

Cowichan's first local research into racism & marginalization.

Funded by the Government of Canada Financé par le gouvernement du Canada





#### **Defining The Gap**

Mandate

Mandate

Experience

Mandate

Experience

Mandate

**Experience** 

Programming

Anecdotal

Mandate

Experience

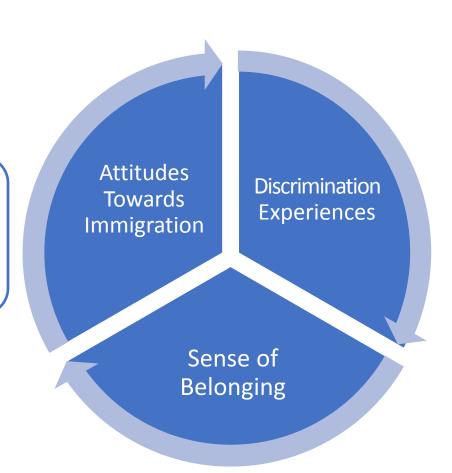
**Programming** 

# Anecdotal

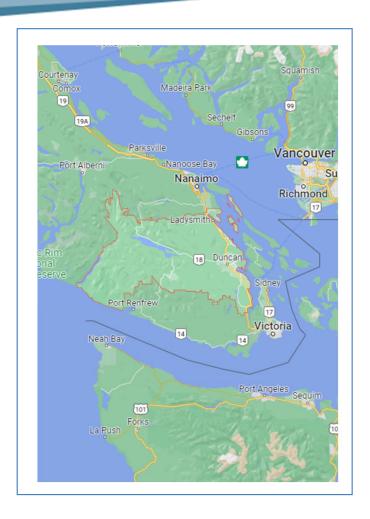
**Local Data** 

#### **Project Aims**

Acquire evidence base to guide strategies for reducing discrimination and promoting a welcoming community.



- Diverse community sample
- Flyers distributed via social media & newsletters
- Hard copies posted throughout Cowichan



#### Invitation to Participate

YOUR EXPERIENCES IN THE COWICHAN VALLEY

We are re thoughts s

participat

تجاربك في وادى كويتشان You must I

نقوم بدعوة مشاركين ليكونوا جزء في دراسة تبحث في تجاربهم وأفكارهم المتعلقة

ويتشان

您在考维昌谷的经历

我们正在招募参与者加入一项研究,探讨他们在考维昌谷中关于歧视的经历和想

法。

ਕਾਵਿਚਨ ਵੈਲੀ ਵਿਚ ਤੁਹਾਡੇ ਤਜ਼ਰਬੇ

您必须年

ਅਸੀਂ ਭਾਗੀਦਾਰਾਂ ਨੂੰ ਕਾਵਿਚਨ ਵੈਲੀ ਵਿੱਚ ਵਿਤਕਰੇ ਦੇ ਆਲੇ ਦੁਆਲੇ ਦੇ ਤਜ਼ਰਥਿਆਂ ਅਤੇ ਵਿਚਾਰਾਂ ਦੀ ਪੜਤਾਲ ਵਿੱਚ ਹਿੱਸਾ ਲੈਣ ਲਈ ਭਾਗ ਲੈ ਰਹੇ ਹਾਂ.

ਹਿੱਸਾ ਲੈਣ ਲਈ ਤੁਸੀਂ 18 ਸਾਲ ਜਾਂ ਇਸ ਤੋਂ ਵੱਧ ਉਮਰ ਦੇ ਅਤੇ ਕਾਵਿਚਨ ਵੈਲੀ ਖੇਤਰ ਦੇ ਮੌਜੂਦਾ ਨਿਵਾਸੀ ਹੋਣੇ ਚਾਹੀਦੇ ਹੋ



