

Black Canadian National Survey Interim Report 2021



Our Partners



Canadian
Race Relations
Foundation

Fondation
canadienne des
relations raciales



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The study was conducted by the Institute for Social Research, York University in partnership with the Canadian Race Relations Foundation.

CANADIAN RACE RELATIONS FOUNDATION

The Canadian Race Relations Foundation is Canada's leading organization dedicated to the elimination of racism and the promotion of harmonious race relations. Its underlying principle in addressing racism and racial discrimination emphasizes positive race relations and the promotion of shared Canadian values of human rights and democratic institutions. It strives to coordinate and cooperate with all sectors of society, and develop partnerships with relevant agencies and organizations at the local, provincial and national levels.

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The Institute for Social Research houses the largest university-based survey research centre in Canada. For over 50 years, it has built a reputation for high-quality multi-platform surveys. The Institute undertakes research that engages interdisciplinary social issues through research methodologies that involve survey, quantitative and mixed methods investigations. We provide expert consulting in social statistics, teach a range of short courses on statistics and social research, and operate York University's Research Data Centre in association with Statistics Canada.

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Introduction

Background

Black Canadians have lived in Canada for 400 years and 20 generations – from the arrival of Mathieu Da Costa in the early 17th century and Black Empire Loyalists through the Underground Railroad, to the modern immigration waves from the global south. The Black community has deep and far reaching roots in this country – whether as descendants of pioneers or as more recent newcomers. Yet, long existing on the margins of Canadian society, the Black experience remains an enigma to most non-Black Canadians.

In 25 years, the black population in Canada has doubled in size, going from under 600 thousand in 1996 to over 1.2 million. The unemployment rate of Black Canadians is approximately twice that of White Canadians. Black men earn sixty-six cents to every dollar compared to White men. Black men are more likely to interact with the justice system than their white counterparts at all levels of society. While Black Canadians comprise 3.5% of the national population, Black inmates made up

8.6% of the federal incarcerated population as of 2017. Black women are more likely than White women to be unemployed or underemployed, despite having higher levels of education: 8.8% of Black women with university degrees are unemployed, compared to 5.7% of white women with high school diplomas. Black children are more likely to be in foster care or enrolled in lower academic streams. Meanwhile, Black families have a consistently larger earnings gap after three generations or more than the prior generations despite the length of time their families have been in Canada.¹

As Canadians we pride ourselves on our multiculturalism and celebrating people's differences. Diversity is advertised as our strength, but for some, it's not enough. Racial discrimination is a prominent and critically important matter in Canadian life and throughout Canadian history. Race continues to be a significant marker in the ways persons engage with each other and the ways they participate in society. Moreover, race is also a significant determining

¹ Statistics Canada. (2019). Diversity of the Black population in Canada: An overview.

Statistics Canada, Catalogue no. 89-657-X at pp. 4.

factor in the ways that persons engage with systems and systemic oppression.² For instance, the over-representation of Black as well as Indigenous children in the child welfare system is indicative of the fact that at various decision points systematic racial discrimination plays a significant role. A recent study by the Ontario Human Rights Commission (OHRC) notes that low income, which is one of the inter-generational effects of colonialism, slavery and racism in society, is a major driver of child welfare involvement for Indigenous and Black children.³

Racism is so deeply enmeshed in the fabric of our society's social order that it often appears both natural and normal. It's only the more crude and conspicuous forms of racism that are seen by most people as problematic. The majority of modern racism remains hidden beneath a veneer of normality. White Canadians are positioned with a structured advantage that produces unfair gains and unearned rewards while imposing impediments to employment, education, housing, and health care for Black people and other Canadians of colour. The result is 'whiteness' has become a concealed

and unmarked category against which difference, specifically black difference, is constructed.

The Black Canadian National Survey

The Black Canadian National Survey research project is carried out through the Institute for Social Research (ISR), and co-sponsored by the Canadian Race Relations Foundation (CRRF), the Multicultural History Society of Ontario (MHSO) Social Sciences & Humanities Research Council (SSHRC), and York University's Faculty of Liberal Arts & Professional Studies.

The first-of-its-kind, this national survey of Canadian ethnoracial relations is designed to explore social, political, and economic relations among races and ethnicities across the country. This specifically includes the study of systemic anti-Black racism in the major sectors and institutions of society. This research has gained a new impetus in 2020, as global protests such as Black Lives Matter movements, have inspired deep reflection across Canadian society about anti-Black racism and revealed a thirst for understanding race-related

² Ospina, S. & Foldy, E.. A critical review of race and ethnicity in the leadership literature: Surfacing context, power and the collective dimensions of leadership. *The Leadership Quarterly*. Volume 20, Issue 6, December 2009, Pages 876-896.

³ Ontario Human Rights Commission. (2017). *Interrupted childhoods: Over-representation of Indigenous and Black children in Ontario child welfare*. Government of Ontario.

social problems and improving outcomes.

Racial discrimination in Canada is a multi-layered phenomenon that requires a multi-layered approach. The goal of this research project is to provide disaggregated data to enable effective evidence-based strategies and plans for moving forward in various sectors.

