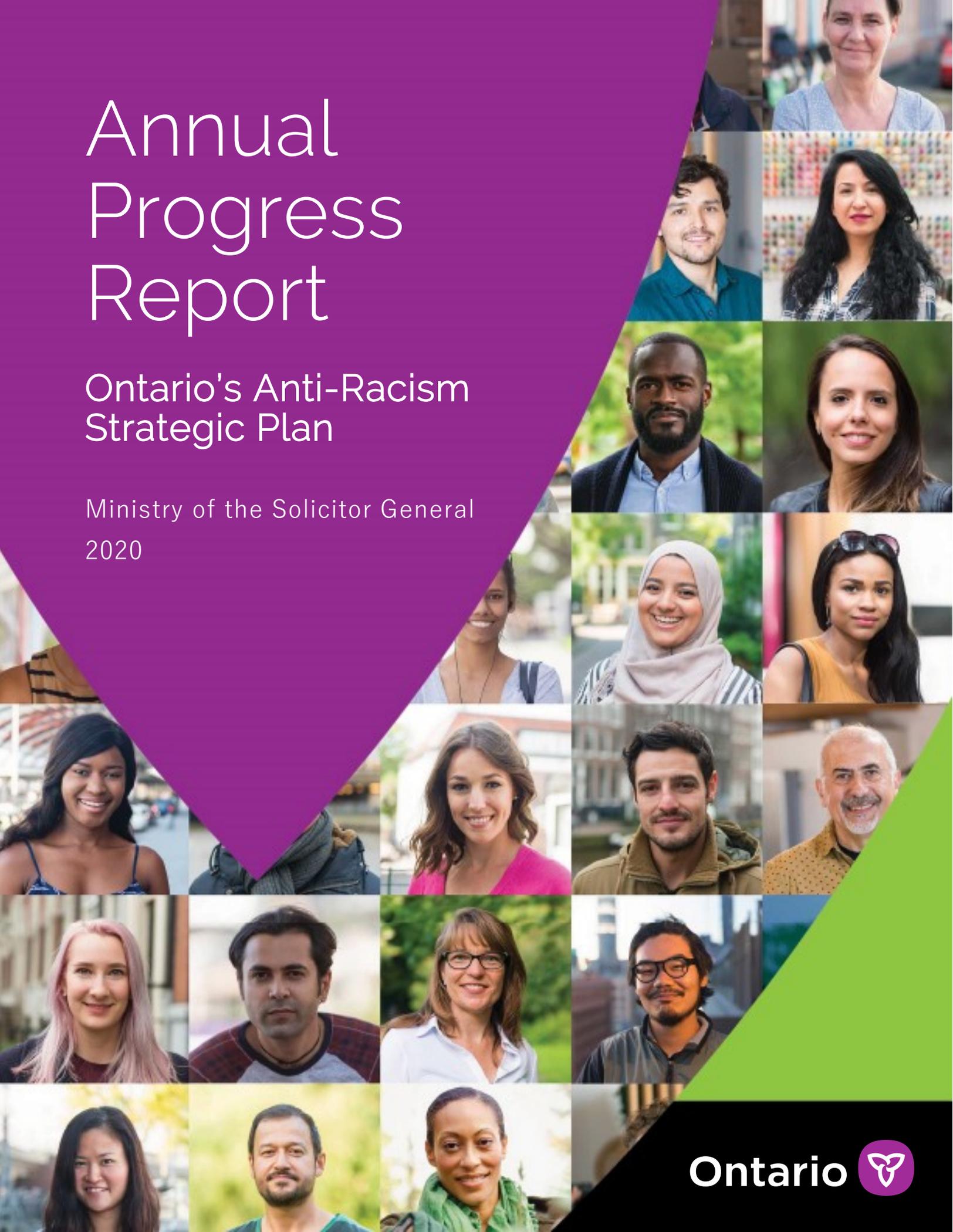


Annual Progress Report

Ontario's Anti-Racism Strategic Plan

Ministry of the Solicitor General
2020



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Message from the Minister responsible for anti-racism



Ontario's strength and the well-being and growth of our communities depend on our ability to work together to set a new and better course today and for future generations. Systemic racism prevents many racialized people from fully participating in Ontario communities and denies equity – in terms of rights, freedoms, respect – and opportunity.

Racism hurts everyone. The damage caused by racism can be physical, mental and spiritual, and there are always economic costs.

As we reflect on the progress made under Ontario's Anti-Racism Strategic Plan, it is important to acknowledge the vital role our community partners play in supporting a comprehensive provincial approach to finding effective solutions in the fight against racism and hate.

The fight for a better Ontario that lives up to its promise requires partnership and grassroots leadership. Our government is committed to continuing to work collaboratively with Indigenous and community partners to eliminate systemic racism and advance equity for all Ontarians.

To our valued partners – from those in organizations and communities across Ontario, to those in government and in Indigenous communities – thank you for your continued efforts in helping to make our province a more fair, more just place for everyone.

Together, we have made progress. We know there is more work to do, and our government is determined to build a province where young Ontarians can grow up free from racism, hate and discrimination that has hurt our province for too long.

Thank you.

A handwritten signature in black ink, appearing to read 'Sylvia Jones', written in a cursive style.

Sylvia Jones

Solicitor General and Minister Responsible for Anti-Racism

Message from the Deputy Solicitor General



I am an Indigenous woman, a mother of Black children, a leader in the OPS and an ally to Black communities. Recent local and global acts of racism and hateful violence, against the inequities exposed by the backdrop of the COVID-19 pandemic serve as grim reminders of the pressing need for real change.

