTO BLACK MENTAL HEALTH RESOURCES

AGENCY NAME	CONTACT (WEBSITE + PHONE #)	DESCRIPTION OF SERVICES
Regent Park CHC	http://www.regentparkchc.org/ 416-364-2261	Works to improve the health and wellbeing of the people who live here and the community. They focus on building the health of this dynamic community.
Sinai Health System: Assertive Community Treatment Team	https://www.mountsinai.on.ca/care/psych/patient-programs/assertive-community-treatment-team-actt/assertive-community-treatment-team-actt 416-586-9900	<ul style="list-style-type: none"> The program is committed to providing culturally sensitive mental health services for severely mentally ill people with various ethno-specific backgrounds.
Sherbourne Health	https://sherbourne.on.ca/primary-family-health-care/newcomer-health/ 416-324-4180	<ul style="list-style-type: none"> Sherbourne provides family health care, counselling, health education and supportive services to New Canadians (resident for 10 years or less)
SkyLark Youth	www.skylarkyouth.org info@skylarkyouth.org 416-482-0081 Press 6	<ul style="list-style-type: none"> Free individual and family counselling and support for those living in Toronto
Stella's Place	https://stellasplace.ca/ 416-461-2345	<ul style="list-style-type: none"> The place for young adults in Toronto, experiencing mental health challenges. Includes peer supports, clinical, online, employment, wellness, and recovery services as well as opportunities to explore your creative self through studio programs.

TORONTO BLACK MENTAL HEALTH RESOURCES

AGENCY NAME	CONTACT (WEBSITE + PHONE #)	DESCRIPTION OF SERVICES
TAIBU	http://taibuchc.ca/en/ 416-644-3536	<ul style="list-style-type: none"> • TAIBU Serves the Black community across the GTA as its priority population.
Tropicana	http://tropicanacommunity.org/ 416-439-9009	<ul style="list-style-type: none"> • A Toronto-based multi service organization that serves all youth, newcomers, people of Black and Caribbean heritage. They provide culturally appropriate programs such as counselling, childcare, educational and employment services, and youth development.
UNISON	http://unisonhcs.org/ Bathurst-Finch site - 647-436-0385 Jane-Trethewey site - 416-645-7575 Keele-Rogers site - 416-653-5400 Lawrence-Heights site - 416-787-1661	<ul style="list-style-type: none"> • Unison Health and Community Services provides programs and services to people of all ages, cultures, and backgrounds. Our services are free, confidential and non-judgemental.
Women's Health in Women's Hands	https://www.whiwh.com/ 416-593-7655	<ul style="list-style-type: none"> • Women's Health in Women's Hands counselling services employs a woman-centred approach to provide short-term counselling, group sessions and workshops to women from our priority populations.

HELP LINES



Additional Resources

211 Ontario

Website: <https://211ontario.ca/211>

- For those seeking information and services to deal with life's challenges

Connex

Website: <https://www.connexontario.ca/>

Ph: 1-866-531-2600

- Provides free and confidential health services information for people experiencing problems with alcohol and drugs, mental illness and/or gambling.

Good2Talk

Website: <https://good2talk.ca/>

Ph: 1-866-925-5454, 24 hrs/7 day

- Anonymous helpline for post-secondary students

KidsHelp Phone

Ph: 1-800-668-6868

- 24/7, national support service

LGBT Youth-line

Website: <https://www.youthline.ca/>

Ph: 1-800-268-9688

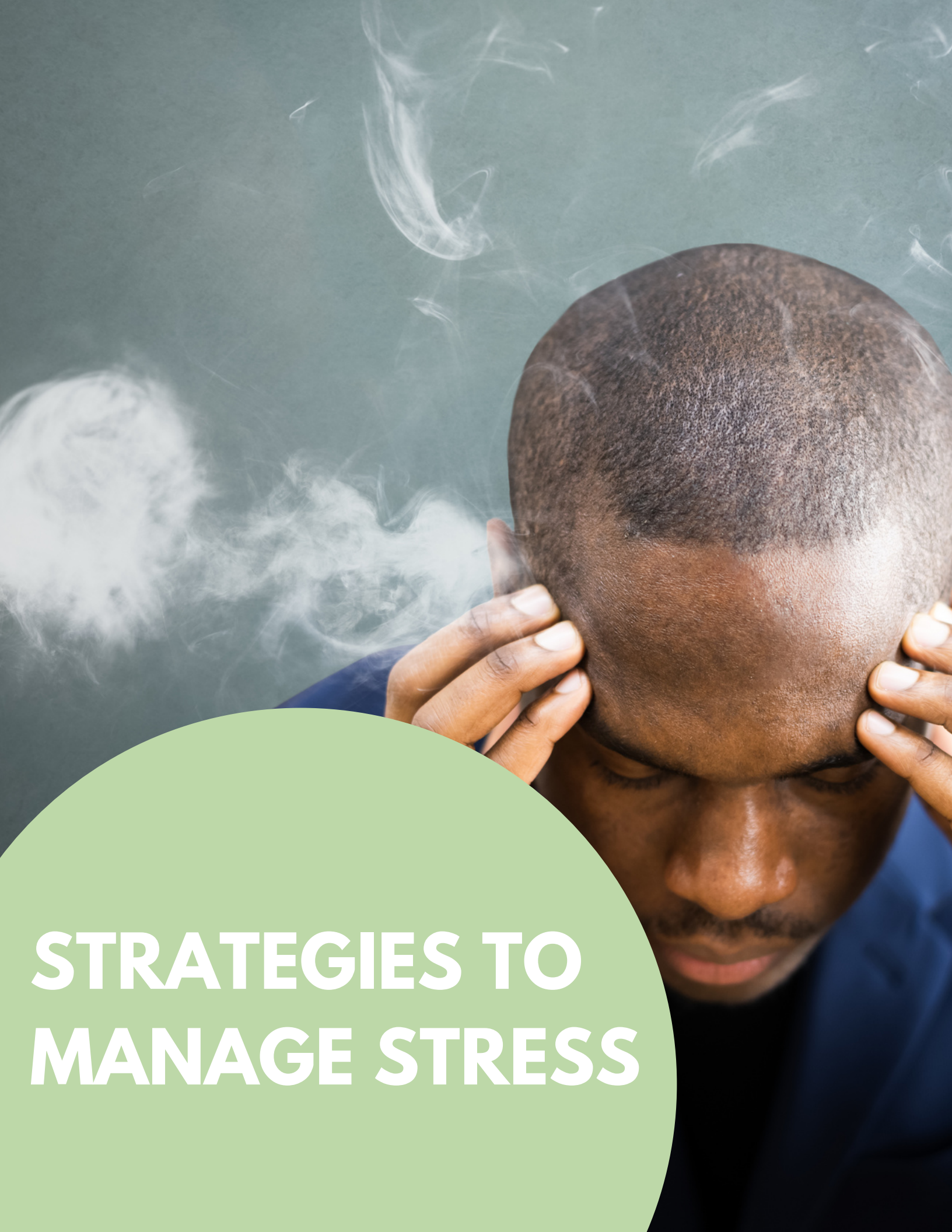
- Youth Line offers confidential and non-judgemental peer support through our telephone, text, and chat services