The project pioneers a research approach that centers black voices by combining traditional survey techniques with new digital and social media tools that can yield insights that would be difficult to obtain with other methods. This hybrid approach ensures the survey is driven by contributions from respondents, and positions Black community narratives at the core of public sector discussions, to gain a better understanding of their unique experiences. The resulting disaggregated data will allow us to give better attention to some race-based structural vulnerabilities and systemic barriers, in order to close equity gaps and improve social justice outcomes.

About this report

To achieve a robust and racially representative distribution of respondents from across Canada, the data collection tools for this interim report consists of a national web survey

(n=6500; between 4000 and 5000 respondents' results were used in this Interim Report); a national black community web survey; combined with a wiki survey (currently n=358 with 7881 votes). The survey tools will be active until June 1, 2021.

The following sections of the interim report present the results from the survey to-date, with a focus on comparisons between racialized and non-racialized Canadians, as well as by selected population characteristics (e.g., region, gender, age cohort). The report also draws comparisons with the opinions and perspectives on the racial identification, attention to race, problems of race, organizational contexts, factors of success, and differential experience of racism – including a full suite sector analysis of the educational system, healthcare, child and social services, criminal justice, and the workplace.

The report also provides metrics on the impacts of COVID-19 along racial lines in the focused sector areas, as it reflects every day and structural racism in the last 12 months.

Upon completion of the Black Canadian National Survey, detailed data tables will be available under separate cover, presenting the results for all survey questions by population demographics and other relevant characteristics (at the

study project page on the Blackness in Canada Policy Networking website – www.blacknessincanada.ca).

Note About Disaggregated Race Studies

For the most part in Canada, studies of the black populations have been regional-centric at the expense of understanding spatial and systemic variations. While, the few national studies have not been informed by an awareness and appreciation of the unique cultural experiences of Black Canadians and thus, concepts, measures, and research procedures that reflect this uniqueness have not been developed or employed.⁴ For

‘analytic’ purposes Black Canadians have been primarily viewed as a sub-set of a larger unit of analysis for social statistics purposes identified as *visible minority*, which includes “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour”.⁵ This superficial analyses of gross visible minority-white comparisons has served to perpetuate an overly simplified scientific and policy view of the Black experience.⁶ Thus, scientific deficiencies dictated the need for disaggregated data from large, well-designed national sample surveys that address, in a culturally sensitive manner, major areas of the life experiences of Black Canadians.⁷

⁴ Caldwell, C. H., Jackson, J. S., Tucker, M. B., & Bowman P. J. (1999). Culturally-competent research methods in African American communities: An update. In R. L. Jones (Ed.), *Advances in African American psychology: Theory, paradigms, methodology, and reviews*. Hampton, VA: Cobb and Henry Publishers. (pp. 101-127).

⁵ Classification of visible minority June 15, 2009 to October 18, 2015. <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DECI&Id=62026>.

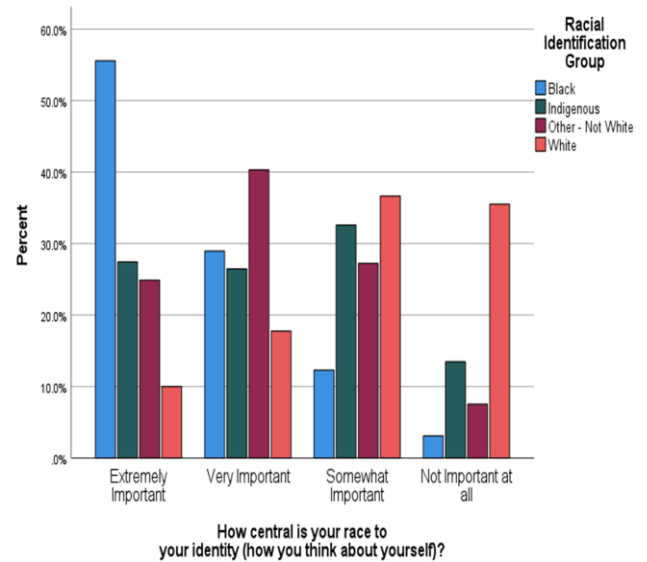
⁶ Galabuzi, Grace-Edward. (2006). *Canada’s Economic Apartheid: The Social Exclusion of Racialized Groups in the New Century*. Toronto: Canadian Scholars Press, Inc.

⁷ United Nations General Assembly. Report of the Committee on the Elimination of Racial Discrimination Eightieth session (13 February–9 March 2012) United Nations. <https://www2.ohchr.org/english/bodies/cerd/docs/A.67.18%20English.pdf>.

Importance of Racial Identity (Q5)

Highlights

- Race is extremely important to Black Canadians (56%) as compared to other non-white (27%) and Indigenous people (25%); and inversely related in importance to White identity (10%).
- For Indigenous and other non-white groups race is not as central to their identity compared to Black Canadians.
- There is a consistent perception among racial groups that race is important to their identity (i.e., somewhat, very, or extremely).
- It is likely that race is not as important to identity as relationships to community or land for indigenous groups compared to Black and other non-white groups.