I know that to create change and to heal, we must act.

We all have a role to play in ending racism. And our province is leading the charge to drive real change in Ontario.

Through the Anti-Racism Directorate (ARD) – the first of its kind across the country – there is a team dedicated to providing expert advice on how to eliminate racism in government policymaking, program design and delivery. With the support of the ARD and leveraging ministries' mandates, this province is committed to advancing a more inclusive and responsive Ontario Government, to ensure all people are served equitably, with a plan that is grounded in evidence and research. The Directorate leads collaborative work across government and meets with communities to co-design and deliver strategic anti-racism and anti-hate initiatives. This report tells a story of the depth and breadth of the collective progress we have made.

Ultimately, changing policy and practices is about people. Through the ARD's collaborative leadership, the important actions taken across the education, justice and child welfare sectors affect all Ontarians in their daily lives, through school, work and the community.

Knowing we have more to do, it is with hope and inspiration I thank our partners across government and Ontario for their commitment to the work we have done, and to the work ahead of us.

In friendship,

A handwritten signature in cursive script that reads "Deborah Richardson".

Deborah Richardson

Deputy Solicitor General – Corrections | Responsible for the Anti-Racism Directorate

Executive summary

This report reflects progress made towards delivering on the objectives outlined in Ontario's [Anti-Racism Strategic Plan](#).

In collaboration with Black, Indigenous and racialized communities, ministry partners, and public sector organizations, and through the leadership of the Anti-Racism Directorate, we have:

Built a foundation, to deliver a plan of action

Advancing racial equity and enabling real, lasting change requires a solid policy, research and accountability framework through which to examine government policy, legislation, programs and services. To that end, the *Anti-Racism Act, 2017* (“Anti-Racism Act”) was passed, and an [Anti-Racism Strategic Plan](#) (Plan) was released. The Anti-Racism Act requires Ontario's [Anti-Racism Directorate](#) (ARD) to assist the Minister Responsible for Anti-Racism in carrying out the Minister's duties under the Act. The ARD provides the expertise, tools and resources to lead anti-racism work across Ontario and drive the Plan forward. Data standards set out how public sector organizations in child welfare, education and justice areas must begin collecting and reporting race-based information. The first of its kind in Canada, consistent, effective data standards for race-based data collection will drive evidence-based decision-making and public accountability - an important step to ensuring equity in how Ontarians are affected by public policies, programs and services.

Created strategies for populations experiencing the most critical forms of systemic racism

Specific strategies were implemented to focus on impacts to Black, Indigenous and racialized populations. These strategies aim to close gaps and address disparities in the child welfare system, education achievement and interactions with the justice system. Initiatives include anti-racism training and accountability programs for public sector service providers, culturally-focused mental health, wellness and leadership skills development, mentorship to help students excel, community outreach programs, youth-leading-youth programs, and more. The Ontario Public Service (OPS), Ontario's second largest employer, implemented anti-racism training and accountability measures. These initiatives work to change behaviours and practices to ensure the organization reflects the diversity of its employees and the people they serve – including at the senior executive level.

Formed strategic partnerships to maximize impact

Recognizing government alone cannot effectively end systemic racism in Ontario, much effort has been made to join forces with organizations in the private and non-profit sectors. Bringing together community leaders and organizations with expertise and lived experience was an important step to facilitate ongoing dialogue, important research, and awareness campaigns to deepen understanding of the many forms of racism and hate, including antisemitism and Islamophobia.

Under the leadership of the Anti-Racism Directorate and through partnerships across government and with communities, progress has been made in creating conditions for continued, long-lasting action. The next phase of work will focus on policy development, data collection and analysis, strategic partnerships with public and private organizations, public awareness building, and implementing more measurable actions.

Policy, research and accountability

Anti-racism legislation passed

In 2017, the [Anti-Racism Act](#) passed and came into force, providing a framework for the Ontario Government to identify and eliminate systemic racism while advancing racial equity in the province. The legislation sets out the following requirements:

1. The Anti-Racism Directorate must assist the Minister Responsible for Anti-Racism in carrying out the Minister's duties under the Anti-Racism Act
2. The Ontario Government must maintain an anti-racism strategy
3. The Ontario Government must establish targets and indicators to measure the effectiveness of the strategy
4. The Minister Responsible for Anti-Racism must create data standards for the collection, use and management of information to identify and monitor systemic racism and racial disparities within the public sector
5. The Minister must publicly report on progress on the anti-racism strategy
6. The Minister must create an Anti-Racism Impact Assessment Framework

Anti-racism data standards released

The Data Standards for the Identification and Monitoring of Systemic Racism, also known as [Ontario's anti-racism Data Standards](#) were established to help identify and monitor systemic racism and racial disparities within the public sector. The 43 Standards set requirements for collecting, analyzing and reporting race-based information. They also establish consistent, effective practices for producing reliable information to support evidence-based decision-making and public accountability to help eliminate systemic racism and promote racial equity.

Targets and indicators established

In 2019, [targets and indicators](#) for Ontario's inaugural [Anti-Racism Strategic Plan](#) were published to monitor the collection of race-based data in three regulated priority sectors – **child welfare, education and justice**.



[Download an overview of the targets and indicators \(PDF\)](#)

Targets and indicators describe the:

- percent and number of areas collecting data in each sector, and
- response rates in collection of personal information (for example, percent of responses from individuals asked to provide race-based personal information or data).

By 2023, or earlier, public sector organizations in child welfare, education and justice sectors will be required to collect race-based data. To support this requirement, the Anti-Racism Directorate conducted eight technical briefings for public sector organizations and created a corresponding informational video to be accessible online. The ARD also created a *Cultural Safety Toolkit* to help frontline workers collect race-based data in a way that recognizes and respects the cultural identities of others, and safely meets their needs, expectations and rights. The video and toolkit will be available online in the Fall 2020.