Toronto Distress Centre

Website: <https://www.torontodistresscentre.com/408-help-line>

Ph: 416-408-4357(HELP) / Text: 45645

- Provides telephone support to individuals in the community who are at risk and their most vulnerable.



**STRATEGIES TO
MANAGE STRESS**

STRATEGIES TO MANAGE STRESS



CLEAR YOUR SPACES

Sometimes messy rooms/spaces can make us feel more anxious. Start with one thing at a time, and take the time to care for your environment



COLOUR/JOURNAL

Take a time to pause from whatever is making you anxious.

You can search on Google "free colouring pages" to get access to a number of free downloadable pages!



WATCH A MOVIE/TV

Watching a movie or TV series can be another way to take a break from the thing that may be stressing you.



READ A BOOK

Books are a great way to unwind and relax. Check out your local library!

You can also join a book club! Check out your local library to see different clubs offered.



TRY A NEW HOBBY

This can be a good way to get your mind off of what is stressing you and put your energy into something useful. There are so many different things you can try out - from calligraphy, to painting, to cooking, to learning a new instrument or language.

STRATEGIES TO MANAGE STRESS



LISTEN TO MUSIC

Plug into some of your favourite songs; or listen to calming playlists (can be found on all streaming platforms, including Spotify, Youtube and Apple Music).



LISTEN TO A PODCAST

There are also a number of good podcast to listen to! Some suggestions include:

- "In Your Feelings" by Thought Catalogue
- "On Purpose" by Jay Shetty
- "The Good Life" by Stevie and Sazan



TAKE TIME TO UNPLUG

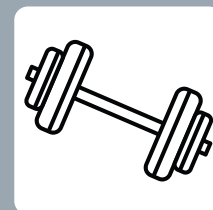
Take a moment to unplug, and set boundaries for yourself. Take some time off technology



SLEEP

Ensure you are getting sleep every night. This is huge to have energy to go through your day.

Teenagers should get 7-10 hours of sleep, and adults approximately 8 hours.

