

ANTI BLACK RACISM POLICY

Policy No.	PP-GV-304	Date Approved	June 2024
Prepared by	Director, Diversity, Equity, and Inclusion	Date Implemented	May 2023
Approved by	Senior Leadership	Date(s) Reviewed	May 2023, June 2024
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INTRODUCTION

Scarborough Centre for Healthy Communities (SCHC) is committed to dismantling institutional racism by identifying, preventing, and removing barriers in delivering its services and ensuring a racist free culture for all employees, students and volunteers. This policy underlines SCHC's commitment to understanding the histories of systemic racism and discrimination that results in unequal access for Black People (individuals who identify as Black, Caribbean and or of African descent).

PURPOSE

SCHC is committed to a comprehensive Anti-Black Racism Strategy that all employees, students and volunteers are required to become familiar with. This strategy includes an anti-oppression approach to address racial disparities in:

- Service (service equity) delivered to Black community partners.
- Employment and the work environment including, but not limited to, the recruitment, selection, promotion, professional development, transfers, work arrangements and termination of Black staff. Human Resources is responsible for the implementation of the ABR Strategy in all areas within employment.
- Anyone found to have discriminated against or harassed any person because of race will be held accountable.
- All SCHC employees, students and volunteers are required to commit to following this policy.
- A finding of discrimination and/or harassment based on race will result in disciplinary action, up to and including termination, in accordance with the [Ontario Human Rights Code](#).

Note: The Ontario Human Rights Code addresses individual complaints about race-based discrimination or harassment.

POLICY

The ABR Policy and ABR Strategy are about addressing and combatting systemic racism. The ABR Policy and ABR Strategy promote change within SCHC policies, programs and decisions to support the elimination of disparity opportunities and outcomes faced by Black individuals.

This policy

- All SCHC employees, students and volunteers are required to commit to following this policy
- Aligns with and adds to existing policies that promote equity, fairness, and inclusion for everyone engaged at work at the SCHC.
- Addresses race-based discrimination or harassment that includes patterns of behaviour, policies and practices, trends, or unequal treatment in the structures toward Black staff at SCHC.

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PRINCIPLES:

- **Proactive**, taking steps to identify, prevent, and remove racial disparities (inequalities) in service provision.
- **Evidence-based** with measurable goals and desired outcomes. Disaggregated race data is collected and analyzed to identify barriers experienced by Black people at SCHC.
- **Transparent and accountable** for maintaining trust when collecting, sharing, and reporting on race-based data.
- **Intersectional considered**, recognizing that racism is experienced differently by individuals and within racialized groups because of diversity and the prohibited grounds under the Code, including ancestry, place of origin, colour, ethnic origin, citizenship, creed, religion, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, disability, and language.
- **Person-centered** and committed to targeted universalism, as the lived experiences and perspectives of people most negatively affected by racism inform and direct the ABR policy and ABR Strategy. The ABR policy and ABR Strategy acknowledges that the experiences and perspectives of Black People are real and valid, and an active approach will be taken to build authentic bridges to remove barriers to employment. This framework works to implement social changes at the systems level, and to center the voices and experiences of all people. **Targeted universalism** commits to prioritize addressing concerns when attempting to address social inequity to benefit everyone.
- **Inclusive**, incorporating culturally and linguistically appropriate standards in engagement, initiatives, processes, and strategies that are transparent, person centered, and integrates anti-oppression strategies.
- **Comprehensive**, requiring that a racial equity lens is applied at all times to prevent and remove institutional racism. This includes during emergencies and situations such as states of emergency and pandemic planning that require quick action and rapid implementation.

INTENDED OUTCOMES

SCHC staff members, volunteers and students are able to work in all SCHC environments without facing anti-Black racism, discrimination, or harassment.

Structures to ensure a proactive approach to identify and address biases and barriers and discriminatory actions related to anti-Black racism including:

- **Supportive positive workplace environments** where all staff feel safe, supported and accepted.
- **Advance barrier-free practices** in recruitment, hiring and promotions.