Child welfare sector

Children's Aid Societies listed in regulation under the Anti-Racism Act are preparing to implement race-based data collection by their mandatory date of July 1, 2021.

Education sector

School boards have been authorized to collect race-based data since May 1, 2018. Nine school boards have already conducted a student census, including the collection of race-based data. These boards collectively serve approximately 35 per cent of the students in Ontario's publicly funded schools. The Ministry of Education is supporting the other 63 district school boards and four school authorities to build capacity to collect data by their mandatory effective date of January 1, 2023. The nine boards that have collected data are:

1. Avon Maitland District School Board
2. Durham District School Board
3. Grand Erie District School Board
4. Kawartha Pine Ridge District School Board
5. Near North District School Board
6. Ottawa-Carleton District School Board
7. Peel District School Board
8. Toronto District School Board
9. York Region District School Board

Justice sector

On July 1, 2019, Youth Justice Division in the Ministry of Children, Community and Social Services was required to start collecting race-based data for all four program areas (Extra Judicial Sanctions, Community Supervision, Custody and Detention) under the Anti-Racism Act. Youth Justice Division began collecting this data earlier, starting March 2018, under pre-existing authority and continued collecting this data as required under the Anti-Racism Act as of July 1, 2019.

The response rates for the data analyzed so far are:

- 63 per cent of respondents provided information about race
- 59 per cent of respondents provided information about ethnicity
- 57 per cent of respondents provided information about religion
- 63 per cent of respondents provided information about Indigenous identity

As of January 1, 2020, the Ministry of the Solicitor General (SolGen) began collecting perceived race-based data, as required under the Anti-Racism Act, from police services every time a [use of force](#) report was completed on interactions with the police. All municipal police services and the Ontario Provincial Police are required to submit these reports under the *Police Services Act*. Since the requirements came into effect, 100% of the use of force reports that have been submitted to SolGen have completed race data questions.

On October 1, 2020 Correctional Services in SolGen, the Special Investigations Unit (SIU) (currently part of MAG) and the Office of the Independent Police Review Director (OIPRD) are required to collect race-based data. The OIPRD began collecting race-based data from members of the public who make a complaint to the OIPRD as of April 2, 2020.

In August 2020, Correctional Services began collecting race-based data from people who are in custody in Ontario correctional institutions, and people who are under community supervision (released on parole, subject to a probation order or a conditional sentence order and subject to supervision by the ministry). All 25 Ontario correctional institutions and all 119 Ontario Probation and Parole Offices are collecting race-based data from individuals as part of their intake processes.

On January 1, 2021, the Ministry of the Attorney General will be required to collect race-based data related to bail processes.

Population-specific strategies

Tackling racism, hate and discrimination in all its forms is essential, but we cannot have a one-size fits-all approach. Population-specific strategies recognize the disparities faced by racialized communities in social, economic and health outcomes. Efforts have also been made to identify and address any disparities and systemic barriers in the Ontario Public Service, one of Ontario's largest employers.

A focus on anti-Black racism

Anti-Black Racism Strategy

Ontario's [Anti-Black Racism Strategy](#) (ABRS) was released with the aim of reducing the:

- over-representation of Black children and youth within the child welfare system;
- achievement gap between Black students and all other students within the publicly-funded education system; and
- disproportionate number of Black males involved in the youth justice and justice systems.

The ABRS focuses on five objectives:

1. Lead long-term change across systems, taking a collaborative government approach.
2. Build system capacity and competency and make sure the right tools are in place to change the system within government and its institutions.
3. Partner with 'early adopter' public sector organizations that serve a high percentage of Black Ontarians to identify strategies that could be applied on a wider scale across the province to identify, monitor and address systemic racism.
4. Increase Black community engagement and capacity by facilitating stronger government-community relationships and access to government decision-making processes.
5. Increase public awareness and understanding of anti-Black racism and its devastating impacts.

Working with ministries across government, the Anti-Racism Directorate made strides in the priority sectors of education, child welfare, justice and community services.

Building brighter futures for Black children and youth and families

A wide range of initiatives were funded by the Ontario Government to help eliminate systemic, race-based disparities for Black children, youth and families. This included a broad range of culturally safe services, supports and resources for mentoring, training, wellness, leadership, student achievement, employment opportunities, and law reform work. Key initiatives include:

2017-2021

Black Youth Action Plan (BYAP)

The [BYAP](#) is a four-year, \$47-million plan that will support at least 10,800 Black children, youth and their families every year through culturally focused parenting initiatives, mentorship and wellness programs, access to higher education and skills development, community outreach and promoting anti-violence, these initiatives contribute to the Anti-Racism Directorate's mandate. This fall, the Premier's Council on Equality of Opportunity is gathering feedback on the Black Youth Action Plan from individuals and organizations in Ontario's Black communities, including current program partners, business owners and executives, opportunity-minded community groups, organized labour, employment services and training agencies, chambers of commerce, business associations, places of worship, civic institutions, and more. In addition to Council outreach, individuals and organizations will be invited to submit their feedback, recommendations and experiences on the Black Youth Action Plan and how to improve economic success and opportunities for Ontario's Black communities via email to BYAPfeedback@ontario.ca.

2018-2019

Black Student Success and Excellence

As part of this pilot, 17 schools in the Toronto District School Board (TDSB) conducted professional training in anti-Black racism for over 150 teachers, supporting over 1,700 students. The \$300,000 pilot also delivered a Pre-Kindergarten Summer Learning program to almost 200 children.