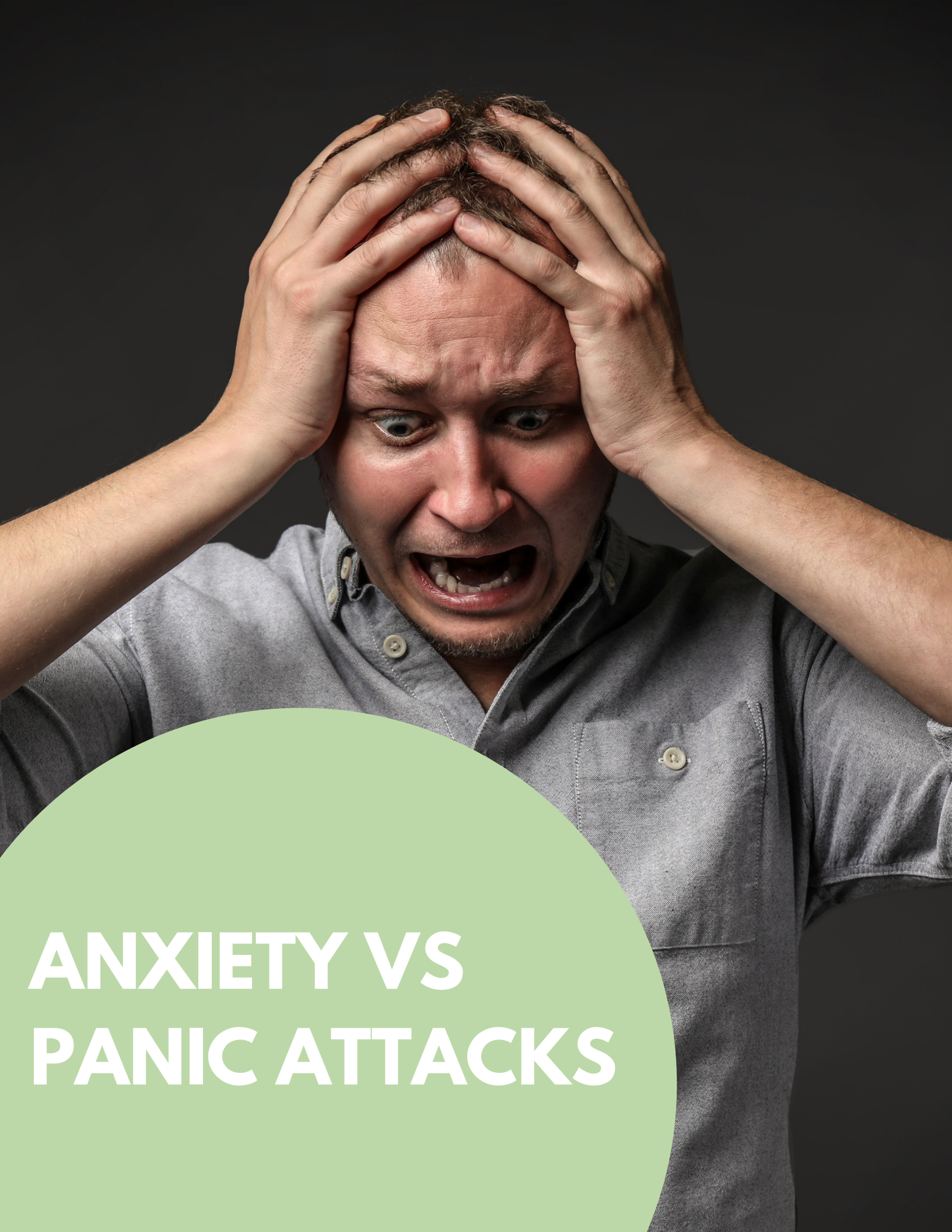


EXERCISE

Incorporate some healthy exercise into your schedule!

You can:

- search up some workouts on Youtube.
- Join a local sports team
- Look into drop in sports program
Go for a walk!



ANXIETY VS PANIC ATTACKS



Anxiety and panic attacks

What is the Difference:

An anxiety attack occurs when worry and stress build-up, causing the feeling of anxiety. Generally, the anxiety builds up over time leading into the attack and will take time after the attack to absolve which can take a while. With an anxiety attack you can typically determine what caused it, connecting it to a specific trigger.

A Panic Attack is a feeling of intense fear and dread. It typically occurs suddenly and can be harder to determine the exact cause due to how quickly it comes on. With a panic attack it may feel like the world around you is not quite right, as if you are wearing distorting glasses. Panic attacks tend to be shorter, typically lasting up to 10 minutes and are common to feel exhausted, overwhelmed, uncomfortable or in pain after.

Symptoms/ warning signs:

- Tightness or pain in the chest
- Increased heart rate
- Shortness of breath
- Muscle pain or tightness
- Disassociating





Anxiety and Panic attacks Cont.

Tips and Tricks

The 5 sense technique: 5 things you can see, 4 things you can hear 3 things you can touch, 2 things you can smell, 1 thing you can taste

Controlled Breathing: Take a deep breath in (ex. 4 seconds) hold it (ex. 7 seconds) and slowly breathe out (ex. 8 seconds)

Helping someone else:

If they know what helps them follow that, if they are uncertain or cannot communicate it try to guide them through a method. An example of this could be to model the breathing or count out the seconds while providing other comfort. Remember if you are trying to help someone through a panic attack to follow their needs and boundaries. Some people may need space while others may prefer more support.

References:

Anirum, S., & Gora, S. (2021, December 2). Anxiety Attacks vs. Panic Attacks. Verywell Mind. <https://www.verywellmind.com/anxiety-attacks-versus-panic-attacks-2584596>

Better Help, & Boring-Bray W. (2018, September 24). What is The Difference Between Anxiety Attack Vs. Panic Attack? | BetterHelp. Betterhelp.com

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USEFUL MENTAL HEALTH APPS

CALM- Includes guided meditations, sleep stories, breathing programs, stretching exercises, and relaxing music (Available on Google Play or Apple App Store)

HAPPIFY- Games, suggestions and attitude prompts to uplift mood in a mood training program (Available on Google Play or Apple App Store)

WHAT'S UP- A cognitive behavioural therapy (CBT) app to cope with depression, anxiety, and stress (Available on Google Play or Apple App Store)

LIBERATE- Meditation app made for BIPOC (Available on Google Play or Apple App Store)

MOODTOOLS- Includes videos and methods to cope with clinical depression and suicide prevention using CBT (Available on Google Play or Apple App Store)

MINDSHIFT CBT- An app that helps teens cope with anxiety (Available on Google Play or Apple App Store)