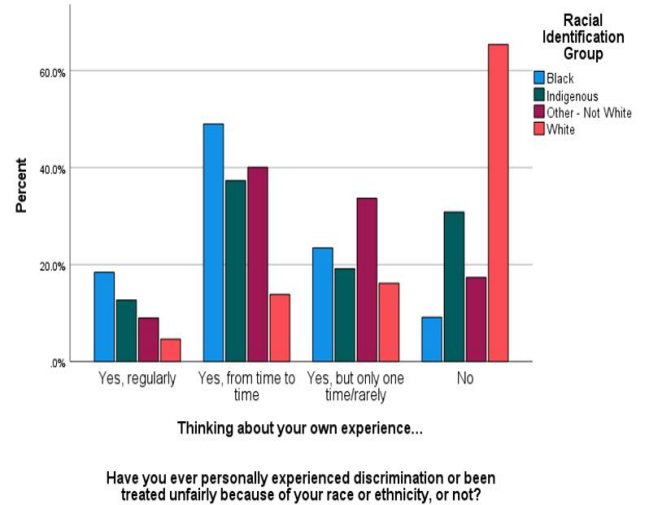


“My family’s attitudes are what all human’s attitudes should be, and for that I am grateful. Because of them I grew up to be confident, accepting and understanding, and to surround myself with like-minded people. Despite the discrimination I have suffered, I have a great life and strong sense of cultural identity, thanks to my irrepressible family!”

Have you ever personally experienced discrimination or been treated unfairly because of your race or ethnicity or not? (Q 18)

Highlights

- Seventy percent (70%) of Black Canadians face racism regularly or from time to time, compared to Indigenous people (49%), other non-white Canadians (48%) and White Canadians (18%).
- While seven out of ten (7 of 10) Black Canadians experience unfair treatment because of their race, nearly one-half (5 of 10) other non-white and Indigenous people have experienced discrimination from time to time.
- The experience of discrimination among racialized groups is substantive in Canada, while the majority of White respondents have never experienced discrimination because of their race/ethnicity (66%).

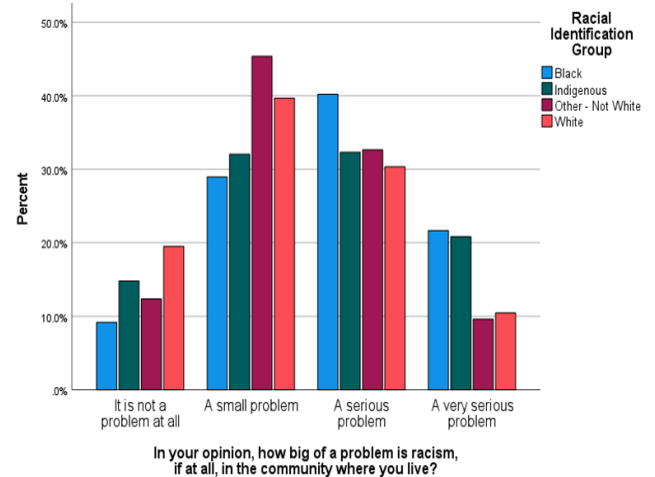


“I was the only Black person in my elementary school, and in my army battalion, and have been refused jobs that I was highly qualified for because of being Black. I am currently being paid less than people who do the same job but were hired after me. Some I trained are now being paid more than I am.”

How big of a problem is racism in the community you live? (Q5)

Highlights

- From all groups surveyed a minimum 80% of people believe racism is a problem where they live.
- Ninety-one percent (91%) of Black Canadians believe racism is a problem.
- Sixty-three percent (63%) of the Black Canadians see racism as a serious or very serious problem in their communities.
- Forty-one percent (41%) of White Canadians recognize that racism is a serious or very serious problem in their communities.

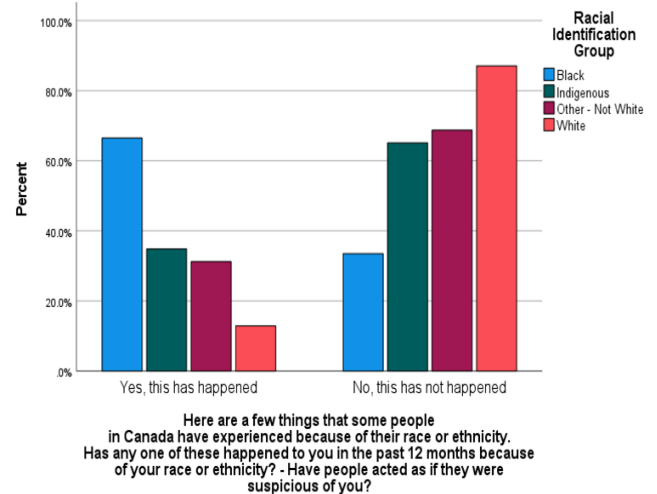


“People refuse to sit next to me on public transportation. Walking on the street they show fear to pass by me.”