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#### **Key Terms**

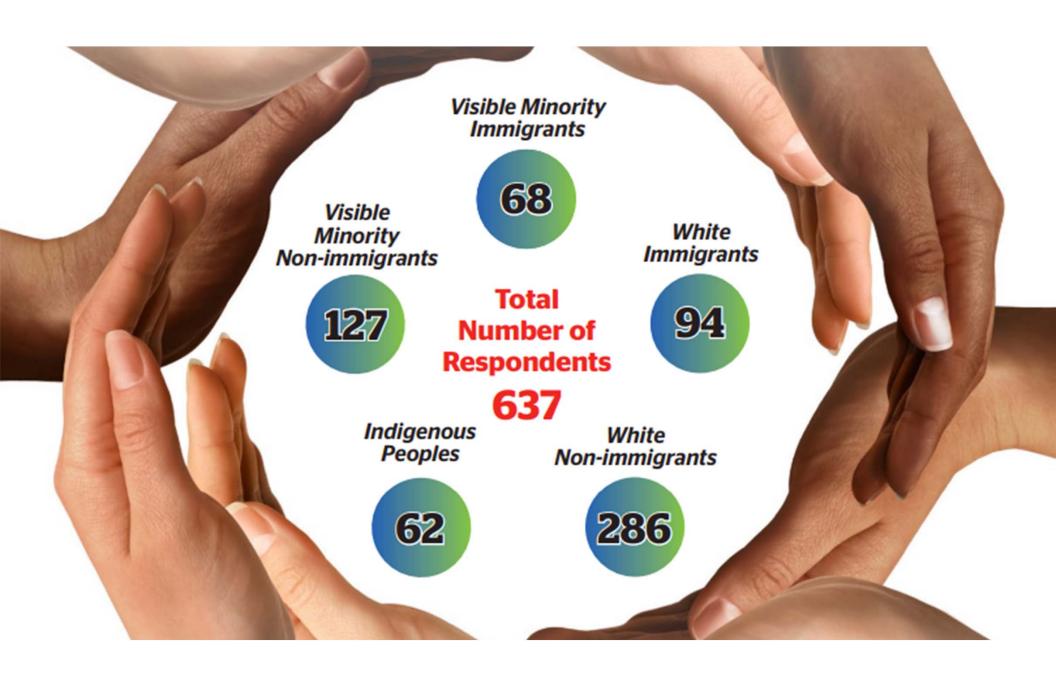
From Canada's Equity
Employment Act

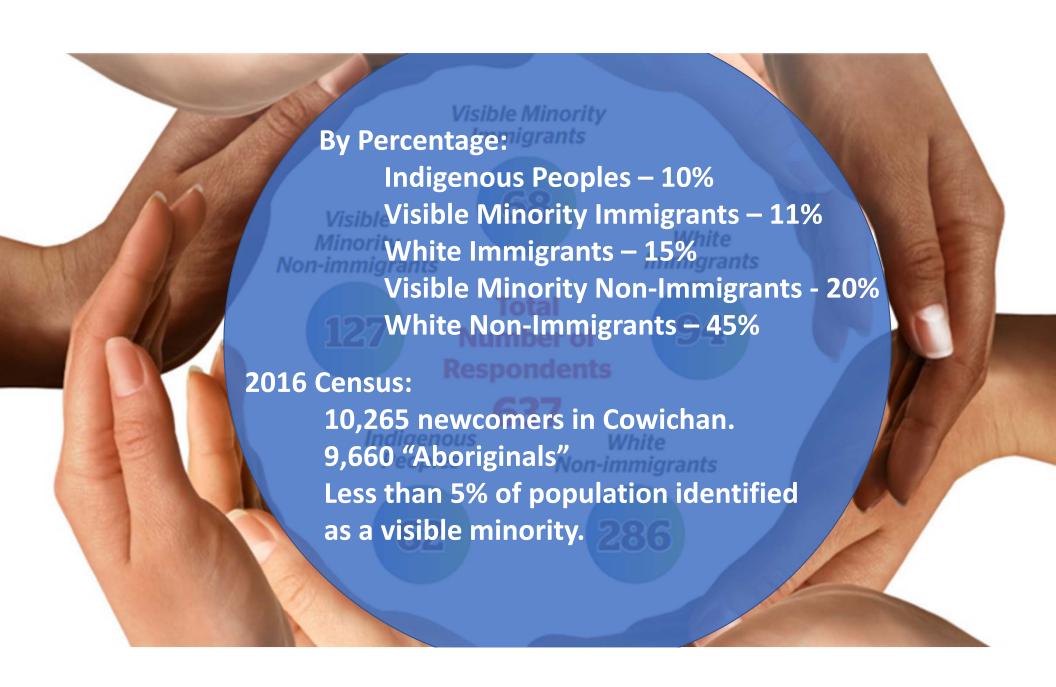
#### Visible minority

• "... persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour."

