



CONTENTS

***Message from the President
Gary Pieters**

***The Bridging Project**

***Making Noise @Humber Project**

***360 Project**

***The Freedom Walk**

***Addressing Racial Disproportionality in Child Welfare**

***Being Black is not a crime,
Anthony Morgan**

***35 Year-Celebration of CABE**

***Celebrate 40 years of the UARR**

MESSAGE FROM THE PRESIDENT

As the Urban Alliance on Race Relations observe and celebrate its 40th year as an organization committed to fostering social harmony across people of all diversities, I am pleased that it continues to be highly influential in the social justice landscape of Toronto and beyond.

During 2014-2015, the UARR continued to make a positive difference in the areas of race relations, social justice, equity, diversity, inclusion and human rights. We appreciate the ongoing support of our funders and donors; collaborating partners; supporters; members and the general public who attended our public events or participated on our social media. Our public forums, presentations, participation in public deputations, attendance at social justice events, video screenings, and awards dinner were meaningful, purposeful, relevant, engaging and effective in the public interest of advancing harmonious relations and social cohesion in the GTA and beyond.



President of UARR, Gary Pieters

We are pleased with the outcomes that were achieved, but we have much more to do – and we look forward to your continued support.

Setting Directions

We convened a strategic planning session to look ahead to the organization's mandate and to establish some strategic directions to move the organization forward. We looked at program, finances and initiatives.

We have been able to hire an Executive Director on a part-time basis, as well as a project staff on a part time basis.

We continue to look at community grants that support the work done by UARR and we are also exploring applying for related SSHRC grants in

URBAN UPDATE - MARCH 2015

collaboration with some post secondary institutions in the Greater Toronto Area.

Initiatives

We recently embarked on a project looking at the experiences of Somali Canada youth reintegration following incarceration. We have successfully concluded the Making Noise at Humber project funded by Status of Women Canada, with the impact being the creation of resources, student advocacy and a toolkit to end violence against women on post secondary campus. We also concluded the Racism 360 project which received funding from the City of Toronto and institutional partnership from Ryerson Diversity Institute. We continue to conduct presentations and provide resource support to organizations and sectors that request our knowledge and expertise on equity, diversity and inclusion.

Public Education

We hosted several events including: A panel and video screening of the Policing Literacy Initiative (PLI) documentary 'Crisis of Distrust'; our 39th Anniversary Awards and Dinner; and a post-election forum with racialized candidates from the Toronto Municipal Election. We co-sponsored a Somali-Canadian Policing Forum with Positive Change and the Toronto Police Services with keynote presentations by Somali-American officers from Minneapolis. We wrote OpEd pieces and provided subject-matter expertise to various media outlets that touched on issues of compelling public importance including Carding, World Pride, Bigotry in The Municipal Election Campaign, International Human Rights Day, and The Militarization of Policing. We wrote letters of support to the City of Toronto on the Honorary Naming of University Ave as Nelson Mandela Blvd; and to call for the creation of an Equity Advisory Committee - both of which received a favourable response and approval by the Toronto City Council. We are a founding partner in the Nelson Mandela Freedom Walk to be held on June 20th, 2015 to celebrate, honour and remember the 25th Anniversary of Nelson Mandela's visit to Toronto.

Advocacy

We presented in person or written deputations at the Toronto Police Servicers board on carding, racial profiling and we attended the press conference and offered public comment on the release of Justice Frank Iacobucci's report on Police Encounters with People in Crisis. We presented deputations to the Toronto District School Board that touch on issues pertaining to the Confucius Institute as well as the recent Margaret Wilson Report and directives. We attended the Good Jobs for All monthly meetings as well as the Good Jobs Summit in the Fall 2014. We attended the EI panels. We also participate in the Toronto Community Benefits Network. We wrote letters of concern pertaining to a racially motivated incident at Sutton District High School following the beating and racial name calling of a Black student. We attended meetings of the Joint OIPRD/SIU Director's Resource Committee on civilian oversight leadership of policing in Ontario.