Children's Aid Society of Toronto (CAST)

CAST received \$300,000 in funding to deliver anti-Black racism training to over 1,000 staff, foster parents, students and volunteers. The sessions were dedicated to building awareness of implicit biases and training in applying an anti-Black racism lens to their practice. The program also provided culturally safe services and resources for Black children, youth and their families.

2018-2020 and ongoing

Keeping Students in School Pilot Project

Part of the Guns, Gangs and Violence Reduction Strategy will help schools and school boards to examine their discipline policies, including their suspension and expulsion practices within the context of overrepresented groups in suspensions and expulsions data. Overrepresented groups include students from families living in poverty, students with disabilities, Indigenous, Black and other ethno-racial students.

Investment: \$2.60 million

2019

Review of the Peel District School Board

In November 2019, the Minister of Education initiated a formal review of the board to address concerns about equity, including anti-Black racism, and serious issues related to governance, leadership and human resources practices in the board. Over 300 individuals participated in the review and over 160 written submissions were received. The [final report was released in March, 2020](#), and [27 new ministerial directions](#) were issued to the board to deliver on.

2019-2020 and ongoing

Graduation Coach Program: pilot for Black students

For this pilot focused on supporting success for Black students, graduation coaches with connections to Black communities act as mentors to Black students to provide intensive, culturally-responsive support. Entering its second year, in 2020-21, the \$1.57-million pilot will run in nine school boards:

1. Conseil des écoles publiques de l'Est de l'Ontario
2. Dufferin-Peel Catholic District School Board.
3. Greater Essex County District School Board.
4. Hamilton-Wentworth District School Board.
5. Ottawa Carleton District School Board.
6. Ottawa Catholic School Board
7. Peel District School Board.
8. Toronto District School Board.
9. York Region District School Board.

Investment: \$1.57 million

2020

Review of York Region Children's Aid Society

In 2020, Ontario launched an operational review in response to allegations of racism, bullying and harassment involving senior management at the York Region Children's Aid Society.

Investment in One Vision, One Voice

The Ontario Government invested \$650,000 to support [One Vision, One Voice](#), a community-led project that supports the delivery of culturally relevant programs and services and addresses disparities in experiences and outcomes faced by African-Canadian and Black children, youth and families in the child welfare system.

Addressing racism in the justice sector

2017-2020 and ongoing

Ontario Police College

Since 2017, the Ontario Police College has provided training to experienced officers and recruits, with an array of topics covering anti-racism, anti-hate, Indigenous awareness, racism and hate motivated crime, LGBTQ2S issues and effective response to victims of crime:

- Hate Crime Investigator Course
- Fair and Impartial Policing
- Fair and Impartial Policing for Supervisors
- Basic Constable Training Program

2018

Canadian Association of Black Lawyers

Legal Aid Ontario funded the Canadian Association of Black Lawyers (CABL) to research, create and produce materials representing the interests of Black communities within Ontario to government ministries and agencies at a municipal, provincial and national level.

2019-2020 and ongoing

Curriculum for all new Correctional Officers has been updated to ensure all new recruits understand and can adhere to organizational standards related to professionalism, human rights and anti-racism. The content is reinforced through scenario-based instruction, group exercises and opportunities for self-reflection.

Modernizing corrections recruitment processes

Working with the Anti-Racism Directorate, Correctional Services undertook a review to identify systemic racial barriers in the recruitment process for correctional officers; efforts are underway to further this work.

2020

Toronto East Detention Centre

An Afrocentric Program in the Toronto East Detention Centre provided over 100 participants with life-skills, mentorship, leadership, and educational opportunities to learn and celebrate Black history, build strong cultural identity, enhance self-confidence, and achieve personal and academic excellence.

2020-2022

The Safer and Vital Communities Grant

To combat hate-motivated crimes through community collaboration, this grant is open to community-based, not-for-profit organizations as well as Indigenous community-based, not-for-profit organizations and First Nation Band Councils. For the 2020-2022 grant cycle, support will be provided to implement local projects that tackle hate-motivated crime and address the increase of police-reported hate crime in Ontario. Applicants are required to partner with their local police service and are encouraged to partner with at least one other organization from a different sector to ensure a broad range of community engagement. Applications could include recreational programs that positively affect the development of children and youth, raising awareness of hate-motivated crimes, as well as the improvement of security infrastructure. Successful applicants and projects will be announced in the winter of 2021.

Investment: \$1.7 million over the next two years

Responding to the impact of COVID-19 on Black children, youth and families

To address the disproportionate impacts of COVID-19, in June 2020, the Ontario Government provided \$1.5 million in funding to organizations that support Black families facing stressors and other risk factors including child welfare involvement. This funding will be used to provide urgent COVID-19 supports and address the immediate needs of Black children, youth and families.

Indigenous-focused anti-racism

Acknowledging historical and continued impacts of colonization, and affirming the Ontario Government's commitment to reconciliation, Ontario collaborates with First Nations, Inuit and Métis partners to specifically target anti-Indigenous racism. In 2017-18, the Anti-Racism Directorate partnered with communities in Toronto, Ottawa, Kenora, Sioux Lookout and Thunder Bay to host preliminary engagement sessions and inform Indigenous-focused efforts to combat racism. The anti-Indigenous racism initiatives outlined below are focused on community-led solutions, public education and awareness and programming to remove systemic barriers.