Have people acted as if they were suspicious of you? (Q34_2)

Highlights

- Sixty-six percent (66%) or two of three Black Canadians have been treated with suspicion in the last 12 months.
- Eighty-seven percent (87%) of White respondents indicate that they have not been treated with suspicion.
- Thirty-five percent (35%) of non-white and thirty-two percent of Indigenous groups (32%) have been treated with suspicion, which falls in between the Black and White Canadians.
- During the COVID pandemic, in the last 12 months, a significant number of non-white groups have been treated with suspicion.

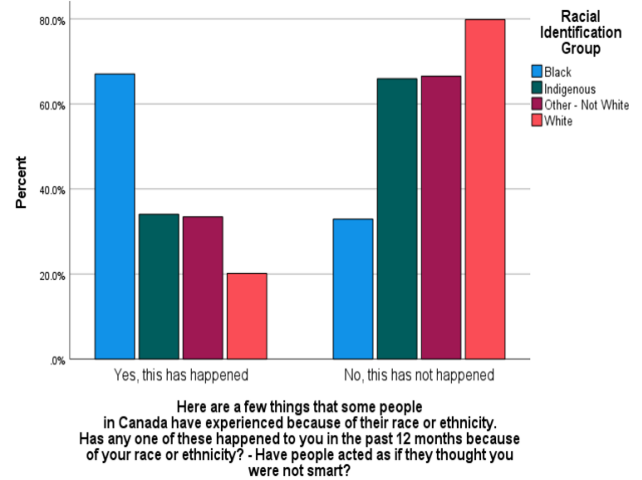


“My husband and I were making a recent purchase from a store and one of the employees followed us around the store sneakily.”

Have people acted as if they thought you were not smart? (Q34_3)

Highlights

- Sixty-seven percent (67%) or 2 out of 3 Black Canadian respondents indicate that they have been treated as lacking intelligence in the last 12 months.
- Eighty percent (80%) of White Canadian respondents indicate that they have not been treated as lacking intelligence in the last 12 months compared to 33% of Black Canadians.
- Thirty-five (35%) of non-white and thirty-four (34%) of indigenous racial groups have been treated as lacking intelligence, falling in between Black and White Canadians.

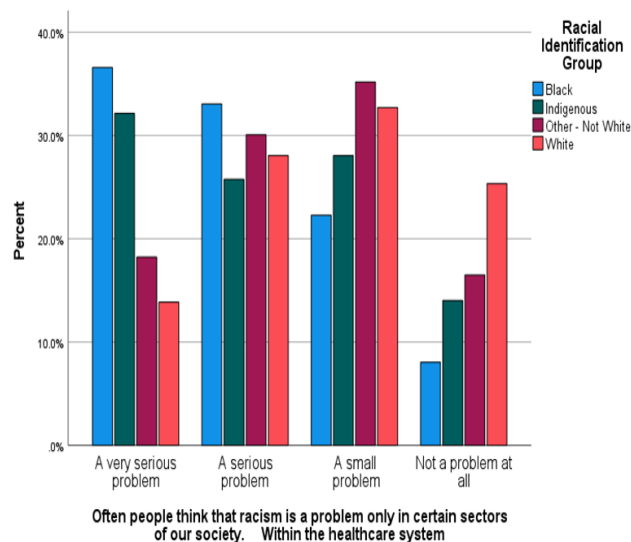


“I had someone tell me to speak English on the train while I was having a phone conversation. I have also had someone suggest a better way to say my name so that people like her would understand.”

How big a problem is racism within the healthcare system? (Q19_2)

Highlights

- Ninety-one (91%) of Black Canadians think racism is a problem with the healthcare system.
- Indigenous people followed closely with eighty-eight percent (88%).
- The story is consistent in the healthcare sector, Black Canadians overwhelmingly (70%) see racism as a very serious or serious problem.
- Black Canadians and Indigenous people are more likely to experience racism far more acutely in healthcare than other racial groups

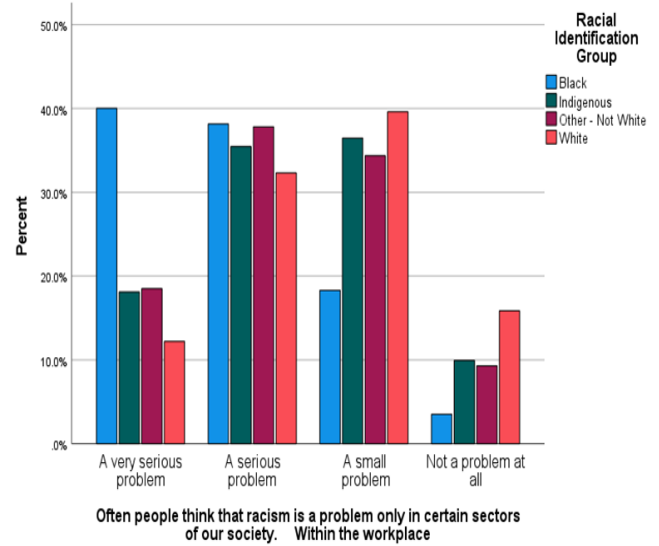


“When I had my baby in the hospital last year ... I was being induced and while in labour pains, a female White Canadian doctor who was on call came to my bed side. Her first comment to me was ‘you are not Canadian’, how are you going to pay me for my service? You will need to present your credit card. ... The doctor then went on to request a student nurse to examine me vaginally without asking my consent. At that point I declined services and requested to go home.”