POLICING & COMMUNITY

HIGHLIGHTING POLICING ISSUES & RELEVANCY TO THE COMMUNITY

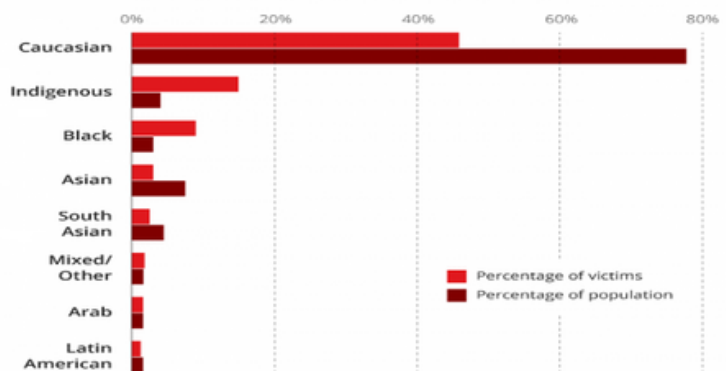


With almost a year and a half into the pandemic, there have been several highlighted issues within society. Policing and police brutality is one of those topics. Specifically, there has been unrest regarding the number of deaths from police brutality of marginalized peoples in both Canada and the US. We as human beings are very complex, and we live in a society that is so complex, that many people interact with institutions in different ways, and we do not have the same experiences. There are real factors that go into play that affect peoples' lives; real larger systems that exist in society. Our attention over these past couple of months has been on the unrest in states, but the issue is not just something that exists across our border, but within our nation as well. The injustice needs addressing, something that is long overdue.

The current policing system and fatality cases have shown significant data that is showcasing the effects of this system. Even though there is a lower population of marginalized peoples in comparison to Caucasian, there is an overrepresentation of victims- specifically Black and Indigenous peoples (Fig.1). Whether this is something happening intentionally or unconsciously it needs to be addressed and the necessary systems held accountable.

The number of issues that have been brought to the forefront begs the question, who is being protected and who is being over-surveilled? Does police presence make all Canadians feel safer? This is a complex question, especially regarding the fact that different people have different interactions and experiences with police. This being said, it should never be assumed that having police presence is enough to make everyone feel safe.

**Race and ethnicity:
Victims vs. population, Canada
2000-2017**



Note: Population based on annualized figure over a 17-year period. Race/ethnicity could not be confirmed in 22% of cases.

cbcnews

Figure 1: Race and Ethnicity: Victims vs population

HIGHLIGHTING POLICING ISSUES & RELEVANCY TO THE COMMUNITY



Noting that there is no official government database available to the public showcasing the deaths of people in police encounters, which led to CBC developing one. The main findings that immediately were noted include:

1. Cases of police brutality have increased within the past 20 years. From 2000–2017 there have been 461 fatal encounters with police, a number that is rising.
2. There is an overrepresentation of Black and Indigenous in the fatality cases, especially in comparison to population. To put this into perspective: 37% of Black people were involved in fatality cases, even though they make up roughly 8% of the population in Toronto.
3. There is also an overrepresentation of mental health and/or substance abuse in fatality cases.

The system is not effectively serving the needs of all people, specifically marginalized populations. The alarming rate of growing cases needs to be met with the same urgency to hold actions accountable and address the present issues.

Another Figure to Consider: A survey done by the Ontario Human Rights Commission (OHRC) asked respondents if they have ever experienced racial profiling. Racial profiling is defined by the OHRC as: “[A]ny action undertaken for reasons of safety, security or public protection that relies on stereotypes about race, colour, ethnicity, ancestry, religion, or place of origin rather than on reasonable suspicion, to single out an individual for greater scrutiny or different treatment.” The results of the survey show that 4 in every 10 respondents have experienced this.



Compared to non-racialized Ontarians, Black Ontarians are more likely to ...

- ... be stopped, questioned and searched by police → 3-4x more likely to be street checked / profiled
- ... be arrested and charged when stopped → Arrested 4x more than expected for drug-related crimes in Ontario
- ... be held after arrest or in pre-trial detention → 2x more likely to be held overnight for drug possession vs. White suspects
- ... be victims of police shootings and force → 20x more likely to be shot dead by police in Toronto than White residents
- ... have a community homicide go unsolved → Almost half as likely to have a homicide cleared by police in Toronto

Figure 2: How are black Ontarians subject to bias in policing

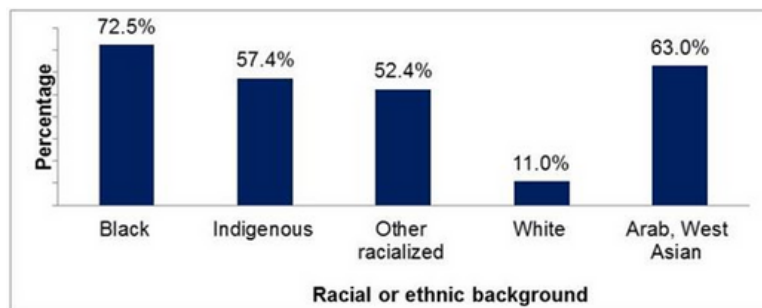


Figure 3: Racial profiling in Ontario

The Ontario Human Rights Commission did an inquiry into the connection and interactions between the racial profiling and discrimination experienced specifically between Black people and the police system. It was seen that Black people are undeniably likelier to be arrested, charged (or overcharged), shot or killed by the police.

HIGHLIGHTING POLICING ISSUES & RELEVANCY TO THE COMMUNITY



Connection to Jane/Finch

This issue with police readily affects lives daily, a struggle also presents within the borders of Jane Finch. Over the course of recent years, we see several negative interactions between community members and police, and specifically over surveillance of the area. Think about this: Regarding crime-related news coverage, the downtown area experiences roughly 11% of coverage, in comparison to 33% of the Jane-Finch community. *This speaks volumes about the image many have regarding the Jane Finch community.

Consider these two images by Jane and Finch Action Against Poverty (JFAAP), which is a grassroots organization made up of community residents, activists and organizations that advocates for the community, and focuses towards eliminating poverty.