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- **Support workforce diversity and leadership** that is inclusive of Indigenous, racialized, and Black employees and honours intersectional identities.
- **Enhance data collection analysis**, and reporting for evidence-based decision making and clearly communicating how the data will be used.
- **Increase understanding of systemic racism** and anti-Black racism
- **Identify and address acts and systems of White Supremacy**
- **Increase understanding of the Canadian Black community** and Black history in Scarborough.

RESPONSIBILITIES

SCHC staff, volunteers and students are responsible for:

- Complying with the Code of Conduct Policy to create service and work environments that are free of racism.
- Demonstrating respectful and inclusive behaviours in accordance with the Code of Conduct Policy.
- Never behaving or acting in ways which marginalize, isolate, demean, humiliate, and/or subject a person to microaggressions, hostility, and/or to undermine or make it difficult for a person to access opportunities because of Black identity. These actions will not be tolerated.
- Completing the mandatory ABR educational courses, as required by SCHC.

Chief Executive Officer (CEO) is responsible for:

- Supporting the development and deployment of the ABR Strategy including:
 - an approved resource(s) and operating plan(s)
- Ensuring the ongoing viability of all aspects of the ABR Strategy and initiatives
- Reporting to the SCHC Board of Directors on the annual progress of ABR activities.

The Director of Diversity, Equity & Inclusion is responsible for:

- Creating and providing a resource plan to ensure the success of the ABR Strategy
- Develop/monitor benchmarks and outcomes-based data collection tools to report AR/ABR activities to the CEO.
- Participating or appointing designates and/lead(s) to review the application of the policy and implementation of the ABR Strategy.
- Reviewing, monitoring and responding to incidents and/or complaints of racism or discrimination as per SCHC's Incident Reporting Policy and Complaints Policy.

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- Sponsoring activities to set benchmarks in consultation with Human Resources, including outcomes-based data collection, education, surveys, progress targets, pilots, and special programs to identify and evaluate barriers to achieve racial equity across SCHC.
- Reviewing and approving the annual progress report provided by Human Resources.
- Submitting annual progress reports of actions taken to remove barriers to the CEO.

Human Resources is responsible for:

- Develop a process and monitor the collection and analysis of de-identified data on staff sociodemographic.
- Conducting trend analyses based on race and communicating this data to the Director of Diversity, Equity, and Inclusion.
- Ensuring collected data is not re-identified, used for surveillance, or racial profiling.
- Supporting the ABR complaints process.
- Supporting an ABR lens on employee sign-off policies.
- Re-evaluating the onboarding training with an ABR intersectional lens/recommendations.
- Ensuring ABR standards are incorporated into the interview, recruitment and performance appraisal processes.
- Endorsing recommendations for any related actions in accordance with this policy, as directed by the Director of Diversity, Equity, Inclusion.
- Assisting the Director of Diversity, Equity & Inclusion in the collection of data for the annual reporting on the education, surveys, progress targets, pilots, and special programs to the CEO.
- Providing the CEO with disaggregated race data on the number of complaints, Black leadership, promotions, transfers, training and acting opportunities, and terminations based on de-identified data.

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REFERENCE

[Anti-Racism Directorate Data Standards for the Identification and Monitoring of Systemic Racism](#)

[Ontario Anti-Racism Act, 2017](#)

[Ontario's Anti-Black Racism Strategy | ontario.ca](#)

[UN General Assembly resolution 68/237, The International Decade for People of African Descent](#)

[Canadian Charter of Rights and Freedoms](#)

[Ontario Human Rights Code](#)

RELATED DOCUMENTS

Incident Report Policy

Code of Conduct/Rights and Responsibilities Policy

Ethics Framework

Clients Rights and Responsibilities

Staff Rights and Responsibilities

Violence and Harassment Policy

Child Protection & Abuse Reporting Policy

Compliance with Legislation Policy

AUTHORIZATION

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Scarborough Centre for Healthy Communities

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APPENDICIES

DEFINITIONS

Action plan: A documented response developed to assess, reduce, or remove the cause and prevent the re-occurrence of a potential employment barrier caused by systemic racism.