How big a problem is racism within the workplace? (Q19_3)

Highlights

- Ninety-six (96%) of Black Canadians believe racism is a problem with eighty percent (78%) viewing racism in the workplace as a very serious or serious problem.
- Over two times (2x) as many Black Canadians view racism as a very serious problem in the workplace (40%), compared to non-white Canadians (18%) and Indigenous people (17%).
- White Canadian stand at (12%), less than one-third (1/3) the ration of Black Canadians.
- Fifty-six percent (56%) of White Canadians view racism in the workplace as a small problem or not a problem at all.

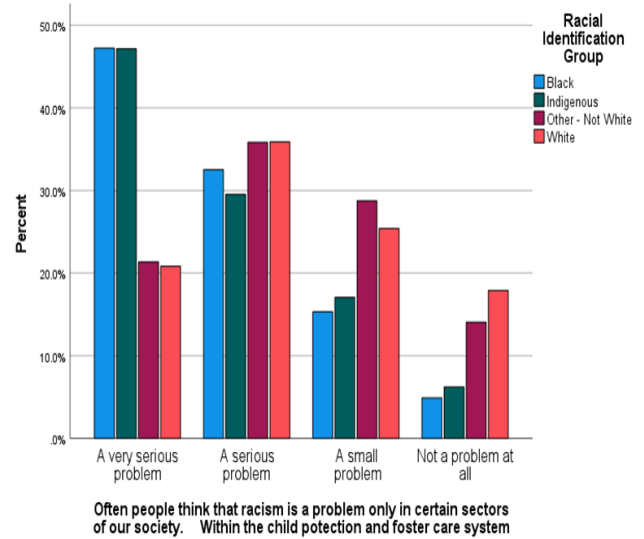


“I recently quit my job of over 20 years, partly due to burnout brought on by discrimination. I guarantee you if I’d been a White man with only a few years of service, the organization would have thrown me a [virtual] good bye party and sent gifts. I did not even get a card.”

How big a problem is racism within the child protection and foster care system? (Q19_4)

Highlights

- There is only marginal difference between the Black Canadians and Indigenous people, over 80% of both groups of respondents recognize racism as very serious or serious problem in child protection and foster care systems.
- Fifty-five percent (55%) of White respondents, and 56% of other non-white respondents, recognize racism as very serious or serious problem in child protection and foster care systems.
- Indigenous people are more likely as a group to indicate racism is more acute in healthcare and the child protection and foster care systems than in other sectors.

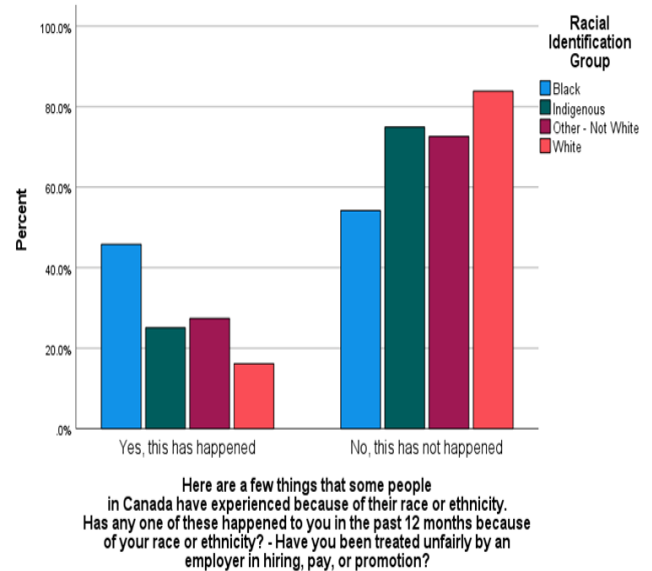


“Children's Aid took my children, one from daycare and the other from school. By the time I got to understand what was happening, they told me to go to the police station to straighten the situation out. They said they received information that the father of my children and I were trafficking drugs. Police have never attempted to come to my home, not even kicking in my door with such serious allegations ... This happened years ago, but it has been a blight on our family since then. I definitely don't trust anything about the system, police, schools, or otherwise.”

Have you been treated unfairly because of your race or ethnicity in the last twelve months by an employer in hiring, pay or promotion? (Q34_4)

Highlights

- Forty-seven (47%) of the Black Canadians indicated that they have been treated unfairly by an employer in hiring, pay or promotion in the last 12 months
- The White Canadians experience is dramatically different (16%), nearly one-third (1/3) the ratio of Black Canadians.
- Twenty-eight percent (26%) of non-white and twenty-four percent (24%) of Indigenous people across Canada indicate they have been treated unfairly by an employer.
- Generally, across racial categories, respondents are more likely to indicate they have been treated unfairly in the workplace than in criminal justice (e.g. policing), education, and child services sectors.
- This reflects the workplace as the epicenter of determinations of discrimination and fairness in Canadian society.

