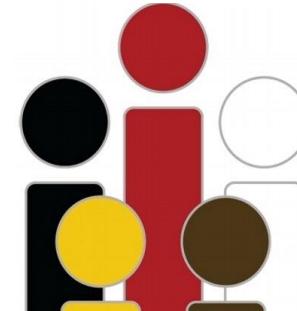




Five Good Ideas for Racial Justice Change-Making



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

Maytree Foundation – Five Good Ideas
March 25, 2021

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.

<https://colourofpoverty.ca>

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

- Works to build concrete strategies, develop tools, and build community-based capacity for individuals, groups and organizations to address the growing structural ethno-racial inequalities across Ontario and Canada.

<https://colourofpoverty.ca>

What is Colour of Poverty – Colour of Change?

- Made up of organizations and individuals from across Ontario.

<https://colourofpoverty.ca>

What is Colour of Poverty – Colour of Change?

- Came together in 2007
- Launched Colour of Poverty Campaign in September 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/>

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What is Systemic Racism?

- Leads to the overrepresentation of Indigenous Peoples, Black peoples, and other peoples of colour in jails and child welfare systems.
- Leads to Indigenous youth facing unfair economic challenges, and being unable to access healthcare.
- Explains why Islamophobia, anti-Sikh faithism and anti-Black attitudes for example persist, and often intersect.

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Systemic Racism and its impact on Racialized Communities

Racialization of Poverty

- Racialized communities experience ongoing, disproportionate levels of poverty.
- Peoples of colour and Indigenous Peoples are more likely to fall below the LICO/LIM and to have related problems like poorer health, lower education, and fewer job opportunities, than non-racialized people.

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Systemic Racism and its impact on Racialized Communities

- 20.8% of peoples of colour are low-income compared to 12.2% of non-racialized people
- 80% of Indigenous people living on reserves in Canada live in poverty.
- 27 of these communities reported median total incomes below \$10,000.
- Indigenous children experience poverty at a rate that is almost twice that of non-Indigenous.
- 45% income gap between Indigenous women and non-Indigenous men
- Average income gap between all Indigenous and non-Indigenous people was 33%.
- Low-income rate for peoples of colour was 21.3% in 2016. It was 11.5% for non-racialized Ontario residents.

Source: 2016 Census

Colour of Poverty



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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



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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



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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



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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 |

Colour of Poverty – Colour of Change

Systemic Racism and its impact on Racialized Communities

Employment

- Racialized unemployment: Compared to non-racialized men, racialized men 24% more likely to be unemployed; racialized women 43% more likely to be unemployed.
- Low-waged migrant workers are disproportionately workers of colour from the global South.
- Gender Pay Gap: 37% income gap for recent immigrants (2011-16) compared to non-immigrants.
- 59% income gap for recent immigrant women compared to non-immigrant men.
- Colour Code: Racialized women earned 58 cents, and racialized men earned 76 cents for every dollar a white man earned in Ontario in 2015.
- Colour code persists into the second generation.

Colour of Poverty – Colour of Change

Systemic Racism and its impact on Racialized Communities

Justice and Policing

- **Criminalization:** Bail system disproportionately penalizes and criminalizes poverty, addiction and mental illness.
- **Profiling:** - Ottawa Police stopped Black drivers 2.3 times more often; young Black men stopped 8.3 times more; Middle Eastern drivers stopped 3.3 times more; young Middle Eastern men stopped 12 times more.
- **Pre-Trial Detention:** Indigenous Peoples and peoples of colour more likely to find themselves in pre-trial detention."
- **Segregation:** In 2016 40% of inmates in segregation at Toronto South Detention Centre were Black, but Black residents were only 7.5% of Toronto population.
- **Hate Crimes:** 238 hate crimes motivated by anti-Black racism reported in 2014; 213 anti-Jewish hate crimes; 99 anti-Muslim hate crimes.
- **Hate crimes against Muslims** doubled between 2014 and 2016.

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Systemic Racism and its impact on Racialized Communities

Housing and Homelessness

- Over 50% of people of colour households in Canada live in non-affordable homes, compared to 28% non-racialized households.
- Most immigrants spend more than 50% of income on housing; 15% spend 75% or more.
- Indigenous Peoples, peoples of colour and immigrants discriminated against for source of income, credit history, guarantors, references, racial identity, immigration status, gender and age.
- 28-34% of the shelter population is Indigenous.
- Hidden homeless estimated at 450,000 – 900,000 residents, in addition to visibly homeless.

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Systemic Racism and its impact on Racialized Communities

Immigration and Newcomer Settlement

- Detention: No maximum time limit on detention in Canada.
- Canada Child Benefit (CCB): Parents with precarious immigration status – including those with Canadian-born children - are excluded.
- Family reunification: Rules typically exclude siblings, extended family, some parents, those who are low-income.
- Language: Limited interpretation and translation services even for basic needs.
- Permanent Residents: Status in Canada is insecure, can lose status and be deported.



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Collecting Data

- COP-COC has been working for over 10 years to help develop a culture of socio-demographic data collection

Common Concerns / Barriers

- What is the value of socio-demographic data collection?
- Is ethno-racial or other human rights based data collection permitted?
- Responding to resource concerns
- What support is available?

Benefits of Socio-demographic Data

For frontline staff

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

Benefits of Socio-demographic Data

For 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

Benefits of Socio-demographic Data

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



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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>



Questions & Answers - Discussion



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Colour of Change Network list-serve –

<https://groups.google.ca/group/ColourofChangeNetwork>

YouTube Channel – www.youtube.com/colourofpoverty

Facebook Page (or Group) –

<https://www.facebook.com/colourofpoverty.colourofchange>

Twitter – @colourofpoverty #racesEDJ

Racial Equity Human Dignity Social Justice