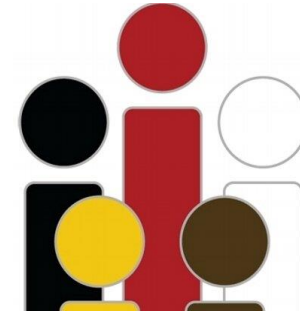


Racial Equity, Human Dignity & Social Justice Change-Making



How do we ensure fair and equitable life chances, life opportunities and life outcomes for all Ontarians ?

Pre-Budget Presentation

January 18, 2022

Colour of Poverty |  | Colour of Change

What is Colour of Poverty – Colour of Change?

- Campaign to address growing racialization of poverty and resulting increased levels of social exclusion and marginalization of racialized communities (both Indigenous Peoples and peoples of colour) across Ontario – using a broad and intersectional social/structural determinants of health and well-being approach

<https://colourofpoverty.ca>

What is Colour of Poverty – Colour of Change (COP-COC)?

- Launched **COP-COC** in Fall 2007
- Released Fact Sheets to highlight racialization of poverty, based on 2006 Census data
- New Fact Sheets based on 2016 census data were released in March 2019

<https://colourofpoverty.ca/fact-sheets/>

First Principles

Consistently and consciously use - "**Indigenous Peoples and peoples of colour**" - to highlight and underscore the primary, unique and distinct position of Indigenous Peoples on these lands and territories - given their inherent and Treaty rights, sovereignty, rights to self-governance, self-determination and their-our nation-to-nation relationships with settler society.

Secondly - in the context of racial justice change-making work in Ontario and Canada - we need to acknowledge that depending on which metric, area of focus or study one might want to look at and/or address - either current or historical - **which of the diverse communities of colour most seriously impacted or disadvantaged will differ and vary** - for in different spaces, places and contexts it might be - Chinese, West Asian, Korean, Arab, Latina/o/x, Filipina/o/x, South Asian, Black or other !

Thirdly - two of the very real challenges we face in Canada (and in the USA) are the historical and ongoing prejudiced perceptions and biased understandings that mis-inform, mis-represent and distort how we see and engage with the lived realities of peoples of colour in Canada -

I) the USA (and all too often our) "trans-Atlantic" bias - that **our understanding of the lived experiences of racism in Canada are largely skewed toward the trans-Atlantic sets of relations and worldviews** - both African and European - to the relative exclusion of our trans-Pacific sets of relations and the related lived experiences of racism. This bias has long been more in evidence in the USA - given the very different ethno-racial demographics and distributions and related histories of exclusion and marginalization south of the border. This has led for example to - among others - slavery being understood by many as the USA's "original sin" - rather than genocidal settler colonialism; the "Black and Brown" terminology that arises out of the long-established USA Black and Latina/o/x issue framing and focus; the Abrahamic issue framing and the systematic omission of Christian (at times Judeo-Christian) faithism in the analysis - given that the Black and Latina/o/x communities in the USA are understood and presumed to be Christian; and the "BIPOC" acronym - that reflects that ordering and prioritization – while at the same time **serving to “invisibilize” the diversity of the Asian American, Native Hawaiian, Pacific Islander, Arab and other lived realities of codified exclusion and experiences of systematic marginalization.**

2) the ever-slippery slope of **USA-based cultural (historical, social and economic) influence** - with Canada sitting next to such a cultural behemoth - those USA informed Black and Latina/o/x realities, issue frames and terminologies ("Black and Brown", "BIPOC", presumed Christian faith, slavery as America's "original sin", etc) south of the 49th parallel get imported into Canada - on steroids in this era of digital platforms and social media - as though they are relevant, appropriate and applicable in the very different - ethno-racially and otherwise - Canadian context. This practice **distorts our understanding of what the Canadian history was - and current reality is** - again to the exclusion of the many Asian, Arab and other Canada-relevant lived realities and experiences of colour-coded exclusion and marginalization.

Colour of Poverty – Colour of Change

What is Systemic Racism-Faithism?

- Leads to the overrepresentation of Indigenous Peoples, Black peoples, and other peoples of colour in jails and child welfare system.
- Leads to Indigenous youth facing unfair economic challenges, and being unable to access healthcare.
- Helps explain why Islamophobia, anti-Sikh and other faithisms, anti-Blackness and other biases persist, and often intersect.