Some noteworthy examples of Police interaction within Jane Finch:

Carding

- An article published in 2014 noted that when the carding policy was revised and adapted that there needs to be valid safety reasons for stopping someone, this was being ignored by police within the Jane Finch community. Two thirds of people within the community report an encounter of being stopped and carded by police without a valid reason. Even though there was this policy change, the community did not necessarily feel any different immediately following this action. Although this article is now a couple years old, it signifies the experiences many within the community have had with police and specifically the over-surveilling even though not causing any trouble.

What's the problem?

Police don't "save and protect" Black, racialized and poor people. Policing criminalizes vulnerable groups while protecting the rich and carrying out racist, white supremacist policies and practices. Policing simply persecutes and alienates individuals from their communities, thereby failing to address the social causes of crime and destroying an individual's ability to rehabilitate within their community.

Furthermore, BIPOC are more likely to be targeted by policing practices. In Toronto, Black people are 20x more likely to be fatally shot by police than their white counterparts and make up 32% of all criminal charges in Canada despite making up only 10% of the population.

To create safer communities, we should be increasing community supports and alleviating poverty - not increasing surveillance & police presence.



How will this affect the Jane Finch community?

The Jane Finch community is largely composed of racialized folks and it is known that police presence doesn't make members of our community feel safe and often produces harmful interactions.

The Jane Finch area is already one of the most policed regions of Toronto and this increase in funding for surveillance and police officers will only increase threats to safety and fear posed by policing while failing to address the social causes of crime.

Jane Finch does not need more policing. Increased surveillance and law enforcement will only harm and threaten the safety of our community.



HIGHLIGHTING POLICING ISSUES & RELEVANCY TO THE COMMUNITY



Surveillance: CCTV Cameras

- Based on an article published in early 2020, there have been plans by police to install CCTV cameras in the Jane Finch area. Signs would be posted in all the public areas that are recorded and footage would only be used to identify suspects/ get evidence in courts and are not monitored in real time. Yet, there are mixed emotions regarding this decision, because of the underlying assumptions and suspicions that these areas need to be watched to create safer communities. A number of community members were not consulted on this as they said they would be, and thus there are concerns on how privacy will be ensured. It is hard to say that one is supporting the community without consulting and working with them and including their voices.

Next steps?

Some have suggested and one solution trying to be brought up is community policing.

The idea behind this is:

- Shift in focus from the traditional policing, focusing entirely on community needs and trust than crime control

Three main parts:

1. Developing and expanding on community partnerships (with government agencies, businesses, community members, media, non for profits)
2. Engaging in problem solving (analyzing all sides of an issue, evaluating the success of the response).

1. Implementing community policing organizational features (encouraging accountability for decision makers, building relationships with community members, ensuring ideals embedded in all policing process including hiring and evaluations)

Yet many are not in agreement to community policing. Many say that issue with this is that community policing makes it seem like the solution to the structural issues lie upon police developing partnerships, and disregards that the issues have worsened through policing.

Relying on community policing alone is not enough to see a difference in our police system. There is a difference between targeting root issues (effects of poverty, racism, individualizing issues etc) vs immediate band aid solutions. It is important to be aware of the ways that injustices in society creep up in personal struggles, like how racism and stereotypes play a role in how marginalized peoples are treated by police systems.

Defund the Police?

Defunding the Police is a high topic right now. Below are some resources to learn more about this.
<https://research2reality.com/science-society/not-another-black-life-protests-defunding-police-black-lives-matter/>
<https://www.macleans.ca/news/canada/desmond-cole-canada-insists-on-being-surprised-by-its-own-racism/>
<https://surjtoronto.com/discussions-on-abolition>

USEFUL SUPPORTS

1. **Black Lives Matter Canada**

<https://www.blacklivesmatter.ca/>

2. **Black Legal Action Centre**

<https://www.blacklegalactioncentre.ca/>

3. **Federation of Black Canadians** →

https://fbcfcn.nationbuilder.com/general_donation

4. **Showing Up for Racial Justice (SURJ) Toronto**

<https://surjtoronto.com/defund/>

5. **Zero Gun Violence Movement** → <http://zerogunviolence-movement.com/>





ANTI -RACISM & EMPLOYMENT

THE BARRIERS & STRATEGIES TO OVERCOME



Jane Finch disproportionately faces several issues, many of which (if not all) are not at all the fault of the community, but rather the larger structural issues embedded within society. A survey from 2019 noted that half of Canadian respondents think that discrimination against Black people no longer exists, although 83% of Black people state being treated unfairly at some point in their lives.

Not only this but members of the community often attest to the effects of address discrimination. The reality is that there are companies and employers that carry negative stereotypes and biases regarding the Jane Finch area and limiting the amount of people hired from the community <https://www.jstor.org/stable/26929894>

A Further snapshot into the issue: Stats retrieved from - The Pervasive Reality of Anti-Black Racism in Canada

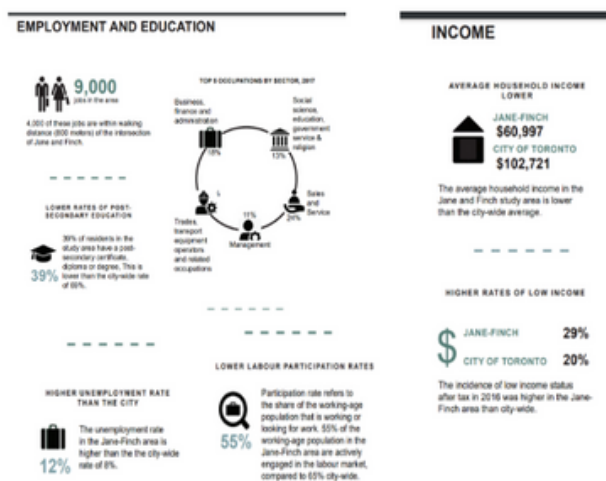


Figure 1: Employment and Education

These images give insight into the situation in Canada, something many do not admit to, especially when making comparisons to the States. The stats above indicate some of the disparities in employment, education, and income among the residents of Jane Finch and the rest of the city of Toronto. The disparities are indications of the larger barriers, biases and systemic racism that exists.