Responding to the Truth and Reconciliation Commission

Several of the Ontario Government's ongoing initiatives were introduced in response to the [Truth and Reconciliation Commission of Canada's](#) recommendations. Ontario released a one-year [progress report](#) to highlight major milestones and the status of the commitments made under its response. Major progress on reconciliation commitments is ongoing and extends across ministries and government initiatives. Recent progress includes:

Youth Cultural Camps support Indigenous youth with leadership initiatives by expanding understanding of traditional knowledge and languages and by helping build resiliency. In 2018-19, 97 camps were delivered to 3,002 Indigenous youth.

Investment: \$2 million in 2017; \$2.5 million yearly since 2018

Circle Hearings provide access to culturally appropriate dispute resolution services for Indigenous individuals to ensure understanding of the unique circumstances of Indigenous applicants and how these translate to meeting their legal needs. Over 300 Circle Hearings have been held at Tribunals Ontario since 2018.

Investment: \$120,000 yearly since 2017

Treaties Recognition Week honours the importance of treaties by helping students and residents of Ontario learn more about treaty rights and relationships through Living Library events featuring Indigenous Elders and knowledge keepers, and through the provision of resources to support classroom learning. Since 2017, more than 773 events have been organized.

Investment: up to \$80,000 yearly since 2017

Indigenous-led Mental Health and Wellness Programs and Services

Through Indigenous-led mental health and wellness programs and services, 33 programs support more than 69 First Nations communities to help stop the cycle of intergenerational trauma through traditional and clinical healing elements for Indigenous youth, adults, families and communities.

Investment: up to \$13.5M annually since 2018

In addition, 77 Indigenous-owned-and-operated child and youth mental health service providers receive supports from the Ministry of Health for the delivery of culturally-safe mental health services.

Investment: over \$41 million annually since 2018

San'yas Indigenous Cultural Competency Training

Indigenous-developed, [San'yas Indigenous Cultural Safety Training Program](#) was delivered to staff and frontline workers across the public sector. This unique, on-line training program is designed to enhance self-awareness, and strengthen the skills of those who work both directly and indirectly with Indigenous people. The goal of the training is to develop understanding and promote positive partnerships between service providers and Indigenous people. As of June 2020, 34,783 OPS employees registered, accounting for approximately 64 per cent of the workforce.

Ensuring Indigenous women and children can live with safety and respect

The province continues its work to address the root causes of violence against First Nation, Métis, and Inuit women, girls, and LGBTQ2S people, to end the cycle of violence and ensure future generations of Indigenous women can live with safety and respect.

2020 and ongoing

Indigenous Women's Advisory Council was established in response to the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. The Council's members provide much-needed advice to address human trafficking as well as child, youth and family well-being for Indigenous people. Engagement sessions were also held with Indigenous communities, organizations, leaders, and experts in violence prevention on the National Inquiry's Calls for Justice.

[Ontario's Anti-Human Trafficking Strategy](#) was released to protect victims and intervene early, support survivors, raise awareness and hold offenders accountable. Indigenous-specific initiatives are integrated throughout the strategy to help protect vulnerable women, children and youth. Examples of these initiatives include targeted public awareness activities, Indigenous-led community-based supports for survivors such as counselling, cultural teachings and healing ceremonies, victim services delivered by Indigenous communities and organizations, and culturally-appropriate supports for at-risk youth.

Investment: \$307 million over five years

Anti-Human Trafficking Indigenous-led Initiatives Fund

Introduced in 2017-2018, this fund supports anti-human trafficking services designed by, and for, First Nation, Métis, Inuit, and urban Indigenous organizations and communities. As part of Ontario's Anti-Human Trafficking Strategy, an additional commitment of \$19 million over five years was allocated to the Fund to prioritize Indigenous survivor-led programming and dedicated services for Indigenous children and youth who have been sexually exploited, enabling frontline service providers to reach targeted groups, including Inuit communities and LGBTQ2S survivors.

Investment: \$6 million (2020-2021); \$7 million annually (2021-2022 to 2024-2025)

Addressing racism in the justice sector

2019-2020 and ongoing

Indigenous cultural competency training curriculum

In 2019 the Indigenous Justice Division at the Ministry of the Attorney General began delivering Indigenous cultural competency training known as Bimickaway. Bimickaway is an Anishinabemowin word meaning *to leave footprints*. The curriculum was developed based on four years of extensive engagement with Indigenous communities and is regularly reviewed and revised by members of the Elders' Council. Bimickaway is delivered to ministry counsel and staff, as well as staff across the Ontario Public Service. Over 5,700 participants have been trained, including nearly 200 Probation and Parole Officers and 940 Crown Attorneys.

2019-2020

Indigenous Bail Discharge Program supported community reintegration and reduced recidivism of Indigenous clients displaced from their remote and/or fly-in First Nations communities.

Investment: \$250,000

Indigenous Restorative Justice Liaison Worker program supported police officers in referring Indigenous clients to restorative justice programs. This provides an alternative focusing less on punishment and custodial sentences, and more on healing the relationships between individuals, families and the community.

Investment: \$25,000

Building brighter futures for Indigenous children, youth and families
2017-2020 and ongoing

Family Well-Being program

Co-developed with First Nations, Métis, Inuit and urban Indigenous partners, this program supports Indigenous families and helps communities start to heal from the impacts of intergenerational violence and trauma. Delivered in 250 delivery sites across Ontario, programs are as varied as the communities that participate in this program and all are working towards improving the wellbeing of the community through culturally relevant programs and services for children, youth and families.

2018-2020 and ongoing

Indigenous Graduation Coach program

This program provides wrap-around supports for students who are at risk of not graduating. Coaches help students transition from federally-funded/First Nation-operated schools into post-secondary life, whether that is university or college, starting a trade or entering the general workforce. Almost 2,000 students were supported in the 2018-19 school year; 30 coaches were hired.