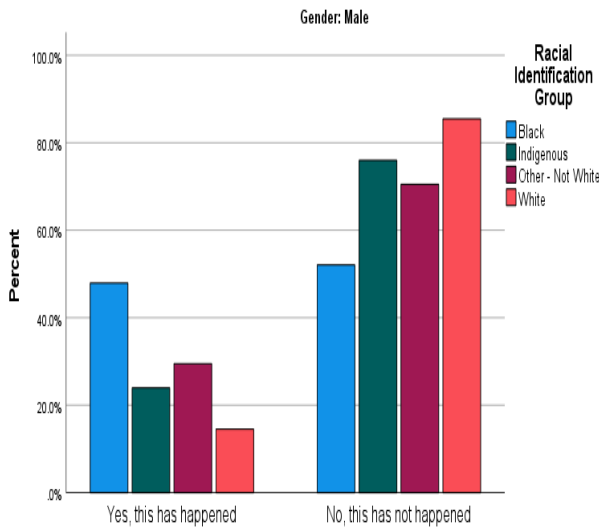


“I have been purposely passed over because of the colour of my skin, and have been rudely spoken to not only because I’m Black, but also a Black woman.”

Amongst men, have you been treated unfairly by an employer in hiring, pay or promotion because of your race or ethnicity? (Q34_a)

Highlights

- Forty-eight percent (48%) of the Black male respondents indicated that they have been treated unfairly by an employer in hiring, pay or promotion in the last 12 months.
- Twenty-eight percent (28%) of non-white and twenty-four percent (24%) of Indigenous men indicate they have been treated unfairly by an employer.
- White Canadian males experience is dramatically different (16%), or one-third (1/3) the ratio of Black Canadian men.

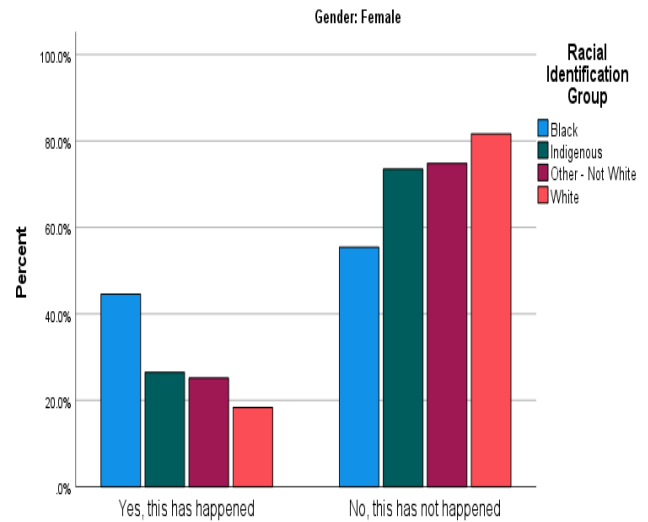


Here are a few things that some people in Canada have experienced because of their race or ethnicity. Has any one of these happened to you in the past 12 months because of your race or ethnicity? - Have you been treated unfairly by an employer in hiring, pay, or promotion?

Amongst women, have you been treated unfairly by an employer in hiring, pay or promotion because of your race or ethnicity? (Q34_b)

Highlights

- Forty-five percent (45%) of the Black female respondents indicated that they have been treated unfairly by an employer in hiring, pay or promotion in the last 12 months
- Twenty-four percent (24%) of non-white and twenty-five percent (25%) of Indigenous women indicate they have been treated unfairly by an employer.
- White Canadian females experience is dramatically different (19%), under one-half (1/2) the ratio of Black Canadian females.

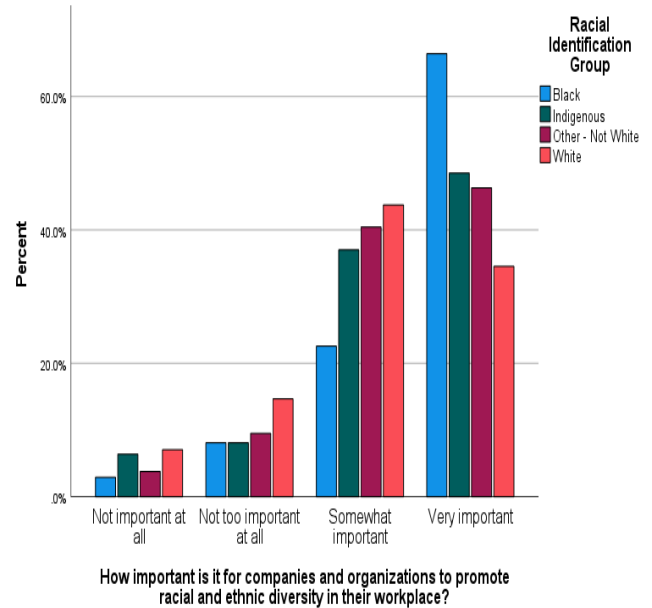


Here are a few things that some people in Canada have experienced because of their race or ethnicity. Has any one of these happened to you in the past 12 months because of your race or ethnicity? - Have you been treated unfairly by an employer in hiring, pay, or promotion?