- “Black students are four times likelier to be expelled from a Toronto high school than White students”
- “Black workers are twice as likely as Asian workers and four times more than White workers to report racial discrimination at workplaces in Canada”
- “Black university graduates earn only 80 cents for every dollar earned by White university graduates – despite having the same credentials”
- “In Toronto, the dropout rate for Black students is 23%, compared to 12% for White students.”
- “Only 3% of those labelled “gifted” in Toronto schools are Black, despite Black students making up 12% of the population”
- “Black students are 2.5 times more likely than White students to be streamed into non-academic “applied” programs in Toronto – in turn affecting everything from graduation rates to post-secondary prospects”

THE BARRIERS & STRATEGIES TO OVERCOME



When these things are considered, the thought regarding the lack of discrimination is hard to be true. The disparities and challenges experienced by racialized communities are undeniably commonly experienced. These are things that many must overcome and face during their lives, to receive necessities (employment) something based entirely off their race and stereotypes attached to that.

The two questions posed in the images above (“Why are Black Canadians at a disadvantage in the job hiring process? & Why do Black Canadians have notably lower levels of career progression?”) are something that should be of alarm. It should be even more of an alarm when there is no real answer to this question, other than the presence of systemic racism. Employment is a necessity that all should and need access to, and not just any employment but safe and good employment.

The stereotypes and discrimination can be easily internalized, which was alluded to in the second image with reference to code-switching and the feeling to ‘adjust their behaviour’. When this is the case, it seemingly shows the lack of a safe, diverse environment—an environment everyone has a right to experience especially as they work.



Compared to non-racialized job seekers, Black job seekers are...

- ...less able to obtain jobs through personal networks → 30% less likely for Black people to be in the candidate pool via networks
- ...discriminated against on initial resume screens → 3x less likely for Black-sounding resumes to get a callback vs. White-sounding
- ...unlikely to see someone who looks like them doing the hiring in interviews → 11% higher assessment of discrimination in hiring in Canada vs. USA
- ...more likely to be negatively impacted by unnecessary credentialism → 65% of employers will reject qualified Black job-seekers due to credentialism



- Black employees forced to “code switch” to integrate into a non-Black workforce → 53% of Black grads feel the need to adjust their behaviour at work
- Black employees experience racism and microaggressions on the job → 4x the reported microaggressions for Black employees vs. White
- Promotion processes are often laden with hidden biases that harm Black employees → 50% of Black workers report discrimination in promotion processes
- White professionals do not see or acknowledge the obstacles Black professionals face → 16% of White workers say it is harder for Black workers to advance vs. 65% of Black workers
- Low rates of sponsorship, despite being particularly beneficial to Black workers → 5x more likely to say sponsorship is effective than White workers
- Black employees face additional home-life stressors → >2x the rate of Black Canadians living in a lone-parent family

Figure 2: Job advantage between non-racialized job seekers and Black job seekers.

USEFUL EMPLOYMENT RESOURCES

Black Jobs.com: Job opportunities from companies dedicated to diversity hiring

Black Legal Action Centre: Focus on educating and advocating to combat systemic anti-Black racism in Ontario. Provides legal advice related to employment, education, and human rights

Black Mentorship Inc: connecting Black youths, professionals, and entrepreneurs at different stages of personal and professional growth with experienced mentors through a unique mentoring program.

Black Women in Motion works to empower and support Black women and survivors of sexual violence. Employment assistance

By Blacks: An online magazine with job postings and business directory for Black Canadian-owned businesses

CEE Centre For Young Black Professionals Offers training programs and an online job board to address economic and social barriers that affect Black youth

Youth Fellowship leadership development program (specific for Muslim, Black, Tamil, & Filipino Youth)