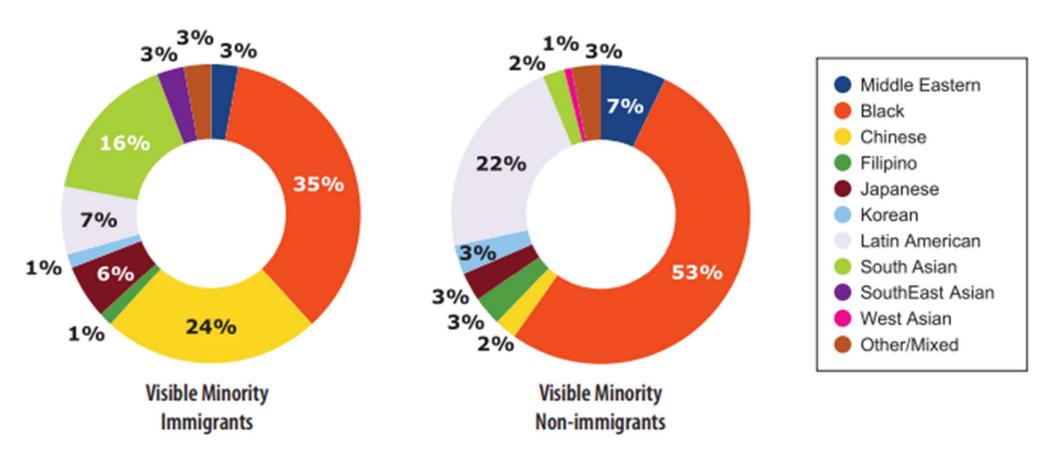
#### **Discrimination**

 The unequal treatment of members of various groups based on race, ethnicity gender, social class, immigration status, sexual orientation, physical ability, religion and other categories.