How important is it for companies and organizations to promote racial and ethnic diversity in their workplace? (Q12)

Highlights

- Ninety percent (90%) of the Black Canadians indicate it is somewhat important or very important to promote racial and ethnic diversity in the workplace.
- Eighty-five percent (85%) of both other non-white and Indigenous respondents indicate it is somewhat important or very important to promote racial and ethnic diversity in the workplace.
- Seventy percent (77%) of White respondents indicate it is somewhat important or very important to promote racial and ethnic diversity in the workplace.
- Diversity is a highly valued aspiration across racial groups in the Canadian workplace context.
- However, Black Canadians and other racialized groups still face discrimination and trauma in the workplace that is associated with social and mental health issues.

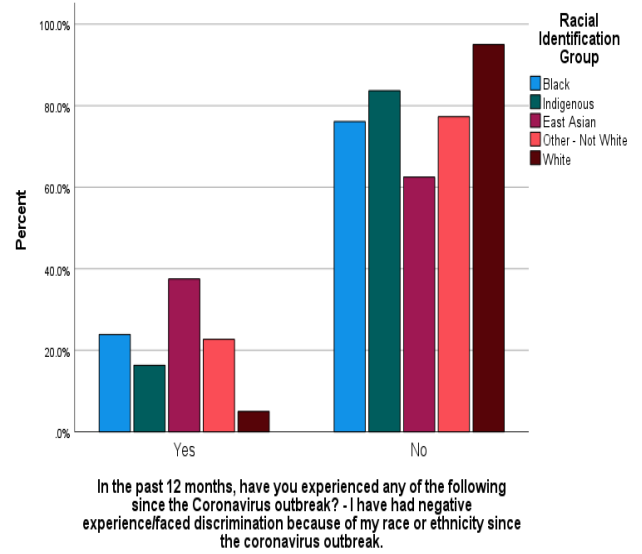


“With Covid-19, government is now employing foreign trained Doctors where as in the past they were discriminated against. Are we really serious about what we are preaching? Which is diversity and equality. It's been done with a tongue in the month approach. We are all human and our skills should be appreciated.”

Have you had a negative experience or faced discrimination because of your race or ethnicity since the coronavirus outbreak? (Q37_1)

Highlights

- Thirty-seven percent (37%) or almost 4 of 10 of the East Asians indicate that they have experienced discrimination since COVID, a significant difference from other racial groups.
- Twenty-five (25%) of other the Black Canadians indicate that they have faced discrimination since COVID. This slightly outpaced other non-white groups.
- Ninety-five (95%) of the White Canadians indicate that they have NOT experienced negative discrimination since COVID

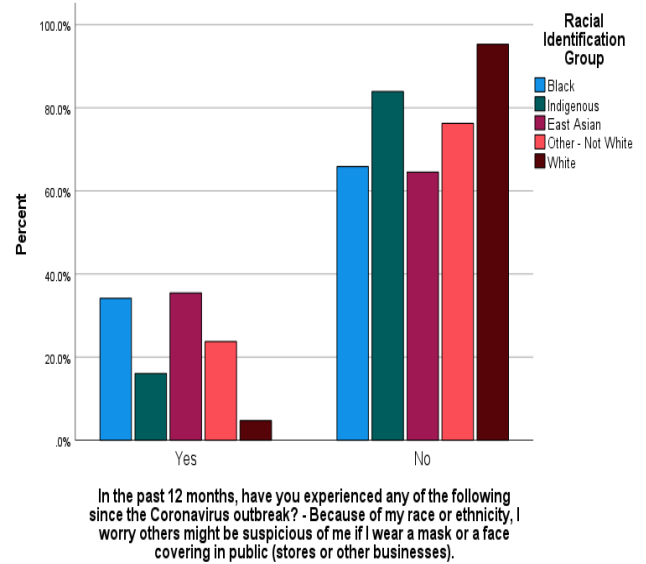


“At my former workplace, some things that I’ve had customers say to me were: ‘Will I get coronavirus if I drink from here?’ ‘Are u from the land of the Virus?’ ‘Your brother that works here messed up my order last time’ (under the stereotypical assumption that ‘all Asians are related,’ no one where I worked was related to each other).”

Do you worry that others might be suspicious of you because of your race or ethnicity if you wear a mask or face covering in public (stores or other businesses) since the coronavirus outbreak? (Q37_5)

Highlights

- Thirty-six percent (36%) of the East Asian identified group indicate that they worry others might be suspicious of them when wearing a mask or face covering in public (stores or other businesses).
- This only slightly outpaced the Black Canadians (at 34%).
- Twenty-five (25%) the other non-white group of other racialized groups (excluding East Asians) indicate that they worry others might be suspicious of them when wearing a mask or face covering in public (stores or other businesses).
- Ninety-five (95%) of the White Canadians indicate that they do NOT worry others might be suspicious of them when wearing a mask or face covering in public (stores or other businesses).