Accountability: Refers to the process whereby organizations and institutions as members of a diverse community are subject to the obligation to maintain a certain level of ethics and responsiveness and reporting regarding the quality, effectiveness and relevance of their service or practices and the method of delivery.

Adverse impact: having a harmful result. Sometimes treating everyone the same will have a negative effect on some people.

African Descent (also referred to as Black, Black Canadian, and African Canadian): The terms African Canadians, Black Canadians, and Black people are used interchangeably to refer to all people of sub-Saharan African ancestry living in Canada, regardless of whether they arrived in Canada directly from their ancestral homeland on the continent of Africa or from other parts of the world. These terms include all people of African descent living in Canada, regardless of their citizenship status. Black Canadians are made up of a diverse mix of cultures, religions, backgrounds, and identities.

Anti-Black Racism: Prejudice in attitudes and beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, to the extent that anti-Black racism is either functionally normalized or rendered invisible to the larger society. Anti-Black racism manifests in the current educational marginalization of African Canadians, which includes unequal opportunities, disproportionately low academic achievement, lessened experiences of well-being, and overrepresentation in the disciplinary and Special Education data.

Anti-racism: a proactive and consistent process of acknowledging racism; and of seeking to identify, challenge, disrupt and eliminate racism in all its forms (individual, institutional, systemic racism).

Anti-oppression: a proactive and consistent process of acknowledging different forms of oppression (colonialism, racism, ableism, classism, sexism, homophobia, biphobia, transphobia, classism, islamophobia, antisemitism, and other forms); and of seeking to identify, challenge, disrupt and eliminate oppressive ideologies, practices, and outcomes.

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Barrier: anything that prevents a person or groups of people with shared identities from fully taking part in all aspects of society, including physical, architectural, information or communications, attitudinal, economic, and technological barriers, as well as policies or practices.

Bias: An opinion, preference, prejudice, or inclination that limits an individual’s or a group’s ability to make fair, objective, or accurate judgements.

Board: Scarborough Centre for Healthy Communities Board

Black People: The terms African Canadians, Black Canadians, and Black people are used interchangeably to refer to all people of sub-Saharan African ancestry living in Canada, regardless of whether they arrived in Canada directly from their ancestral homeland on the continent of Africa or from other parts of the world. These terms include all people of African descent living in Canada, regardless of their citizenship status. Black Canadians are made up of a diverse mix of cultures, religions, backgrounds, and identities.

Competing rights: situations where parties involved in a dispute claim that the enjoyment of an individual or group’s human rights and freedoms, as protected by law, would interfere with another’s rights and freedoms.

Culture: The way in which people live, think, and define themselves as a community.

De-identified: When used in the context of personal information, any information that could be used to identify a specific individual, alone or combined with other information, is removed

Disaggregated race data: Reported numbers are grouped by specific racial group rather than grouping all racialized people together. Specific racial groups could include Black, South Asian, East Asian, Latinx, Middle Eastern or any combination of these.

Discrimination: Unfair or prejudicial treatment of individuals or groups because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability, gender expression, gender identity, receipt of public assistance, record of offences (in employment only), as set out in the Ontario Human Rights Code, or based on other, similar factors. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. Discrimination may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals.

Disparities: The lack of equality or similarity, especially in a way that is not fair

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Diversity: The presence of a wide range of visible and invisible human qualities, experiences, identities, and attributes within a group, organization, or society. They shape who we are, how we think, how we engage with and how we are perceived by the world. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status. They can also include differences such as personality, style, capabilities, role, geographic or social location, and thought or perspectives.

