

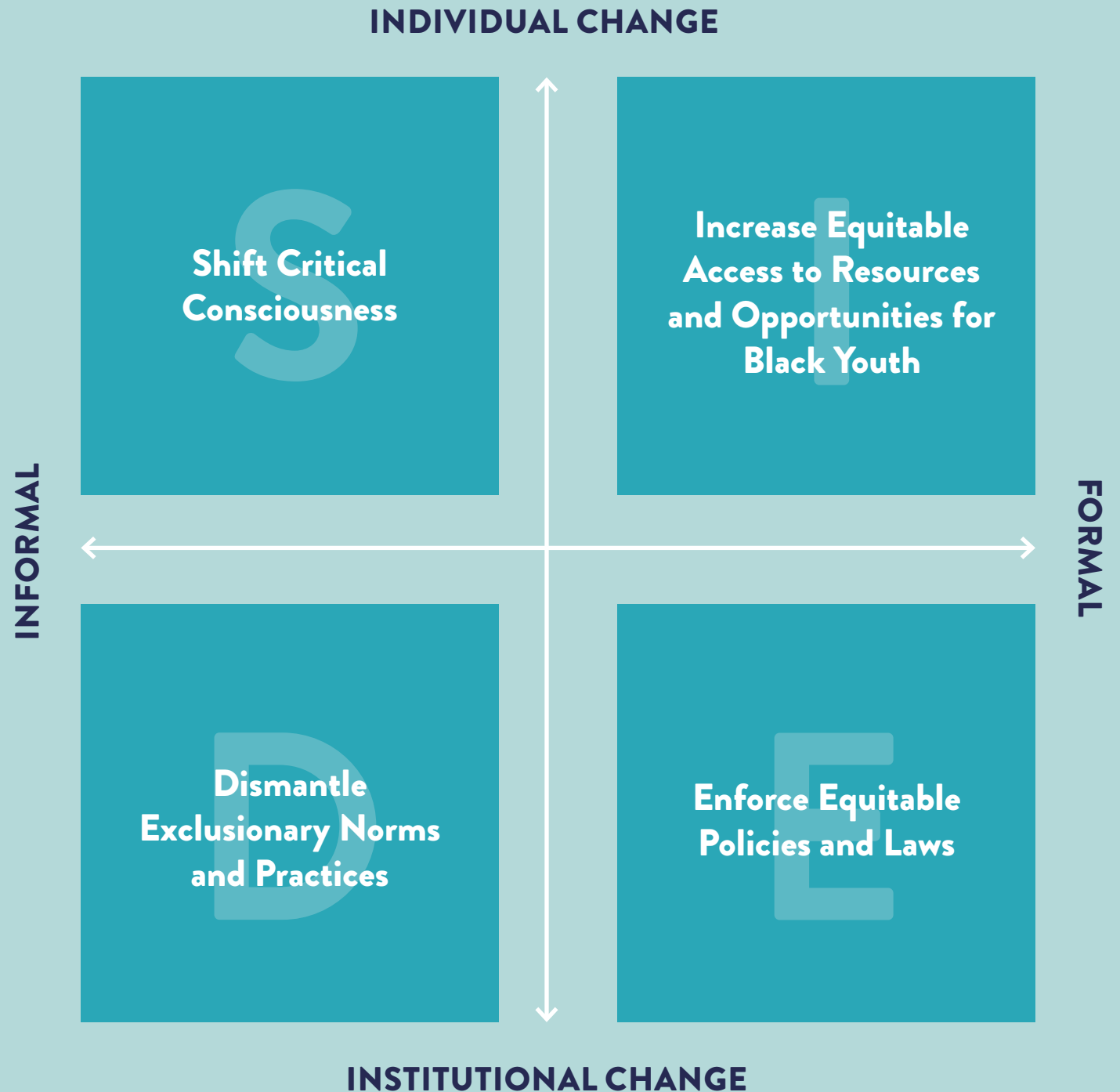
The SIDE Theory of Change for the Economic Empowerment of Black Youth

The economic barriers facing Black youth in Ontario are deep-seated, found across sectors, and often intergenerational.

These barriers include economic marginalization, disproportionate outcomes in the education system, lack of access to critical social capital, and discrimination in employment.

What could transformative economic empowerment of Black youth in Ontario look like?

The SIDE Theory of Change takes a holistic approach to the economic empowerment of Black youth by recognizing that removing systemic barriers and building capacities must be explored together.





QUADRANT #1: Shift Critical Consciousness

There is a need for processes that overturn beliefs and expectations that limit the capabilities of Black people and challenge restrictive cultural and social norms that sustain racial inequity.

Examples

- › Implementing Anti-Black Racism (ABR) training for staff in schools and workplaces
- › Sharing positive work being done by Black youth and Black communities
- › Building individual and collective sense of empowerment for Black youth



QUADRANT #2: Increase Equitable Access to Resources and Opportunities for Black Youth

Equitable access to physical, human, intellectual and financial resources including opportunities to learn, earn, and generate wealth.

Examples

- › Increasing access and support for education (bridging programs, tutoring, etc.)
- › Providing financial resources for professional development and education
- › Offering strong financial commitments in the form of grants, subsidies, loans, and in-kind contributions



QUADRANT #3: Dismantle Exclusionary Norms and Practices

Informal practices within all levels of society that contribute to the exclusion of Black youth from accessing resources and opportunities. They are not policies and laws that are institutionally formalized, but they still exist within institutions.

Examples

- › Challenging discriminatory practices such as weeding out applicants with an ethnic-sounding name during recruitment
- › Eurocentric standards of professionalism that deems a Black person wearing Black hairstyles as unprofessional based on such standards



QUADRANT #4: Enforce Equitable Policies and Laws

Equitable labour policies and laws need to be enforced with stricter regulations against discrimination in hiring and promotion practices, workplace racism, and financial lending practices.

Examples

- › Addressing workplace policies, practices, and procedures related to equitable hiring and advancement that are already in place



If Black youth are to be truly economically empowered, changes towards racial equity must occur in all four quadrants simultaneously.

LEARN MORE

Outcomes Framework: The Economic Empowerment of Black Youth in Ontario
<https://youthrex.com/report/outcomes-framework-the-economic-empowerment-of-black-youth-in-ontario/>

Logic Model for Pillar #1: Strengthening the Talent Pipeline

Situation: Black youth experience overt as well as implicit discrimination in their pursuit of education. Programs must support them to equitably access academic and professional opportunities, so they have the skills, knowledge, and supports to succeed in education and the job market, ultimately contributing to Ontario's economic prosperity.



Logic Model for Pillar #2: Jobs and Retention

Situation: Black youth are more likely to be unemployed, overrepresented in low-income and precarious employment, and experience racial discrimination in hiring, promotion, and within the workforce. They therefore require programs that equitably support them in their search for meaningful, safe, and dignified employment that is aligned with their career aspirations so they can succeed in the job market and contribute to Ontario's economic prosperity.



Logic Model for Pillar #3: Diversifying Economic Opportunities

Situation: Black youth are underrepresented in high-growth sectors and in business ownership; as such, programs are needed to support Black youth in succeeding in entrepreneurship and in STEM fields to diversify their economic opportunities so they can contribute to Ontario's economic prosperity.

