Black Youth Action Plan
Community Engagement Session

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WHAT IS THE ONTARIO BLACK YOUTH ACTION PLAN?

• The Ontario Black Youth Action Plan will increase access to supports and opportunities for Black children, youth and their families in Ontario across life stages, from early childhood to the transition to school and/or work.

• New investments will be available in communities across Ottawa, the Greater Toronto and Hamilton Area (GTHA), and Windsor.

• The Plan will support the emergence of new black youth voices across sectors

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WHAT IS THE ONTARIO BLACK YOUTH ACTION PLAN?

• The **Plan** is a four-year commitment to help reduce disparities for Black children, youth and families under the following themes:

**Ontario Black Youth Action Plan**

- Investing in culturally focused parenting and mentorship programs
- Supporting young people’s wellness with programming that takes preventative measures
- Supporting access to higher education and skills development
- Investing in community outreach and promoting anti-violence
- Communities working collectively

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Cultural Identity:

Collective Impact:
Glossary of Terms

• Cultural Identity: The identity or feeling of belonging to a group. It is part of a person's self-conception and self-perception and is related to nationality, ethnicity, religion, social class, generation, locality or any kind of social group that has its own distinct culture.

• Cultural Identity will be recognized as an important “promotive” factor in the context of normative development and “protective” factors against the harmful effects of Anti Black Racism.
Collective Impact: The commitment of a group of stakeholders, from different sectors to a set of principles for solving a complex social problem. (i.e. improving post secondary access for black youth)

Principles of Collective Impact:
1. Common Agenda
2. Shared Measures
3. Activities that sustain mutually
4. Continuous Communications
5. Backbone Organization – a separate organization dedicated to coordinating the various activities and stakeholders involved in the initiative.
The **External Implementation Steering Committee (EISC)** – 25 members representing the spectrum of the Black experience in Ontario.

EISC will use information from the community sessions to inform the development of the application and co-design process.

Under the CI² approach, you will be part of a broader coalition of organizations and leaders working to improve outcomes for Black children and youth.

Next Steps: **Co-design sessions** – BYAP team will be back out with applications and will provide supports to groups as they develop initiatives to apply for theme based funding.
COLLABORATION DISCUSSION

This is a safe space.
Everyone has a voice at the table.
COLLABORATION QUESTION #1

- How would you prioritize the systemic issues affecting children and youth in the Black Francophone community today?

**Systemic racism** occurs when an institution or set of institutions working together creates or maintains racial inequity. This can be unintentional, and doesn’t necessarily mean that people within an organization are racist.

It is often caused by hidden institutional biases in policies, practices and processes that privilege or disadvantage people based on race. It can be the result of doing things the way they’ve always been done, without considering how they impact particular groups differently.
COLLABORATION QUESTION #2

• The Black Youth Action Plan will use a CI² framework to deliver all projects approved for funding, government will be one of the stakeholders in this model. What is the best way for community stakeholders and government to work together in order to ensure the Plan works for everyone?

• What role would you like government to play?
The Ontario Black Youth Action Plan is committed to recognizing youth as experts in their lived experiences.

a) What role would you or your organization like to play in a co-design model?

b) How do we hold each other accountable to ensure youth input is central in a co-design model?
The Ontario Black Youth Action Plan is intent on investing resources to support CI\(^2\) initiatives that improve the health and wellbeing of Black youth as well as building the infrastructure and capacity of Black organizations to serve their community. What criteria would you use to define a black organization?