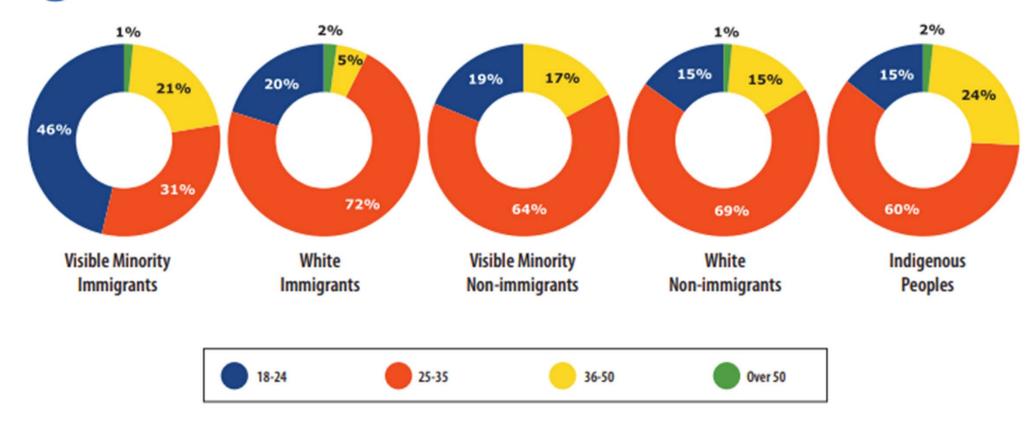




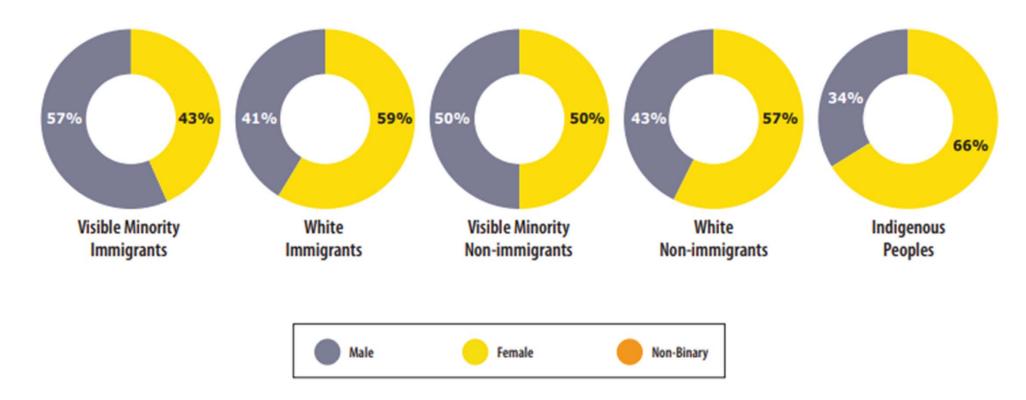
#### **Ethnicities / Race**



#### Age

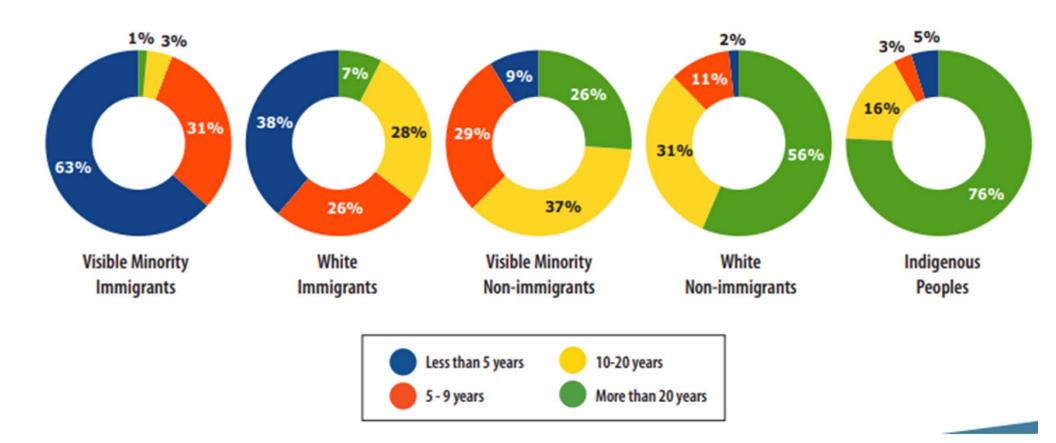


#### Gender

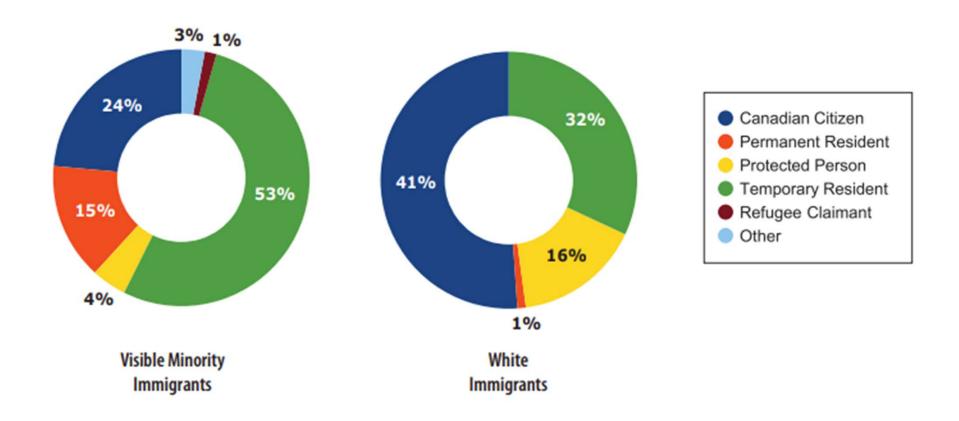


The survey provided gender identity options along the gender spectrum. All respondents selected either male of female.

