



Doing Right: What Collective Actions can Advance Equity for Black Youth?

To learn more, see *Doing Right for Black Youth: What We Learned from the Community Engagement Sessions for the Ontario Black Youth Action Plan*

Between March and July 2017, Ontario's Ministry of Children and Youth Services conducted extensive community consultations to guide the priorities of the Ontario Black Youth Action Plan.

Collective actions for doing right and advancing equity for Black youth and their families were woven into discussions and submissions by community members across the four guiding questions. They are rightly multi-sectoral and collective strategies and actions, and they echo and reaffirm past recommendations from previous consultations with Black communities over the last decade.

Across All Ontario Systems

01.

Promote and embrace an anti-Black racism strategy that acknowledges and raises awareness of how widespread and systemic anti-Black racism is across multiple systems. This strategy should adopt an intersectionality approach that understands how diverse Black youth are impacted by anti-Black racism.

02.

Collect disaggregated race-based data in all of Ontario's systems, such as the child welfare, criminal justice, health and education systems.

03.

Implement the full practice framework recommendations by the One Vision One Voice Report (2016).

Youth Voice / Youth Engagement / Youth Leadership: Nothing About Black Youth Without Black Youth

04.

Ensure that there is a strong representation and meaningful involvement of Black youth within BYAP, as well as within the community projects supported by BYAP.

Poverty & Economic Barriers

05.

Address the unemployment and underemployment of Black youth by enforcing equitable hiring practices and policies that work to eliminate racial discrimination in hiring and compensation processes.



Support Black Youth and their Families to Deal with Ontario Systems

06.

Support Black youth and their families and communities to better navigate and engage with systems, in acknowledgment that current systems are not set up by or for Black people.

07.

Provide rights-based education to Black youth to proactively prepare them to deal with systems.

Criminal Justice System

08.

Increase the number of Black youth diverted from the criminal justice system by emphasizing restorative justice practices.

Educational Systems

09.

Redesign the curriculum in Ontario schools so they are inclusive of Black histories, cultures and accomplishments.

10.

Expand Black youths' notions of what is possible in their education and careers to tackle the violence of low expectations about what Black youth can do. For example, expand their engagement with science, technology, engineering and math (STEM).

Mental Health

11.

Encourage greater understanding and acceptance of mental health and illness within Black communities to combat stigma and increase use of mental health services by mounting vigorous anti-stigma campaigns targeted at Black communities.

12.

Build capacity in mainstream mental health organizations to provide services that are responsive to Black communities and improve access to services.

Police and Law Enforcement

13.

Radically change the ways that law enforcement agencies and individuals, including police, are held accountable in their service and protection of Black youth, families and communities. This includes increased oversight by diverse independent citizen review boards, improved systems of transparency and accountability, budget reprioritization and reallocation for equitable community safety, and greater consequences for police misconduct and brutality.