Community Presence

We continue to either participate, attend, sponsor or collaborate with institutions and organizations with a social justice lens in events that address all categories of the Human Rights Code and their intersections. These include the Aboriginal and Workers of Colour Conference; the Bromly Armstrong Awards Dinner; the CANtyd Gala, the Harmony Movement Awards event; the Social Planning Toronto Frances Lankin Community Services Awards Ceremony; Labour and Community Services Annual General Meeting; and the Scadding Court Gala. We attended several conferences including 'What Makes a Man' hosted by the White Ribbon Campaign; and we participate in various events that championed Gender-Based Violence Prevention.

Social Media Presence

The UARR website was viewed over 25,000 times in 2014-2015. Thanks to everyone who supported our social media and digital presence

by visiting our website, following us on Twitter and joining our Facebook group for up to date information on compelling issues of the day pertaining to equity, diversity, inclusion, human rights, social justice, police accountability and gender-based violence prevention in Canada and beyond. We encourage everyone to stay connected for an even more exciting social media presence that celebrate our past and look ahead to our future in championing harmonious relations and social cohesion across the full diversity of Toronto and its intersections.

Board Changes

Thanks to all Board Members for their commitment and service to the UARR. We also thank outgoing directors Margaret Hageman, Chris Rahim, Monica Varga who have submitted resignations and Gary Pieters, who will not seek re-election following the expiration of his term as a director.

Looking ahead, we are in the planning stages of exciting public education and celebration events, as a fitting observance of our 40th Anniversary milestone! Please be sure to attend, participate and celebrate with us!

Gary Pieters
President of the Board
Urban Alliance on Race Relations
March 2015



OIPRD/SIU Director's Resource Committee

The Bridging Project: Reintegration of Somali Youth

Urban Alliance on Race Relations (UARR) has embarked on a 10-month research project that aims to examine the reintegration process of Somali youth in North Etobicoke. Through a participatory action framework, the Bridging Project (TBP) will assess the accessibility and efficacy of reintegration services established to help marginalized youth reintegrate into society.

Utilizing mixed methods of one on one interviews and focus group discussions, TBP brings together a host of stakeholders including previously incarcerated Somali youth, service providers in North Etobicoke, parents and community leaders. TBP has thus far uncovered insightful information of the lived experiences of Somali youth in our communities.

Preliminary analysis of interviews with research participants highlight the effect communities and families have on successful reintegration and the crucial role of employment and education.

Upon completion of this research project, UARR aims to provide practical recommendations for services providers and city policy makers. This project was made possible through funding by the City of Toronto's Access and Equity Fund. A final report will be made in June 2015.



TBP Advisory Committee

URBAN UPDATE - MARCH 2015

Making Noise @Humber - Gender Violence Prevention Project

Based on funding from Status of Women Canada, the Urban Alliance on Race Relations (UARR) partnered with the Humber Students' Federation (HSF) and Humber College to deliver a 2-year project on raising awareness about gender-based violence (GBV) prevention at the North and Lakeshore campuses. The first year consisted of research and review of Humber's current policies, practices and procedures regarding safety and accessibility. Focus group discussions and a campus survey were distributed to capture student's current attitudes and awareness of gender violence. In addition, a campus safety walkabout was conducted to identify areas for physical improvement.

The second year of the project involved training of student committee members to become facilitators on a series of 8 workshops: Human Rights, GBV 101, Healthy/Unhealthy Relationships, LGBTQ2I and Spectrum, Unmasking Masculinity, Culture Competency and Culture Shock, Women and Stereotypes, First Responder and Supports. Members of Humber College Departments and external community partners served as Trainers for these workshops. The basis of these workshops, coupled with the outcomes of Year 1, supported the launch of an Awareness campaign (February 24th-March 7th). These two weeks included a launch event led by spoken word and theatre performances, and a public address of commitment to ending gender violence on campus by the Dean of Students, Jen McMillen. The campaign also consisted of R.A.D self-defense training for Female-identified students, as well as in class workshops with the School of Social and Community Services (Lakeshore campus) and the School of Liberal Arts and Science (North campus).