#### **Time Residing in CVRD**

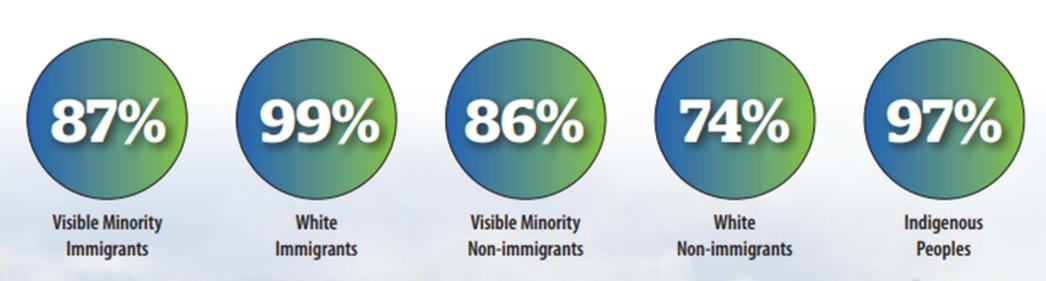


#### **Current Immigration Status**



#### **Discrimination Experiences**

In one or more contexts over 3 years.



#### **Compared to Similar 2021 Study London Ontario**

Percentage of Respondents Who Have Experienced Discrimination in One or More Contexts in the Past Three Years



Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous Peoples in London and Middlesex, August 2021

#### **Where Discrimination Occurs**

Respondents considered 15 different contexts.

#### **Visible Minority Immigrants**

69% - At your job – from supervisors, co-workers, clients

66% - Public transit, buses, or taxis

66% - Libraries, community/recreational centers, arenas

66% - Social gatherings

62% - Store, bank, or restaurant

"As newcomers coming to Canada, we don't want to, you know, cross the lines and try to be careful. We don't want to misunderstand or don't miss do anything."

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Health Care – 59% or 10<sup>th</sup>

"As newcomers coming to Canada, we don't want to, you know, cross the lines and try to be careful. We don't want to misunderstand or don't miss do anything."

#### White Immigrants

77% - Public areas, parks, sidewalks

72% - Public transit, such as buses, taxis

70% - Libraries, community/recreational centres, arenas

70% - Store, bank, or restaurant

60% - When applying for a program or benefit

#### White Immigrants

77% - Public areas, parks, sidewalks

72% - Public transit, such as buses, taxis

70% - Libraries, community/recreational centers, arenas

70% - Store, bank, or restaurant

60% - When applying for a program or benefit

Health Care – 57% or 6<sup>th</sup>

#### **Visible Minority Non-immigrants**

66% - Public transit, such as buses, or taxis

65% - Social gatherings

64% - At your job – from supervisors, co-workers, or clients

63% - Looking for housing, buying or renting

63% - Libraries, community/recreational centers, arenas

"We were not hired because we didn't qualify but I tend to think it is because of our ethnicity"

#### **Visible Minority Non-immigrants**

66% - Public transit, such as buses, or taxis

65% - Social gatherings

64% - At your job – from supervisors, co-workers, or clients

63% - Looking for housing, buying or renting

63% - Libraries, community/recreational centers, arenas

"We were not hired because we didn't qualify but I tend to think it is because of our ethnicity"

Health Care - 53% or 14th

#### White Non-immigrants

- 65% When applying for a job or promotion
- 64% Public transit, such as buses, or taxis
- 61% Social gatherings
- 61% At your job from supervisors, co-workers, clients
- 60% Public areas, such as parks and sidewalks

#### White Non-immigrants

- 65% When applying for a job or promotion
- 64% Public transit, such as buses, or taxis
- 61% Social gatherings
- 61% At your job from supervisors, co-workers, clients
- 60% Public areas, such as parks and sidewalks

Health Care - 58% or 11th

#### **Indigenous Peoples**

- 72% Interacting with the courts
- 65% Looking for housing, buying or renting
- 65% When attending school or classes
- 63% At your job from supervisors, co-workers, or clients
- 63% Social gatherings

#### **Indigenous Peoples**

- 72% Interacting with the courts
- 65% Looking for housing, buying or renting
- 65% When attending school or classes
- 63% At your job from supervisors, co-workers, or clients
- 63% Social gatherings

