

## Policy, Research & Evaluation

### / Disaggregated Race Data Collection Framework and Guidelines

to strengthen and standardize race-based data collection, analysis and public reporting of disaggregated data by government and institutions.

### / Anti-Racism Impact Assessment Framework

to proactively anticipate and remove unconscious bias by examining how different Indigenous and racialized groups could be affected by programs and policies by government and institutions.

## Sustainability & Accountability

### / Anti-Racism Legislation

to facilitate the government's ongoing commitment to anti-racism with a proposed legislation, which would, if passed, give the government authority to mandate organizations' use of race-related data collection standards and an anti-racism impact assessment framework.

The proposed legislation would also provide for anti-racism initiatives, measurable targets, public reporting and community consultation, through renewable multi-year strategic plans.

### / Publicly Report on Progress

to show ongoing results of *A Better Way Forward* and share lessons learned.

## Public Education & Awareness

### / Targeted Public Education & Awareness

to deepen the public's understanding of the many forms of racism, including a focus on anti-Black racism, anti-Indigenous racism, antisemitism, Islamophobia and other forms of racism against racialized groups such as Sikhs.

As part of this work, community organizations will be engaged to better understand the causes and impact of Islamophobia, develop public education for students and explore collection and publication of reported incidents of Islamophobia.

## Community Collaboration

### / Minister's Anti-Racism Consultation Group

to facilitate ongoing dialogue with community partners and business representatives with anti-racism and sector-specific expertise as well as lived experience, to support the implementation of the plan.

### / Anti-Racism Conference

to bring together researchers, community partners, experts and policy makers to exchange knowledge and assess the government's anti-racism tools, strategies and frameworks.

## Population-Specific Anti-Racism Initiatives

Tackling racism on the whole is essential, but we cannot have a one-size fits-all approach. It is essential to address the disproportional disparities facing certain communities.

### / Anti-Black Racism Strategy

to address anti-Black racism in particular sectors, such as child welfare, education and justice, by leveraging partner ministry initiatives and setting measurable targets that will be publicly reported.

### / Indigenous-Focused Anti-Racism Strategy

to be developed in collaboration with Indigenous partners to target systemic racism experienced by Indigenous people, demonstrating the government's commitment to reconciliation.

### / Ontario Public Service (OPS) Anti-Racism Strategy

to increase employee awareness and sensitivity to systemic racism, and develop and implement tools, tactics and targets to combat racism in the OPS.



**A BETTER WAY FORWARD: ONTARIO'S 3-YEAR ANTI-RACISM STRATEGIC PLAN** targets systemic racism in government policies, decisions and programs so that everyone can fulfill their unique potential and fully participate in society.

Systemic racism — including anti-Black racism, anti-Indigenous racism, Islamophobia and racisms experienced by other racialized communities — is deeply entrenched into our day-to-day lives and the institutions we rely on for critical public services. It creates a further gap between the privileged and the disadvantaged. This is not acceptable, and we need to change the way we do things and break down barriers to advance racial equity.

# A BETTER WAY FORWARD

## Ontario's 3-Year Anti-Racism Strategic Plan

A BETTER WAY FORWARD: ONTARIO'S 3-YEAR ANTI-RACISM STRATEGIC PLAN will be led by Ontario's Anti-Racism Directorate. For more information, visit:

[ontario.ca/antiracism](http://ontario.ca/antiracism)



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