The legacies of the project includes the creation of an online GBV Prevention Toolkit identifying

discrimination, highlighting signs of healthy and unhealthy relationships, as well as on and off campus resources to support those experiencing violence. Furthermore, recommendations to public safety as well as policies to create a separate sexual assault policy were made to Humber College. Lastly, a Making Noise student club was created to continue the dialogue and partnerships made with the administration, the Humber Students' Federation and community organizations.

UARR is very grateful for the tremendous guidance received from tis community advisory committee consisting of the Humber Students' Federation and the Humber College partners, as well as external members: The White Ribbon Campaign, Ernestine's Women's Shelter, and Microskills. We would also like to acknowledge the hard work and support from the student committee.

Jason Merai
Executive Director



Making Noise @Humber collage

URBAN UPDATE - MARCH 2015

Diversity Institute and 360 Project Partnership with UARR

In 2014 Urban Alliance on Race Relations partnered with Ryerson University's Diversity Institute to conduct a research study titled: "Addressing the Discrimination Experience by Somali Canadians and Racialized LGBTQ Homeless Youth in Toronto". This community-based research project aims to identify issues of access, equity and inclusion for two highly vulnerable and marginalized groups in Toronto:

- (a) the Somali Canadian community and
- (b) racialized LGBTQ homeless youth.

More specifically, this project aims to explore the barriers and challenges facing these communities in the following six key areas:

- (i) employment;
- (ii) health;
- (iii) justice;
- (iv) education;
- (v) housing; and,
- (vi) community engagement.

This report will focus on our findings from our work with a group of Somali Canadians in the Greater Toronto Area (GTA) and focus group involving racialized LGBTQ homeless youth in Toronto. This project was led by UARR project coordinator Brandon Hay, who worked closely with Lauren Daniel and Dr. Wendy Cukier (Academic Supervisor) of the Diversity Institute. The final report will be launched in the very near future.

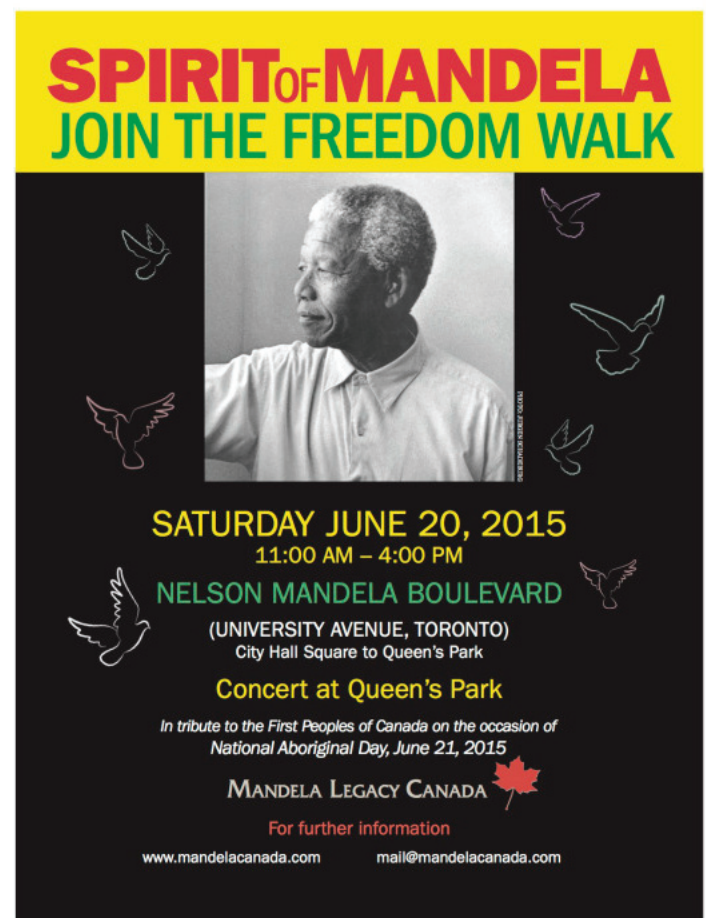
Gordon Pon
UARR Board member and Liaison to 360 Project staff

The Spirit of Mandela Freedom Walk

The Urban Alliance on Race Relations is proud to join The Mandela Legacy Committee in launching of the Spirit of Mandela Freedom Walk. This commemorative occasion will take place Saturday June 20th, 2015 from 11:00am-4:00pm.