Health Care - 58% or 7th

# **Top 5 Situations – All Groups Notable Findings**

#### **Common Across All Groups:**

Public Spaces – Transit, Sidewalks, Arenas/Libraries

Social Settings

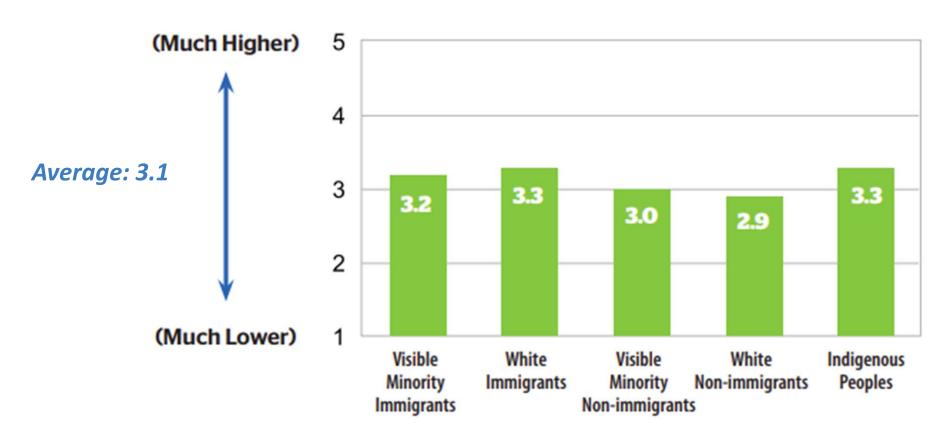
Store, Bank, Restaurant

**Indigenous Peoples:** In the courts (72%)

White Immigrants: Public spaces (77%)

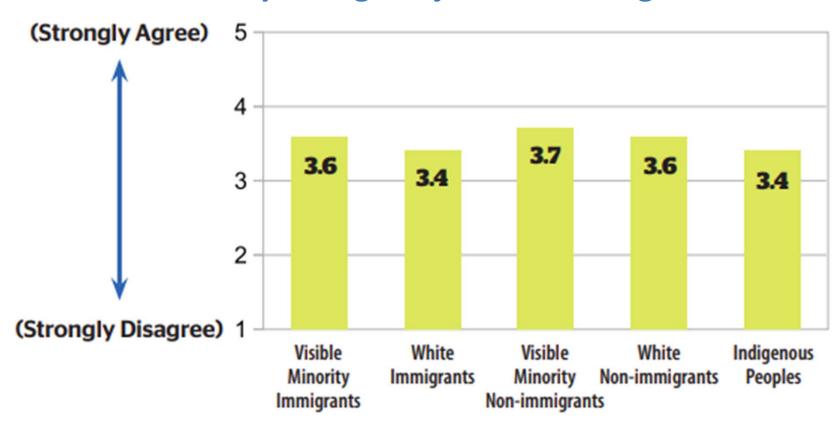
All Groups Except White Immigrants: At Work or Applying for Job