STRATEGIES TO COMBAT RACISM



STRATEGIES TO COMBAT RACISM

Education	STUDENT READINESS Increase availability of pre-K programs to Black children								
	QUALITY OF EDUCATION Institute a suite of anti-Black racism best practices to reduce outcome gaps, including: <table border="0"> <tr> <td> 1 Hiring Adapt approaches to increase representation of Black teachers to reflect community demographics </td> <td> 2 Training Incorporate latest bias-free approaches into teachers' L&D, including diverse classroom management skills </td> <td> 3 School Policies Revamp current policies and enforcement of punitive discipline, and promote use of preventative strategies </td> <td> 4 Curriculum Take additional steps to increase relevance to Black students and apply an anti-Black racism lens </td> </tr> </table>	1 Hiring Adapt approaches to increase representation of Black teachers to reflect community demographics	2 Training Incorporate latest bias-free approaches into teachers' L&D, including diverse classroom management skills	3 School Policies Revamp current policies and enforcement of punitive discipline, and promote use of preventative strategies	4 Curriculum Take additional steps to increase relevance to Black students and apply an anti-Black racism lens				
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	ACCESSIBLE CANDIDATES: Establish pools / systems to help match hiring with qualified candidates								
Career Progression	EMPLOYERS PRACTICES <table border="0"> <tr> <td> 1 Onboarding Establish specific practices so Black employees are positioned to see a path to success, feel welcomed and prepared </td> <td> 2 Experience Create/enhance Black employee networks (ERGs) using best practices and with leadership commitment </td> <td> 3 Advancement Implement the "Rooney Rule" mandate to interview at least one racialized candidate for open leadership positions </td> <td> 4 Advancement Formalize/strengthen sponsorship program and succession planning to support Black colleagues </td> </tr> <tr> <td> 5 Advancement Connect with "board matching" services to identify qualified Black candidates in board recruitment </td> <td> 6 Processes Tie portion of leadership performance evaluations to progress against individual D&I objectives </td> <td> 7 Processes Conduct review to identify and remove bias in Black employee outcomes, including performance appraisals </td> <td></td> </tr> </table>	1 Onboarding Establish specific practices so Black employees are positioned to see a path to success, feel welcomed and prepared	2 Experience Create/enhance Black employee networks (ERGs) using best practices and with leadership commitment	3 Advancement Implement the "Rooney Rule" mandate to interview at least one racialized candidate for open leadership positions	4 Advancement Formalize/strengthen sponsorship program and succession planning to support Black colleagues	5 Advancement Connect with "board matching" services to identify qualified Black candidates in board recruitment	6 Processes Tie portion of leadership performance evaluations to progress against individual D&I objectives	7 Processes Conduct review to identify and remove bias in Black employee outcomes, including performance appraisals	
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	TRACKING: Report race-based representation data, at all management levels								
Healthcare	PREPAREDNESS Ensure practitioners are better able to provide care tailored to Black Ontarians by instituting best practices early: <table border="0"> <tr> <td> 1 Pipeline Institute a Black Student Application Program at all medical schools to increase Black medical student representation </td> <td> 2 Training Require Black cultural competency training (as a condition of license) for all healthcare and mental health workers </td> </tr> </table>	1 Pipeline Institute a Black Student Application Program at all medical schools to increase Black medical student representation	2 Training Require Black cultural competency training (as a condition of license) for all healthcare and mental health workers						
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Above are some things outlined by Boston Consulting Group (BCG), an organization that works with several businesses and societal leaders. Their focus is to address the existing challenges present within society. These images above target some strategies they put together to reduce systemic racism within areas of society that it is present.

STRATEGIES TO COMBAT RACISM

- 1. Get involved with civic action:** <https://civicaction.ca/>
 - Another useful support is Civic Action. They work together with different partners, agencies, government officials, in both Toronto and Hamilton. The aim is to see meaningful change and collaborate with leaders in society to work towards this. Focus on creating concrete actions to enhance leadership and employment for Black, Indigenous, and racialized peoples.
- 2. Resource guide on Anti-Racism:**
<https://oacas.libguides.com/anti-black-racism/systems>
- 3. PlayBook Created by Black North:**
<https://blacknorth.ca/playbook/>
 - Provides organizations with context on the situation and discrimination that the Black community faces in Canada. It also provides useful supports for organizations to work towards becoming more diverse, equitable and inclusive.
- 4. More Resources on Anti-Black Racism:**
<https://www.blacklegalactioncentre.ca/black-resources/>



**ENTREPRENEURSHIP &
BLACK OWNED
BUSINESSES**

List of Black Owned Successful Canadian Businesses:

(Highlighted businesses are those from within the Jane Finch Community)

Business	Founder	Brief Description	Website
Ellie Bianca Skincare	Evelyne Nyairo	non-GMO, cruelty-free and sustainably sourced luxury skincare line	https://store.elliebianca.com/
Fresh & Famous	Dwayne Wright	Product Brand (Fresh & Famous Deodorizer)	https://www.freshandfamous.com/
Genesis Basketball	Eddie Richardson	Basketball Program for all youth, regardless of social/economic/ educational standing	https://genesisbasketball.net/
Grandslammer\$	Jason Blackwood	Toronto based clothing line	https://www.grandslammers1988.com/#!in-the-streets/c37v
How She Hustles	Emily Mills	Provides support and social networks specifically for women entrepreneurs	https://howshehustles.com/
Jane-Finch.com	Paul Nguyen	Community broadcaster & digital library; the first website for the Jane-Finch community	http://www.jane-finch.com/
NGU Consultants	Charmaine Crooks	Sports marketing management & corporate consulting company	https://www.nguconsultants.com
TNTech Canada	Ricky Neckles	Distributors of paging systems	https://en.wikipedia.org/wiki/Ricky_Neckles
Stashii	Ismail Attitalla	Peer to peer storage marketplace	https://stashii.com/en

EXISTING CHALLENGES FOR BLACK BUSINESSES



Black Businesses face a number of challenges, because of systemic barriers that exist within our society (i.e. systemic racism and discrimination). A report that surveyed Black Canadian entrepreneurs found that 76% said that their race was a factor that made it harder to succeed.

Some Challenges include:

1. Financial discrimination- the fear of being denied loans by banks/financial institutions. A report showed that 19% of Black surveyed respondents stated trusting banks (<https://abacusdata.ca/black-entrepreneurs-canada-inclusive-entrepreneurship/>)
2. Lack of mentorships opportunities that are culturally appropriate
3. Majority of programs providing access to capital and funding do effectively address black communities
4. Many Black entrepreneurs lack social capital and networks to set up businesses for funding successfully

According to this graphic, many Black entrepreneurs are more likely to trust in Black owned businesses to support their businesses, rather than government led institutions, something that speaks volumes.