Together, we will honour the legacy of Madiba by walking the ceremoniously named Nelson Mandela Boulevard (University Avenue) from Armoury Street to Queen's Park. Please do join us for this historic celebration.

For more information, please visit <http://www.mandelacanada.com>. The UARR will also post details of the Freedom Walk as the event develops.



The poster features a yellow header with the text "SPIRIT OF MANDELA JOIN THE FREEDOM WALK" in red and green. Below this is a black and white portrait of Nelson Mandela. The background is black with white bird silhouettes. The text on the poster includes: "SATURDAY JUNE 20, 2015", "11:00 AM - 4:00 PM", "NELSON MANDELA BOULEVARD", "(UNIVERSITY AVENUE, TORONTO)", "City Hall Square to Queen's Park", "Concert at Queen's Park", "In tribute to the First Peoples of Canada on the occasion of National Aboriginal Day, June 21, 2015", "MANDELA LEGACY CANADA", "For further information", "www.mandelacanada.com", and "mail@mandelacanada.com".

Freedom Walk Poster

Addressing Racial Disproportionality in Child Welfare

In the past year, the racial disproportionality of Black children in the care of child welfare services in Toronto has been featured prominently in the Toronto Star. An investigative report found that 41% of the children in the care of the Children's Aid Society of Toronto are Black, while only 8% of the city's population are comprised of Black children (http://www.thestar.com/news/canada/2014/12/11/why_are_so_many_black_children_in_foster_and_group_homes.html). The Toronto Star report identified poverty, cultural misunderstanding and systemic racism as reasons for this racial disproportionality.

In 2011, Kevin Gosine, Doret Phillips and I published a paper titled "Immediate Response: Addressing Anti-Native and Anti-Black Racism in Child Welfare", which was published in the International Journal of Child, Youth and Family Studies. (<http://journals.uvic.ca/index.php/ijcyfs/article/view/7763>). This paper examined the structural and historical factors that contribute to contemporary forms of discrimination faced by Aboriginal and Black families who encounter the child welfare system. This paper recommends that social workers, educators, and social administrators utilize anti-Black racism, critical race feminism and anti-colonialism as points of entry to effectively address pressing issues such as racial disproportionality in child welfare. This paper was recently presented at the Child Welfare Anti-Oppression Roundtable (Ontario) in November 2014. The Child Welfare Anti-Oppression Roundtable is comprised of representation from most of the CASs in Ontario. We also presented our findings at the Ontario Institute of Studies in Education, University of Toronto in February 2014.

Gordon Pon
UARR Board member

Being Black is not a crime



Chief of Toronto Police Services Bill Blair

Once again, racial profiling has been thrust to the forefront of public discussion in Toronto.

Toronto Police Chief Blair provided the Star with an op-ed explaining the position of the Toronto Police Service. In his op-ed, he addressed the Toronto Star's latest findings on the disproportionate impact that carding is having on African Canadian and brown people in Toronto.

Chief Blair essentially stated that the disproportions in carding can be explained by the fact that crime occurs at higher rates in communities with increased levels of poverty and unemployment. In other words, socio-economic inequalities are to blame for the overrepresentation of African Canadian and brown people in carding statistics.

While this may be true, Chief Blair provided no statistics showing that carding leads to less crime or more crimes being solved.

More importantly, Chief Blair's reference to socio-economic disparities suggests that the Toronto Police Service is not ready to own responsibility for anti-Black policing in Toronto.

For example, the groundbreaking 2008 report *Roots of Youth Violence* by Roy McMurtry and Alvin Curling, found that racism is a contributing factor to poverty,

URBAN UPDATE - MARCH 2015

unemployment and related socio-economic inequalities. The report highlighted that alienation and low self-esteem result from being racially profiled and that racial profiling, along with other forms of racism increase the likelihood that young people will opt out of the mainstream economy. Chief Blair's response ignores the role discriminatory policing plays in causing these systemic problems.

Another concern with Chief Blair's response is that he did not acknowledge the connection between the Star's new findings and systemic discrimination in the Toronto Police Service. Instead, he repeated the myth of "a few bad apples," suggesting that the problem still lies with individual officers engaging in bad behaviour.

Canadian academics such as Carol Tator, Frances Henry, David Tanovich, Scot Wortley, and Akwasi Owusu-Bempah have done extensive research dispelling this myth. They have found that racial profiling has much less to do with individual officers making mistakes than it does with a police culture that passively accepts racial biases in the everyday values, culture and structures of policing as a whole.

Chief Blair should know that Torontonians, especially African Canadians, want solutions, not excuses. We are tired of political rhetoric and want positive results.

In his op-ed, the chief referenced Project PACER (Police and Community Engagement Review) as a demonstration of the Toronto Police Service's commitment to eliminating racial profiling. However, he made no mention of the new carding policy adopted by the Toronto Police Service Board in April of this year.

This is unusual considering the amount of public advocacy that there has been on the policy, which has been led by human rights organizations like the Black Action Defence Committee, African Can

-adian Legal Clinic, Law Union of Ontario, Urban Alliance on Race Relations and even the Ontario Human Rights Commission.

The new policy allows police to card civilians for the purpose of investigating or preventing a specific offence or series of offences from taking place. But, it also allows carding for the purpose of ensuring that an individual is not "at risk." At risk to whom? At risk of what? For added transparency and accountability of the Toronto Police Service, Chief Blair should state how officers will interpret this part of the policy.

Additionally, the policy only requires officers to give "as much [information] as possible in the circumstances" when carding civilians. Therefore, police will not be required to either tell civilians why they are being carded; or what their human rights are in specific circumstances, such as the right to be silent and to walk away.

Finally, the policy does not require the police to give civilians an exact carbon copy of the form they fill out in a contact card. While a receipt is a good measure, a carbon copy should be the standard. If carbon copies can be issued for parking tickets, there is no reason why the same cannot be done for contact cards.

To defend members of the force from accusations of anti-Black racism in policing, Chief Blair has said, "We are not racist, we are all human." This confuses the issue.

The real problem is that the new carding data reveals that the Toronto Police Service is increasingly operating like some Torontonians can be treated as if they are less human than others. This is a clear violation of Ontario's Human Rights Code. Until this is fixed, the carding practices of the police leave the impression that being black is a crime.

Anthony Morgan is the policy and research lawyer at the African Canadian Legal Clinic.

Anthony Morgan
UARR Board member

URBAN UPDATE - MARCH 2015

35-year Celebration of the Canadian Alliance of Black Educators (CABE)

2-Day Leadership Conference at:

The Black Business and Professional Association Building
180 Elm Street (West of University Avenue),
Toronto, Ontario

Day 1: June 5th, 6:00PM-11:00PM

*Prominent Professionals in Education providing Opening and Closing Keynote address

*Decadent Dinner

*CABE Impact Awards for past CABE members and present day change-makers in Education

*Music and performances

Day 2: June 6th, 9:00AM-4:00PM

*Bonding over Breakfast

*Workshops that allow for organic community development on the spot!

3 Critical Issues of Discussion:

A) Identify social determinants of good education

B) Build collaborations between leaders from all age groups, supporting culturally responsive decolonized education within and outside of formal education systems

C) Challenge existing teaching practices in order to transform the education experience amongst all Canadian students, but especially that of students from the Black Diaspora

For more information please contact:

sarauz@canadianblackeducators.org

www.canadianblackeducators.org

Celebrate 40 Years of the UARR

Mark your calendar!