Investment: \$1.9 million

2018-2020

Indigenous Internship Program (IIP)

This program provides 12-month internship assignments at the Ministry of Energy, Northern Development and Mines for recent post-secondary graduates who self-identify as Indigenous. A key objective of the program is to increase representation of Indigenous persons at all levels of the organization and to remove barriers to employment faced by Indigenous youth. In 2018, five Indigenous interns were hired in locations across Northern Ontario, with 100% of the inaugural interns obtaining a second assignment within the OPS. In 2019, nine interns were successfully hired. Moving into its third year (2020 – 2021), the program is expanding with the goal to hire 10 interns.

Investment: \$540,000 yearly

2017-2020 and Ongoing

Indigenous Healing and Wellness Strategy

Investments have been made to support Indigenous peoples through the longstanding Indigenous Healing and Wellness Strategy (IHWS) established in 1994. This includes enhancements to IHWS programs to address gender-based violence and violence against Indigenous women and children; new Indigenous Anti-Human Trafficking Liaisons; capacity-building in Indigenous shelters through the Aboriginal Shelters of Ontario; training to prevent and respond to family violence; support for Nishnawbe Aski Nation's crisis response; and a partnership between MCCSS and Ministry of Health to support 12 new/expanded Indigenous Mental Health and Addictions Treatment and Healing Centres and additional mental health supports.

Investment: \$68.2 million in 2020-2021

G'minoomaadozimin - We Are Living Well Project

Ontario is providing Nookiiwin Tribal Council \$280,500 in funding to deliver culturally-appropriate training and programs that help protect the health and safety of workers from First Nations communities in Northwestern Ontario by addressing mental health and violence and harassment in the workplace and community, as well as expanding supports for vulnerable workers.

Investment: \$280,500

Rural Economic Growth and Job Creation

The Ontario Government is committing \$3.3 million in cost-share funding to 58 projects through the updated Rural Economic Development Program. The range of projects will include those that focus on helping rural and Indigenous communities diversify their economies, retain skilled workers, invest in local infrastructure and create jobs.

Investment: \$3.3 million

Kenora Bear Clan Patrol

In this one-year pilot project, starting in 2020, the Kenora Bear Clan Patrol will operate 24 hours a day, seven days a week, to assist vulnerable residents experiencing homelessness and living with mental health and addictions issues. Serving as an intermediary between the Ontario Provincial Police (OPP) and local crisis response services, the Patrol will provide a range of services such as transportation to a hospital or treatment centre, providing basic resources such as food and water and helping people find shelter. This innovative approach will ensure

individuals are supported by people trained to provide trauma informed care, and who can provide a culturally appropriate and Indigenous-led response to situations.

Investment: \$800,000

Indigenous Supportive Housing Program (IHSP)

As part of the provincial Supportive Housing Investment, the ministry is working with Indigenous partners to deliver the Indigenous Supportive Housing Program, now in its third year. This program provides housing assistance and support services to Indigenous people who are homeless or at imminent risk of homelessness, especially those experiencing chronic homelessness, youth homelessness, and homelessness following transitions from provincially funded institutions. Up to \$13.3 million in operating funding is available for 2020-21 for housing assistance and support services.

Investment: \$13.3 million

Social Services Relief Fund (SSRF)

This fund provides municipal service managers and Indigenous community partners with \$510 million to continue to protect vulnerable people from COVID-19 by improving homeless shelters and creating opportunities for longer-term housing. Municipal service managers and Indigenous community partners can use the funding to renovate shelters or purchase new facilities that will help with physical distancing in the short term and support longer-term, more sustainable solutions to homelessness, as well as food, shelter and supplies. Up to 5 per cent of SSRF program funding will be allocated to Indigenous Program Administrators partners.

Investment: \$510 million

Responding to the impact of COVID-19 on Indigenous children, youth and families

The Ontario Government has committed \$4.75 million in emergency one-time funding to Indigenous-led organizations to provide urgent culturally-sensitive mental health and addictions supports that address the immediate needs of Indigenous people as a result of COVID-19, with a focus on the unique needs of Indigenous children, youth and families.

In addition, in order to respond to the unique needs of First Nations, Métis and Inuit people and families across the province during the COVID-19 pandemic, \$10 million was allocated to support Indigenous communities and agencies in responding to the needs of vulnerable children, families and elders during the outbreak.

Ontario Public Service Anti-Racism Strategy

With over 66,000 staff, the Ontario Public Service (OPS) is one of the largest employers in the province. The [OPS Anti-Racism Policy](#) was established in 2018 and commits the organization to create equitable human resources policies, procedures and practices for all employees, including Indigenous, Black and racialized employees, through:

- Identifying and removing systemic racism barriers in human resource policies, programs and practices.
- Making sure that the diversity of the senior leadership reflects the Ontario labour force by 2025.
- Ensure all staff have a foundational awareness and understanding of systemic racism, and the skills to address it.

A report detailing progress in each area was [released in July 2020](#). The publication of this annual progress report is a key step in clearly communicating progress in implementing anti-racism policy and programs in the Ontario Public Service during the 2018-2019 and 2019-2020 fiscal years. The report includes a section outlining key achievements in increasing the representation of Indigenous, racialized and Black employees in pathways to leadership.