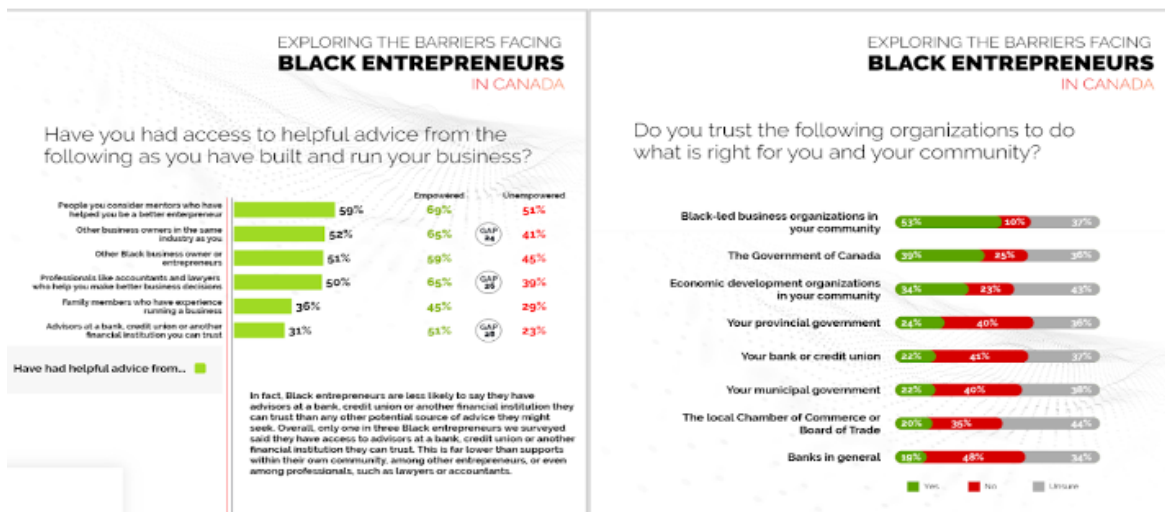


Figure 1: Barriers facing black entrepreneurs in Canada



SUPPORTS FOR STARTING BUSINESSES

RESOURCES FOR STARTING A BUSINESS

Black Business and Professional Association <https://bbpa.org/>

Black Chamber of Commerce Mentor-Mentee match program (Canada-wide): <https://www.blackchamber.ca/programs-services/mentor-mentee-match-program/>

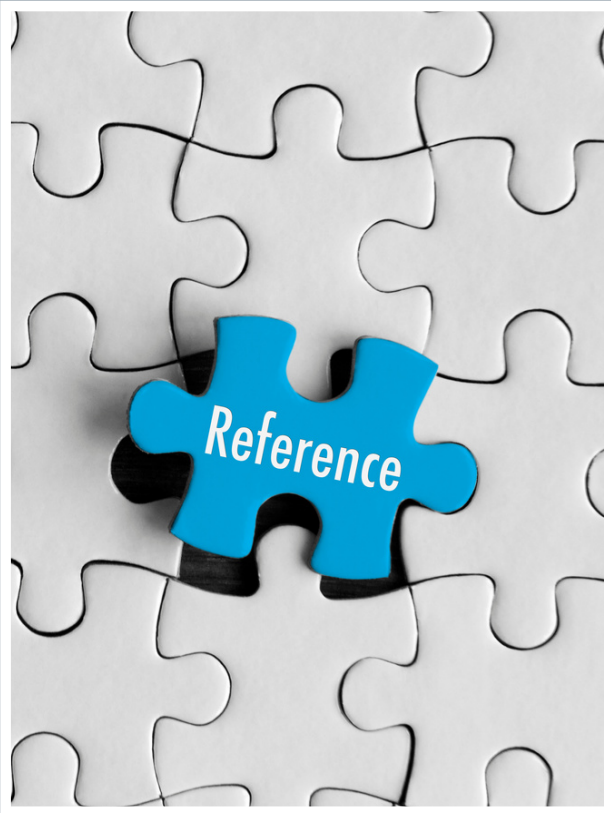
Black Creek West Community Collaborative (Micro credit lending program): <http://www.blackcreekcc.org/about.html>

Black Entrepreneurship Program (BEP): <https://ised-isde.canada.ca/site/black-entrepreneurship-program/en>

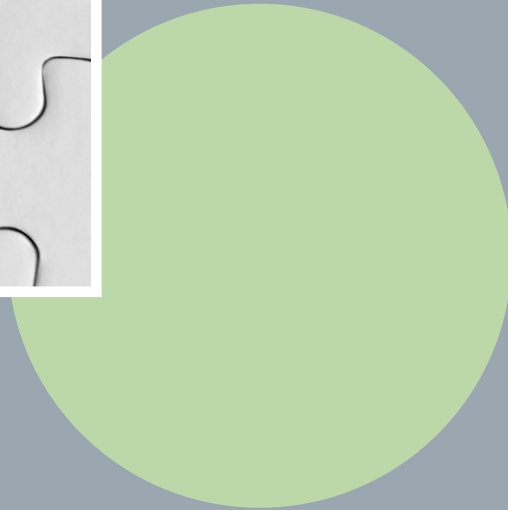
Black Mentorship Incorporated: <https://blackmentorshipinc.ca/>

Black Women in Motion: <https://blackwomeninmotion.org/our-story>

Futurpreneur's Black Entrepreneur Start-up Program (Canada-wide): <https://www.futurpreneur.ca/en/>



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The logo for Canada, featuring the word "Canada" in a black serif font with a small red and white Canadian flag icon above the letter 'a'.



THANK YOU