Thursday September 17th, 2015 the Urban Alliance on Race Relations invites you to celebrate 40 years of our dedication to Human Rights. Details of the event are still being developed but will include an educational presentation followed by a celebration reception. In addition, the UARR will be presenting a Lifetime Achievement Award.

For more information, please follow www.urbanalliance.ca & @UARRToronto.



Deputation to the Toronto Police Services Board. Delivered by Jason Merai, Executive Director, and Audi Dharmalingham, UARR Board member

Urban Alliance on Race Relations A YEAR IN REVIEW

Bromley Armstrong Awards Dinner

Friday May 30th, 2014
Spirales Banquet Hall



UARR BIENNIAL AWARDS & FUNDRAISING DINNER

Thursday September 18th, 2014
Dim Sum King Restaurant

Keynote Address:
Barbara Hall
Chief Commissioner of the
Ontario Human Rights Commission



Launch of Nelson Mandela Boulevard

Friday December 5th, 2014
City Hall - Toronto, ON



December 10th Human Rights Forum "Race, Gender & Democracy"

Wednesday December 10th, 2015
UARR Boardroom





Make your mark with the UARR

We have all wanted to leave a lasting memory of ourselves - for our families, our friends and our colleagues. And a significant way to do so is to make a donation to an organization like the UARR.

You could donate a small amount every month or over the course of the year. You could also transfer stock or mutual funds. Or perhaps you want to donate a property for a permanent home for the UARR.

Your donation could be made to mark a special occasion like a Birthday or an Anniversary. It could be made to honour a loved one or a friend.

We at the UARR are here to help you make that special donation. As a registered charity, we will issue any text receipts to eligible donations. Please contact our Administrative Assistant Yumei at 416.703.6607 ext 5 or by email at yumei@urbanalliance.ca to get more information.

Stay connected with UARR

@UARRToronto

Facebook: Urban Alliance on Race Relations

www.urbanalliance.ca

416.703.6607

**Positive Change
"Policing in the Somali-Canadian
Community"**

Saturday January 17th, 2015
Woodbine Banquet Hall



**The UARR acknowledges the
generous support of:**

City of Toronto
Status of Women Canada

Chandwani/Mendez Family
CUPE LOCAL 4400

Falconer LLP
John C. Bailey, C.A.
Humber College

Humber Students' Federation
International Brotherhood of Electrical
Workers, Local 353

Labour Community Services
Lloyd McKell

Ontario Federation of Labour
Ryerson University Diversity Institute

Social Planning Toronto
Stevensons LLP Barristers
Toronto Police Services Board
Toronto & York Region Labour Council
Tribeca Finance Corporation
UNIFOR

Unites Steel Workers
UARR members, volunteers and
individual donors



Status of Women
Canada
Condition féminine
Canada

Urban Alliance on Race Relations

2 Carlton Street, Suite 1001

Toronto, Ontario M5B 1J3

Phone: (416) 703-6607 Fax: (416) 703-4415

E-mail: info@urbanalliance.ca

Website: www.urbanalliance.ca

Follow us on:

Twitter: @UARRToronto

Facebook: Urban Alliance on Race Relations

We welcome your comments and input

**Is Your Membership
up to date?**

Membership Categories (please check one)

| | |
|-------------------------|---------|
| _____ General | \$ 10 |
| _____ Senior/Student | \$ 5 |
| _____ Corporate | \$ 500 |
| _____ Patron (Lifetime) | \$1,000 |

UARR Annual Membership (except Patron) is valid
January 1st to December 31st.

Please send payment with this form to:

Urban Alliance on Race Relations
2 Carlton Street, Suite 1001
Toronto, Ontario M5B 1J3

Tax Receipt issued for donation with \$10.00 and over

Please return the form, cheque payable to
Urban Alliance on Race Relations. Thank you.

Name: _____

Address: _____

City: _____

Postal Code: _____

Phone: _____

E-mail: _____