Employment Equity: A program designed to remove systemic barriers to equality of outcome in employment by identifying and eliminating discriminatory policies and practices, remedying the effects of past discrimination, and ensuring appropriate representation of designated groups, i.e., women, Indigenous peoples, persons with disabilities and members of visible minorities. Employment equity programs usually involve setting goals and timelines in order to ensure that defined objectives are met by a specified date.

Equality: The principle that each person must be treated equally by and under the law. In Canada, the right to equality is enshrined in provincial and federal human rights legislations and the *Charter*. Equality is often understood by the notions of both formal equality (treating everyone the same in all situations) and substantive equality (treating some differently than others in order to treat some equally).

Equitable: Just or characterized by fairness or equity. Equitable treatment can at times differ from same treatment.

Equity: A condition or state in which access to opportunities and resources are distributed fairly, justly, and equitably. Equity involves treating some people differently or giving them what they need so they may meet the same outcomes as others.

Ethnic / Ethnicity: The shared national, ethnocultural, racial, linguistic, and/or religious heritage of a groups of people, whether or not they live in their country of origin.

Ethnocultural Group: A group of people who share a particular cultural heritage or background.

Harassment: is defined in *the Code* as *engaging in a course of vexatious comment or conduct that is known, or ought reasonably to be known, to be unwelcome*. This policy covers *code*-based harassment, which is a type of harassment that is directed towards a person or group on the basis of a protected code ground(s). It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning, or unwelcome. More than one event must take place for there to be a violation of the *Code*. However, one incident could be significant or substantial enough to be interpreted as

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harassment. Some examples of harassment are name-calling, unwelcome remarks, jokes, slurs, displaying derogatory or offensive messages, and bullying.

Inclusion: While diversity is the presence of a wide range of human qualities and attributes within a group, organization, or society, inclusion is about people with different identities feeling valued, accepted, and welcomed within an environment. Having diversity does not mean there is inclusion.

Identity-based data: Refers to the socio-demographics information about a person including, but not limited to, their race, ethnicity, sexual orientation, and gender identity and so on.

Intersectionality: recognizes how each person simultaneously exists within multiple and overlapping identities. Intersectional oppression may arise out of the combination of experiences of oppressions, which, compounded, produce a distinct experience of discrimination or oppression. (See also *'Intersecting Grounds'*)

Intersecting Grounds: Discrimination can be connected to the compounding effects of more than one grounds of discrimination. For example, a Black Muslim woman can be seen as a “Black person,” or as a “Muslim,” or as a “woman” and is protected under the grounds of race, religion, and gender. She may experience discrimination on these intersecting grounds. (See also *'Intersectionality'*)

Leadership: The Board, Chief Executive Officer, Directors, Managers and any person placed in a position of added responsibility within SCHC.

Ontario Human Rights Code: A provincial law that gives everyone equal rights and opportunities, without discrimination, in devoted areas such as education, jobs, housing, and services. The goal of the Code is to address and prevent discrimination and harassment. (Available at www.ohrc.on.ca)

Microaggression: Brief and common daily verbal, behavioural, or environmental indignities, comment or action that subtly and often intentionally or unintentionally expresses a hostile, derogatory, or negative slights and insults toward a member of a marginalized group (such as BIPOC, LGBTQ2S+, disability), also referred to as casual and everyday racism.

Power: Access to privileges such as information, knowledge, connections, experience and expertise, resources, and decision-making that enhance a person’s chances of getting what they need to live a comfortable, safe, productive, and profitable life.

Primacy: The means that if there is a conflict between the Human Rights Code and other provincial laws, one must comply with the Code first, unless there is a specific exemption.

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Race: A social construct that groups people based on common ancestry and characteristics such as colour of skin, shape of eyes, hair texture, and/or facial features. The terms are used to designate the social categories into which societies divide people according to such characteristics. Race is often confused with ethnicity; there may be several ethnic groups within a racial group.

Racism: A set of erroneous assumptions, opinions and actions stemming from the belief that one race is inherently superior to another. Racism may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals.