



Blog Title: Beyond Awareness: What the Black Community Is Really Asking For

In recent years, conversations around anti-Black racism in Canada have become more visible. Campaigns, statements, and public commitments have increased—but within the Black community, expectations have also evolved. Awareness alone is no longer enough. The focus is now firmly on results.

Through continuous engagement with community members, participants, and partners, a clear pattern has emerged: people want practical solutions that directly improve their lives. The conversation is no longer just about identifying barriers—it is about removing them.

One of the strongest messages coming from the community is the need for **economic empowerment**. Many individuals are not just looking for training; they are looking for outcomes. This includes securing employment, launching businesses, and building sustainable income streams. For newcomers and underserved populations, access to the right tools, mentorship, and networks can make the difference between survival and stability. As one participant shared, *“We don’t just need to learn—we need to earn.”*

Another critical theme is **accessibility and cultural relevance**. Programs that are delivered in both French and English, and that reflect the lived experiences of Black participants, consistently see higher engagement and stronger outcomes. When people feel understood, they show up, participate, and apply what they learn. This is particularly important for Black newcomers navigating not only a new country, but also systemic barriers within it.

The community has also emphasized the importance of **safe and empowering spaces**. Beyond skills and employment, there is a real need for environments where individuals can speak openly, share experiences, and rebuild confidence. The impact of racism is not only economic—it is also emotional and psychological. Programs that acknowledge this reality create deeper and more lasting change.

At the same time, participants are calling for **continuity and long-term support**. Short-term programs can spark motivation, but without follow-up, many individuals struggle to maintain momentum. Ongoing mentorship, access to affordable tools (especially digital

and AI resources), and strong peer networks are essential to sustaining progress. People are not just looking for one-time support—they are looking for pathways.

There is also a growing recognition within the community that **collective progress requires collaboration**. Partnerships between nonprofits, private sector organizations, and community leaders are key to expanding access to opportunities. When resources are shared and aligned, impact increases.

At EFBNHC, these insights are not just observations, they are shaping how programs are designed and delivered. The focus is on building models that are practical, scalable, and directly tied to economic and social outcomes. Whether through digital skills training, entrepreneurship support, or access to AI tools, the goal is clear: move participants from learning to earning, and from participation to independence.

The message from the community is both simple and powerful:

Listen to us. Invest in real solutions. Create opportunities that last.

Real change is no longer theoretical—it is already happening. And it is driven by informed, resilient, and determined voices within the Black community.

THANK YOU FOUNDATION FOR BLACK COMMUNITIES!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!