## During the COVID-19 pandemic, how much has the level of discrimination changed?

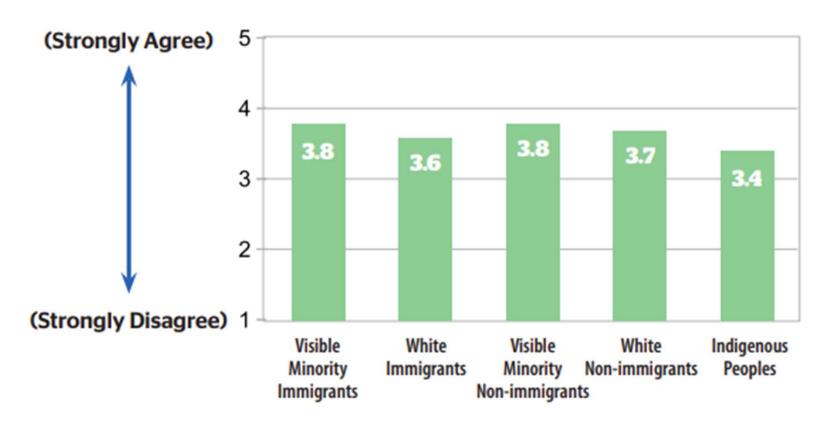


#### **Anti-Discrimination Activities**

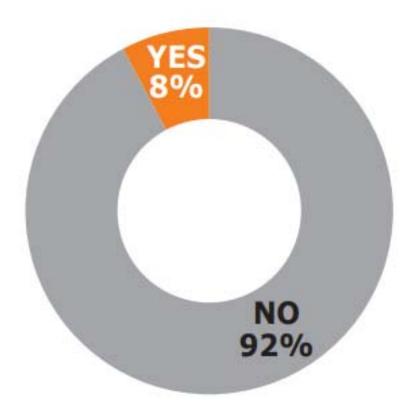
#### Does the community do a good job of reducing discrimination?



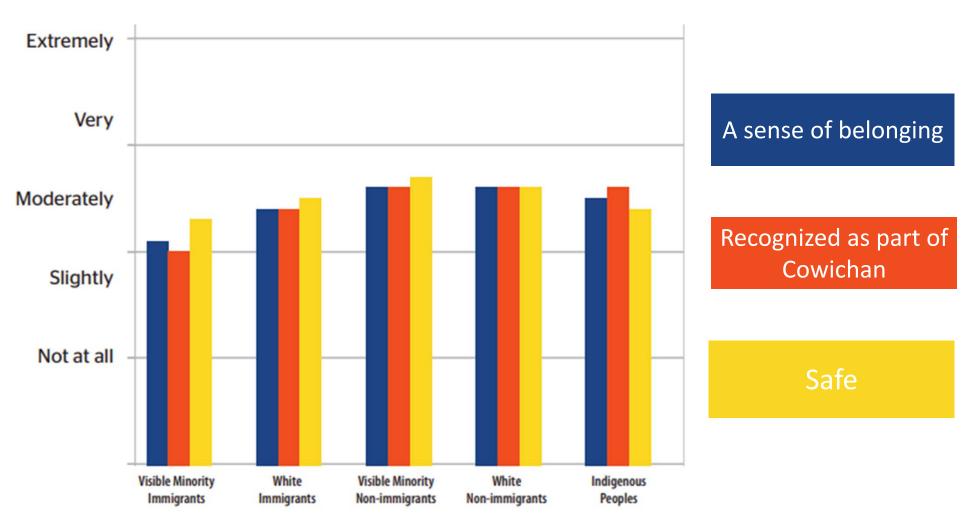
#### There should be more anti-discrimination initiatives