Colour of Poverty – Colour of Change

Applying a Systemic Racism-Faithism approach?

- Acknowledge systemic racism-faithism and understand what it does and looks like.
- Doing so does not detract from personal experiences.
- Will allow us to identify privilege and disadvantage, leading us to more effectively identify and target needed program and policy responses.

Colour of Poverty



Colour of Change

Peoples of Colour in Ontario (Statistics Canada - Census 2016)

	Populations in Ontario	Peoples of Colour
Total Population	13,242,160 (100.00 %)	
Total Peoples of Colour	3,885,585 (29.3 %)	3,885,585 (100.0 %)
South Asian	1,150,415 (8.7 %)	1,150,415 (29.6 %)
Chinese	754,550 (5.7 %)	754,550 (19.4 %)
Black	627,715 (4.7 %)	627,715 (16.2 %)
Filipino	311,675 (2.3 %)	311,675 (8.0 %)
Latin American	195,950 (1.5 %)	195,950 (5.0 %)
Arab	210,435 (1.6 %)	210,435 (5.4 %)
Southeast Asian	133,855 (1.0 %)	133,855 (3.4 %)
West Asian	154,670 (1.2 %)	154,670 (4.0 %)
Korean	88,935 (0.67 %)	88,935 (2.3 %)
Japanese	30,830 (0.23 %)	30,830 (0.79 %)
Peoples of Colour, n.i.e.	97,970 (0.74 %)	97,970 (2.5 %)
Multiple Identities of Colour	128,585 (0.97 %)	128,585 (3.3 %)
Not a Person of Colour	9,356,575 (70.7 %)	

Colour of Poverty | | Colour of Change

Sample peoples of colour individual low-income status - Ontario (Statistics Canada – Census 2016)

Communities of colour	Individual low-income status					
	Total	Low-income status - not applicable	Low-income status - applicable	In low income	Not in low income	Percent low income
Total population	13,242,160	58,100	13,184,060	1,898,870	11,285,185	14.4
Total peoples of colour	3,885,585	165	3,885,420	825,735	3,059,690	21.3
South Asian	1,150,415	0	1,150,405	207,380	943,020	18.0
Chinese	754,550	10	754,540	167,780	586,765	22.2
Black	627,715	55	627,660	150,990	476,665	24.1
Filipino	311,675	25	311,650	23,515	288,140	7.5
Latin American	195,955	35	195,915	38,935	156,980	19.9
Arab	210,440	0	210,435	85,345	125,095	40.6
Southeast Asian	133,855	10	133,850	24,585	109,265	18.4
West Asian	154,670	0	154,670	55,840	98,830	36.1
Korean	88,940	0	88,925	27,890	61,040	31.4
Japanese	30,835	0	30,830	3,720	27,110	12.1
Peoples of colour, n.i.e.	97,970	10	97,960	17,710	80,250	18.1
Multiple identities of colour	128,590	10	128,575	22,045	106,530	17.1
Not a person of colour	9,356,580	57,940	9,298,640	1,073,135	8,225,500	11.5

Colour of Poverty



Colour of Change

All Peoples of Colour Living in Poverty in Ontario - Percentage of Total by Select Ethno-Racial Groupings

□ Communities of Colour

(Source - Canadian Census 2016 - Statistics Canada)



Colour of Poverty | Colour of Change

Percentage of Population Groups Living in Poverty – in Select Ontario Communities (Census 2016)

	Windsor	London	Kitchener- Waterloo- Cambridge	Hamilton	Toronto CMA	Ottawa	Ontario	Canada
Total Population	17.5	17.0	12.2	13.0	15.6	12.2	14.4	14.2
Total Peoples of Colour (POC)	35.1	34.3	22.9	23.5	20.4	23.6	21.3	20.8
South Asian	26.0	33.5	17.9	18.0	17.8	15.1	18.0	16.5
Chinese	33.8	37.7	29.0	24.9	21.8	18.3	22.2	23.4
Black	38.2	29.8	24.2	25.4	23.4	28.2	24.1	23.9
Filipino	8.4	11.4	4.2	6.0	7.4	9.0	7.5	7.4
Latin American	22.3	26.1	16.2	17.5	20.3	16.8	19.9	19.8
Arab	51.0	51.2	48.6	49.4	36.4	39.8	40.6	36.2
Southeast Asian	15.9	17.8	13.3	23.2	19.1	16.5	18.4	17.6
West Asian	41.2	44.2	31.0	30.9	37.3	27.6	36.1	34.7
Korean	25.7	42.7	36.3	27.5	31.0	23.3	31.4	32.6
Japanese	0.0	10.7	13.2	12.2	12.7	9.6	12.1	12.9
POC (not included elsewhere)	43.1	39.3	20.9	26.1	16.4	22.4	18.1	18.5
Multiple identities of colour	32.6	28.3	18.5	20.3	16.3	17.9	17.1	16.7
Not a Person of Colour	12.9	13.7	9.6	10.8	10.5	8.4	11.5	12.2