Community collaboration, public education and awareness

Community collaboration is central to identifying solutions and implementing the commitments under the [Anti-Racism Strategic Plan](#). Strategic partnerships, including specific anti-racism initiatives have facilitated ongoing dialogue among the Ontario Government, broader public service organizations, community leaders and organizations with anti-racism and sector-specific expertise, and lived experience. Targeted public education and awareness initiatives aim to deepen the public's understanding of the many forms of racism, including a focus on anti-Black racism, anti-Indigenous racism, antisemitism, and Islamophobia.

First Nations, Métis, and Inuit community partnerships

The Anti-Racism Directorate partnered with community organizations and provided \$329,000 in funding to support the development and delivery of community-based public awareness and engagement initiatives:

- Kenora Anti-Racism Conference attended by over 100 participants and included a youth filmmaking workshop, community anti-racism planning.
- Ontario Council of Agencies Serving Immigrants (OCASI) Thunder Bay Campaign, which convened a working group of local Indigenous community members for an anti-Indigenous racism public education campaign.
- Six Nations - Youth in ReconciliACTION, an anti-racism youth symposium with over 100 participants in the Six Nations-Brantford region.
- Ottawa Inuit Children's Centre (OICC) and Tungasuvvingat Inuit (TI) Engagement Sessions, youth and community engagement sessions on the unique needs, perspectives and capacity building concerning anti-Inuit racism.
- Fort Erie Native Friendship Centre (FENFC) Anti-Racism Capacity Building, featuring advisory meetings to develop an anti-racism framework and educational resources related to Truth and Reconciliation Commission recommendations, and cultural competency training in child welfare, policing, justice, and municipal sectors.

Supporting research, community capacity building, and awareness
Strategic partnerships across government and in communities were leveraged to scale initiatives for greater reach and impact. The whole-of-government, community partnership approach also creates conditions to continuously drive collaborative innovation needed to deliver on the goals of the Anti-Racism Strategic Plan.

2017-2018

Brookfield Institute for Innovation + Entrepreneurship

The Anti-Racism Directorate engaged the Brookfield Institute for Innovation + Entrepreneurship to help design, facilitate and execute a one-day youth-led engagement session. 29 Indigenous, Black, Muslim, and Jewish youth participated on the development of an anti-racism public awareness campaign.

2018

Facing History and Ourselves

This organization created a three-part webinar series for Ontario educators entitled “Anti-Semitism in Canada”; webinars, videos, teaching strategies, blog posts, and lesson plans resources continue to be accessed from educators across the province.

Investment: \$32,000

National Council for Canadian Muslims (NCCM)

The Anti-Racism Directorate and the NCCM worked with school boards to offer educator workshops and toolkits on addressing Islamophobia in the public education system.

Investment: \$154,800

2018-19

#knowhumantrafficking

This provincewide anti-human trafficking public awareness campaign is targeted to teenagers, including racialized and Indigenous youth, as well as parents of children and youth. The campaign focuses on the dangers of trafficking, including how young people are lured, signs that a person is being trafficked, and where to get help.

2019

Liberation75

This event commemorates the 75th anniversary of liberation from the Holocaust. Funds contributed to the creation of the Holocaust Education Evaluation Project, which will assess the impact of educating Canadian youth about the Holocaust and antisemitism and help

understand how students' awareness, knowledge and behaviour is changed after receiving best-practice education. While the conference was delayed due to COVID-19, upon completion, up to 7,500 student attendees will be surveyed in three stages. Findings will be made available publicly online and will be disseminated by 140 participating global organizations to help improve and reinvent their own Holocaust-education programming.

Investment: \$75,000

2019-2020

Mosaic Institute

The Anti-Racism Directorate provided funding with the Mosaic Institute to deliver a series of public education awareness initiatives including a study on online hate, panel conversations, and community engagement. This initiative will help gain insight into online hate and raise public awareness.

Investment: \$70,000

Canadian Mental Health Association – Ontario

CMHA Ontario is partnering with the province to undertake a study on the systemic barriers for Black, Indigenous and racialized communities impacted by homicide and developed culturally responsive front-line victim services.

Investment: \$75,000

2018-2020 and ongoing

Human Rights and Equity Advisors

In 2019, Human Rights and Equity Advisors provided 84 training sessions for 1,769 education sector leaders and educators, focused on identifying and responding to systemic inequities and proactively addressing discrimination and harassment in Ontario's schools.

Investment: \$2.3 million in 2020-21

2020

Ontario Heritage Trust (OHT)

The OHT provided an online, week-long celebration activities for Emancipation Day showcasing performers, authors, and leaders from Ontario's Black communities. The programming celebrates Ontario's Black communities and explores Black heritage, including the story of slavery in Canada and the work of the underground railroad and freedom seekers like Josiah Henson. More than 3,000 people participated.

“Speak Out: Stop Sex Trafficking”

This Indigenous-focused anti-human trafficking educational campaign is designed by and for Indigenous people. It provides information about sexual exploitation and human trafficking – how to recognize it, why Indigenous people may be particularly vulnerable to being targeted and where to go for help. Resources include a website, downloadable materials for distribution in communities, and a discussion guide including culturally relevant activities to help leaders and caregivers facilitate conversations with youth, to raise awareness and provide support.

Bringing together community leaders, researchers and advocates

The Anti-Racism Directorate convened diverse cross-sector community leaders and experts to form a Minister’s Consultation Group. Representatives from Indigenous, Black, Jewish and Muslim communities provided advice on Ontario’s Anti-Racism Strategic Plan, data standards, Anti-Racism Impact Assessment Framework and public education and awareness initiatives related to Islamophobia and antisemitism.

Acknowledging more of our history

Ontario invested a total of \$80,000 in 2020 to support the Ontario Heritage Trust’s work with leading Black history experts, Black community stakeholders, First Nations and residential school survivor groups to reconsider and reinterpret plaque texts and subjects to ensure an honest, authentic, and inclusive representation of history.