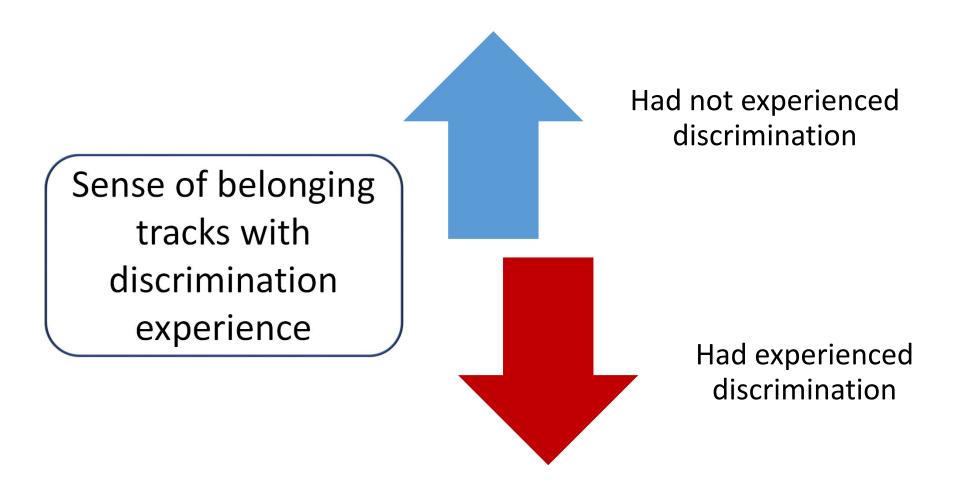


#### **Respondents Who Attended Anti-discrimination Event**

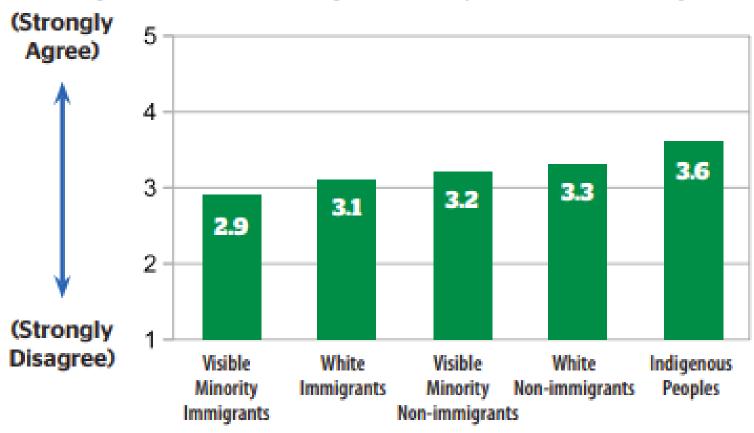


#### How much do you feel ...

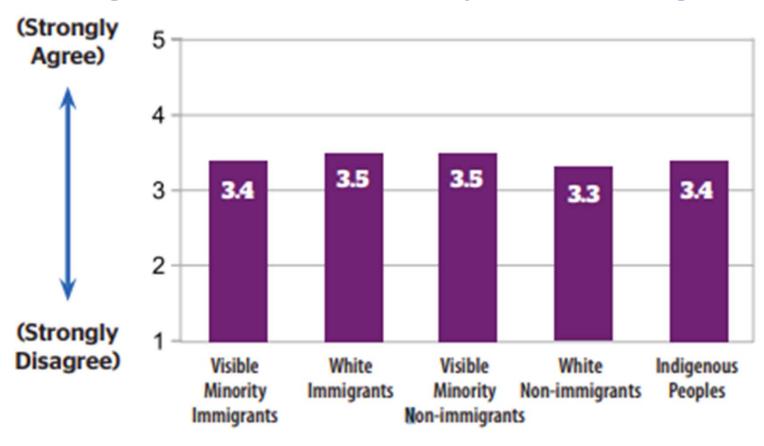




#### Immigration has a Negative Impact on the Region



#### Immigration has a Positive Impact on the Region



#### **Key Findings**

- Across all 5 groups, a high percentage of respondents reported having experienced discrimination.
  - White Immigrants and Indigenous Peoples reported the highest percentage.
- In what situations did people experience discrimination?
  - "at at a job", public transit", public areas, such as parks and sidewalks", "social gatherings", and "interacting with the courts".
- Very few participate anti-racism events, most would like to see more.

#### **Download the Study**

#### Search:

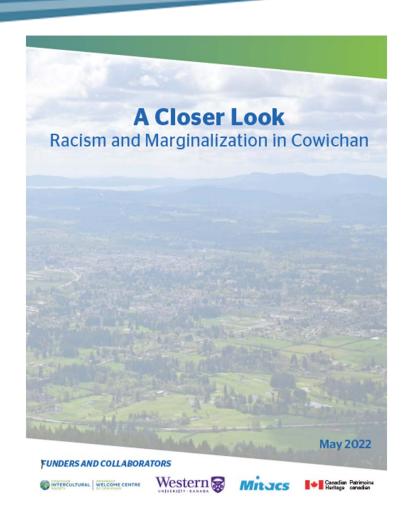
Cowichan Intercultural Society A Closer Look

#### Go To:

https://cowichanintercultural.org/wpcontent/uploads/2022/05/A-Closer-Look-2022.pdf

#### **Contact:**

Elizabeth Croft | elizabeth@cis-iwc.org 604.931.9122



### **Questions for You**

- 1. Does the study have any data that could inform your programming/activities? If so, what are the first steps for (or before) applying it?
- 2. In a world where every answer leads to a new question, what questions come to mind when reviewing the study?

**Contact:** Elizabeth Croft

elizabeth@cis-iwc.org

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"Cowichan Intercultural Society A Closer Look"

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