Budget Priorities for 2022-2023

- 1) Capacity to collect disaggregated data
- 2) Employment Equity

Colour of Poverty – Colour of Change

Collecting Disaggregated Data

COP-COC has long been working to help develop a culture of socio-demographic data collection across all orders of government as well as other relevant spaces and places.

See - English – <https://colourofpoverty.ca/tools-resources-en/>

French – <https://colourofpoverty.ca/tools-resources-fr/>

Colour of Poverty – Colour of Change

Some Benefits of Socio-demographic Data

For staff

- Evidence informed and culturally appropriate services
- Improved capacity for advocacy for program resources

For governments and organizations

- Evidence informed planning and improvement of service quality
- Identify inequities, disparities and vulnerable populations
- Increased capacity to advocate for funding
- Prevent legal action
- Potential for collaboration with other service providers

For communities

- More dialogue between communities and service providers.
- Data increases regional capacity for service providers to identify and collaborate with communities on shared issues.
- Equitable, fair and socially just life chances and life outcomes

Colour of Poverty – Colour of Change

Ontario Human Rights Commission

Policy and Guidelines on Racism and Racial Discrimination

“not only does the Code permit the collection and analysis of identity data based on enumerated grounds for Code legitimate purposes, but also appropriate data collection is necessary for effectively monitoring discrimination, identifying and removing systemic barriers, ameliorating historical disadvantage and promoting substantive equality.” - pg. 42

“A failure to collect and analyze data does not, in and of itself, form the basis for an application to the Tribunal. Rather, the collection and analysis of data may be a component of the duty to take action to prevent violation of the Code. Therefore, where a prima facie complaint of discrimination is made out, the decision-maker should consider the failure to collect and analyze data as part of its analysis of whether the respondent has met its duty to ensure it is not in violation of the Code.” - pg. 44

OHRC Handbook - “Count me in!”

<http://www.ohrc.on.ca/en/count-me-collecting-human-rights-based-data>

Colour of Poverty – Colour of Change

Employment Equity Policies and Practices

- A key tool for building an equitable and sustainable shared future is **strong Employment Equity legislation – federally AND provincially and municipally – frameworks that are –**
 - - comprehensive;
 - - expanded - Indigenous Peoples, peoples of colour, women, persons living with (dis)abilities AND 2SLGBTQ+ individuals;
 - - appropriately and consistently disaggregated in their application and implementation;
 - - adequately resourced;
 - - monitored, audited; AND
 - - enforced.

Colour of Poverty – Colour of Change

Employment Equity Policies and Practices

As we "build back better" **we can realise this critical policy objective through -**

- Legislating an employment equity regime;
 - adding "employment equity" consistent obligations and conditionality to all economic recovery, social and physical infrastructure investments and financial transfers;
 - adding impact and community benefit agreements (ICBA's) which include employment equity obligations and requirements;
- AND
- fair and equitable public procurement contractor provisions;
 - other !?

See – English – <https://colourofpoverty.ca/tools-resources-en/>

- French – <https://colourofpoverty.ca/tools-resources-fr/>

Colour of Poverty



Colour of Change

1701 – 180 Dundas St. W., Toronto, Ontario M5G 1Z8

To contact us or stay in touch -

Phone – 416-971-9676 **Fax** – 416-971-6780

E-mail – michael kerr (COP-COC Coordinator): kerr.michael@gmail.com

Web-site – www.colourofpoverty.ca

Colour of Change Network listserve –
<https://groups.google.ca/group/ColourofChangeNetwork>

YouTube Channel – www.youtube.com/colourofpoverty

Facebook Page (and Group) –
<https://www.facebook.com/colourofpoverty.colourofchange>

Twitter – @colourofpoverty #racesEDJ

Racial Equity Human Dignity Social Justice