



## Centre for Advancing the Interests of Black People Report

Item 2P

December 9, 2021

Board of Directors

**Report:** TCHC:2021-79

**To:** Board of Directors (the “Board”)

**From:** President and Chief Executive Officer

**Date:** November 15, 2021

### **PURPOSE:**

The purpose of this report is to provide an update to the Board regarding the Centre for Advancing the Interests of Black People (“the Centre”).

### **RECOMMENDATION:**

It is recommended that the Board:

1. Receive the updates on hiring within the Centre for Advancing the Interests of Black People;
2. Receive the updates for information on the Tenant-Staff Oversight and Advisory Board for the Centre; and
3. Receive an overview of the Centre case inventory for tenant and staff issues and requests for support.

## **REASONS FOR RECOMMENDATION:**

### **Decision History**

At the Board's meeting of November 20, 2020, TCHC management provided an update on TCHC's Confronting Anti-Black Racism Strategy and work undertaken to that date.

At the Board's meeting of February 26, 2021, the Board approved the TCHC Confronting Anti-Black Racism Strategy and the 8-Point Plan for its implementation; authorized the establishment of a new TCHC Centre for Advancing the Interests of Black People (the "Centre") and the hiring of staff to develop and implement the Centre; required semi-annual reporting to the Board of Directors, by TCHC on steps taken to implement the Strategy in order to ensure alignment between staff implementing the Strategy with Board oversight; and directed staff to consider the manner in which the Confronting Anti-Black Racism Strategy informs the ongoing Human Resources refresh.

At its meeting of April 27, 2021, TCHC staff reported to the Board on the steps that were being taken to implement TCHC's CABR Strategy. The Board directed staff to report back to the Board in Q2 2021 with a work plan that included a budget and staffing plan for the Centre for Advancing the Interests of Black People.

At its meeting of June 15, 2021, the Board approved the 2022 budget for the Centre for Advancing the Interests of Black People; approved the staffing plan for the Centre for Advancing the Interests of Black People; and directed TCHC staff to develop a funding strategy for the Centre for Advancing the Interests of Black People that funds any staff positions, aside from the 5.5 FTE that will be permanently assigned to the Centre, through the existing TCHC divisional operating budget allocations.

At the Board's meeting of July 22, 2021, the Board requested for CABR Strategy implementation updates to be brought back in Q4 2021 and semi-annually thereafter.

## **Hiring within the Centre**

The CABR Strategy team was disbanded in September replaced by the Centre for Advancing the Interests of Black People team with the hiring of the Centre Director.

By the end of Q4 2021, 10 of the 17 total Centre staff are expected to be hired and on-boarded. This includes the Centre Director, the Centre Clerk, the Manager, four Policy, Planning and Coaching Consultants, the Education and Advocacy Consultant, the Human Rights and Diversity Specialist and the Resolutions Coordinator.

Outstanding hires for the Centre include the Communications Coordinator, three Tenant Workshop Facilitators and three part-time Research Assistants. The Centre expects that outstanding hiring will be completed by Q2 2022.

## **Tenant-Staff Oversight and Advisory Board**

The Centre completed the establishment of the first Tenant-Staff Oversight and Advisory Board in the beginning of Q4 2021. A total of 15 members currently make-up the Advisory Board, with 8 tenants and 7 staff.

A terms of reference was developed in collaboration with the members of the Advisory Board outlining the purpose, mandate, composition, commitment and governance structure of the Oversight and Advisory Board.

The Oversight and Advisory Board completed its orientation, conducted specialized sessions to provide feedback for policy documents and is expected to complete relevant anti-Black racism training in Q1 2022 after the on-boarding of the majority of the Centre staff. The Oversight and Advisory Board then will be publicly accessible by Q2 2022.

## **Centre Case Inventory**

The Centre has had a total of 37 formal case, of which 23 were regarding staff issues and requests and 14 were regarding tenant issues and requests.

The cases managed by the Centre ranged in complexity, of the total cases 10 cases were of high complexity, 22 cases were of medium complexity

and 5 cases were of low complexity. Of the total case load status, 27 cases are currently on-going and 10 cases are currently closed.

The timeline regarding Centre involvement in various anti-Black racism cases varied, of the total case load 17 involved the Centre from the beginning of the issue or request, 13 cases involved the Centre from the middle of the issue or request, and 4 cases involved the Centre at the end of the issue or request which was to be somewhat expected.

The ways in which the cases were recommended to the Centre varied, of the total case load 8 cases were Centre-led initiatives, 5 cases were referred by an external organization contacting the Centre and/or TCHC, 9 cases were triggered by a tenant contacting the Centre, 4 cases were referred by a tenant contacting the CEO and 12 cases were referred by a staff and/or divisional representative contacting the Centre.

The divisional connections for the Centre case load mainly engaged three units, Operations - Regions, Operations – CSU, and HR, additional cases also included the involvement of Legal, Facilities Management and Development. 16 cases involved engaging with Operations - Regions during the course of the case, 5 cases involved engaging with HR during the course of the case, 11 cases involved engaging with Operations - CSU during the course of the case. The categorization of cases will ensure that the Centre can work towards systemic and preventative measures in the future. The various cases have resulted in actions to address the experiences of tenants and staff including Centre participation in specific committees (evictions committee), working with HR to develop knowledge on acting pay in departments, working with the Black Staff Caucus for an EAP service provider, etc. As cases come to the Centre, we will be looking for strategic opportunities to implement systemic changes at TCHC.

It is notable that the level of engagement from staff and the Centre have occurred before the implementation a formal outreach strategy.

**NEXT STEPS:**

Subsequent to Board approval:

- CABR Strategy implementation updates will be brought back to Board on a semi-annually basis beginning in 2022, including an update on the case inventory for the Centre.

**SIGNATURE:**

*“Jag Sharma”*

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Jag Sharma  
President and Chief Executive Officer

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