New plaques will be created and unveiled in public events in communities by Summer 2021 and historical background papers, images and other interpretive materials will be made available on the Trust’s website.

Next steps

With the support of community partners, the Ontario Government has been able to take important actions to fight racism and hate in our province. Together, we have built a strong foundation for the work ahead in policy development, data collection and analysis, strategic partnerships with public and private organizations, public awareness building, and implementing measurable actions.

With continued leadership of the Anti-Racism Directorate, working across government and with community partners, we will:

Work with the community to co-develop a program on anti-racism and anti-hate. On July 28, 2020, the Ontario Government announced a \$1.6 million investment over two years to collaborate with communities and create a new Anti-Racism and Anti-Hate Grant programs on anti-Black racism, anti-Indigenous racism, antisemitism and Islamophobia. This fall, the Anti-Racism directorate will work together with community groups to shape the grant program based on local needs.

Use data to help stop the spread of COVID-19. Ontario is working with health equity stakeholders, experts, Indigenous partners to collect data on race, income, language and household size for individuals who have tested positive for COVID-19. This will help guide decisions as work continues to stop the spread of the virus and protect some of our most vulnerable people.

Support and report on race-based data collection. The Anti-Racism Directorate will continue supporting justice, education and child welfare sectors with advice and resources to deliver on their requirements to collect, analyze and report race-based data. The Ontario Government will continue to provide annual updates on progress made.

Examine policies and programs for bias and systemic racism. Building on extensive research and consultations, the Anti-Racism Directorate will take the next step to examine how different Indigenous and racialized groups could be affected by programs and policies by government and institutions through the Anti-Racism Impact Assessment Framework.

Give Black, Indigenous and racialized young people an equal opportunity to succeed. On July 9, 2020, the Ontario Government announced that it would be eliminating discretionary suspensions for students from kindergarten up to Grade 3 to help address the high rates of suspension and expulsion among Black and Indigenous students. Through the Grants for Student Needs Program, the government is investing \$40.9 million to help school boards begin

work in Fall 2020 to implement revised suspension policies, including the hiring of professional staff and launching prevention and intervention activities and programs. The Ontario Government will also move to end Grade 9 streaming into applied and academic courses to give Black, Indigenous and racialized students an equal opportunity to succeed, strengthen sanctions for teachers who engage in behaviour of a racist nature, and provide teachers with additional anti-racism and anti-discrimination training.

Ontario is creating opportunities for young people through the inaugural work and membership of the Premier's Council on Equality of Opportunity. To further support disadvantaged youth and job seekers from underrepresented groups, the province is investing \$2.2 million to help them develop the skills they need for successful careers.

On July 29, 2020, the Ontario Government also released its plan to modernize the child welfare system. A key driver of the strategy is to address the disproportionate involvement of Indigenous, Black and racialized families in the child welfare system and ensure they receive culturally appropriate supports when they are unable to remain at home. The Strategy also includes shifting resources to new initiatives to better serve diverse children, youth and families, including prevention-oriented services and targeted supports to meet their distinct needs and respond to their cultural identities. This includes specific supports for Indigenous, Black, racialized and LGBTQ2S children and youth.

The Ontario government is also releasing a free, digital resource for use by educators and community organizations to facilitate interactive, age-appropriate workshops, delivered by Indigenous youth leaders to non-Indigenous audiences. The Indigenous Youth Leading Youth Anti-Racism Program is designed to engage youth through interactive, age-appropriate workshops in elementary schools, high schools, post-secondary schools and other community settings.

Meet with communities on justice issues. In collaboration with ministry partners, the Anti-Racism Directorate will support the Minister Responsible for Anti-Racism in meeting with Black and Indigenous community leaders and organizations to discuss anti-racism initiatives in the justice sector, including strategies for the reintegration of individuals exiting correctional facilities back into the larger community.

Host an anti-racism conference to bring together public sector and community leaders, researchers and advocates with deep anti-racism knowledge to help deepen the public's understanding of the many forms of racism and to facilitate ongoing dialogue with communities.

Pursue Private Sector Partnerships to maximise the impact of anti-racism efforts across sectors, deepen civic engagement and influence organizational change that eliminates systemic barriers in Ontario.

Train senior OPS executives set goals for diverse leadership, and report on progress.

Mandatory Anti-Racism Competency and Capacity (ARCC) training for all senior executives in the Ontario Public Service will be delivered by December 31, 2020. Building on the [achievements made in 2019-2020](#), Ontario's Inclusive Diversity Office will also work with internal OPS partners to improve the career advancement of the most underrepresented groups: Black, Indigenous and racialized employees, and employees with disabilities. Targets will be set across recruitment shortlist processes, succession planning and leadership, coaching and mentoring programs to ensure a deep talent pool so OPS leadership better reflects the diversity of the Ontarians they serve. Progress on diversity and inclusion will be tracked and reported annually. Aiming for parity with the Ontario labour force by 2025 at the senior leadership ranks, accountability for progress towards that goal will be integrated into performance assessments for senior executives.

Report on the results of a review of the OPS' inclusive workplace program. In response to recommendations from internal employee networks, the Ontario Human Rights Commission and the [Independent External Review of Complex WDHP Cases Report](#), the Ontario Public Service has launched a third-party review of its inclusive workplace policies and programs to better address systemic employment barriers. This review will include all Human Rights Code grounds, with a focus on anti-racism (including anti-Indigenous and anti-Black racism), transphobia and specific barriers for persons with disabilities. It is expected that a final report will be available in mid 2021.