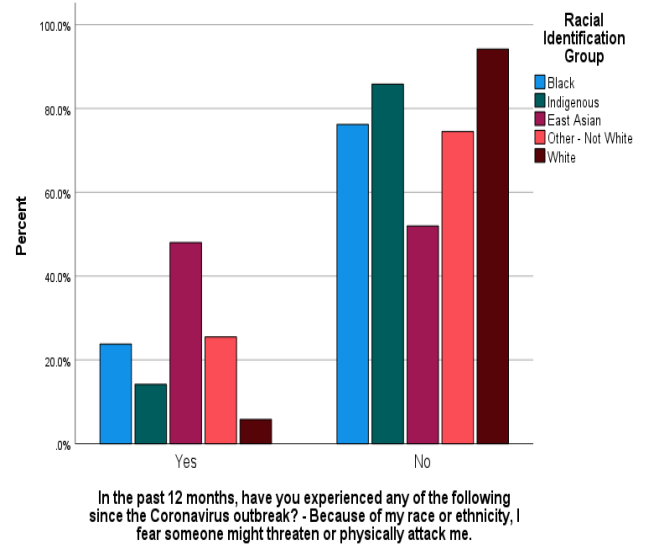


“As a Black man I have to be cognizant of the things I do and where I go, so appearances matter. I have pink, lime green, polka dot blue-and-white mask so I don’t look menacing. I want to take a lot of that stigma and risk out as best I can.”

Do you fear someone might threaten or physically attack you because of your race or ethnicity since the coronavirus outbreak? (Q37_4b)

Highlights

- Forty-seven percent (47%) or almost one of two (1/2) East Asians indicate that they fear someone might threaten or physically them since the outbreak of COVID, approximately twice that of other racial groups.
- Twenty-five percent (24%) of the Black and other non-white racialized groups (excluding East Asian respondents), or one in four (1/4), indicate that they fear someone might threaten or physically them since the outbreak of COVID.
- The other non-white group slightly outpaced Black Canadians (26%).
- Ninety-five percent (95%) of the White Canadians indicate that they do not fear someone might threaten or physically them since the outbreak of COVID because of their race or ethnicity.

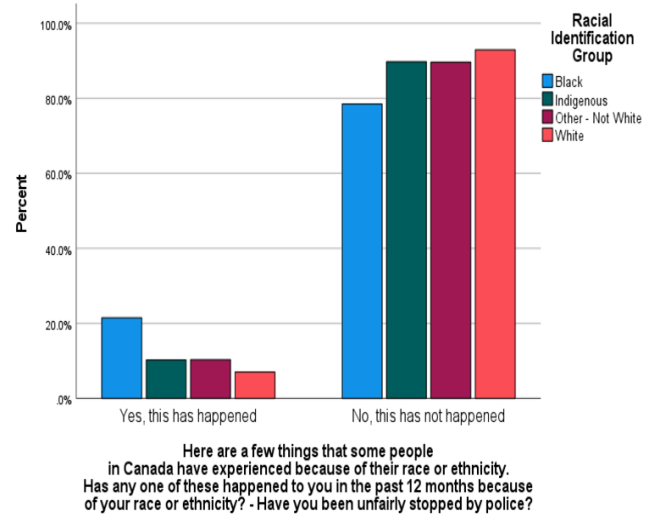


“I was on a bus and a man turned to me and yelled COVID, COVID, COVID!”

Have you been unfairly stopped by police? (Q34_1)

Highlights

- Black Canadians have reported being stopped by the police more than twice as much as any other group.
- Twenty-two percent (22%), or more than one in five Black Canadians, report that they have been unfairly stopped by police in the last 12 months.
- White Canadians have had very little experience of being unfairly stopped by police in the last 12 months (5%).
- Other non-white and Indigenous groups indicated that they have been stopped more than White Canadians but less than half as much as Black Canadians (10%).
- The different 'Region of Canada' breakdowns are below.

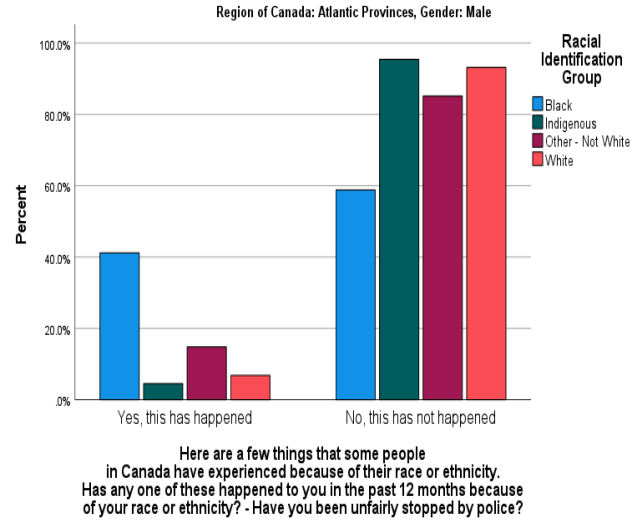


“My husband who has a dark skin tone has been stopped for no reason and questioned whether he owns the car that he’s driving (he drives a Lexus). He’s even been questioned why he was in the neighbourhood.”

Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34-1a)

Highlights

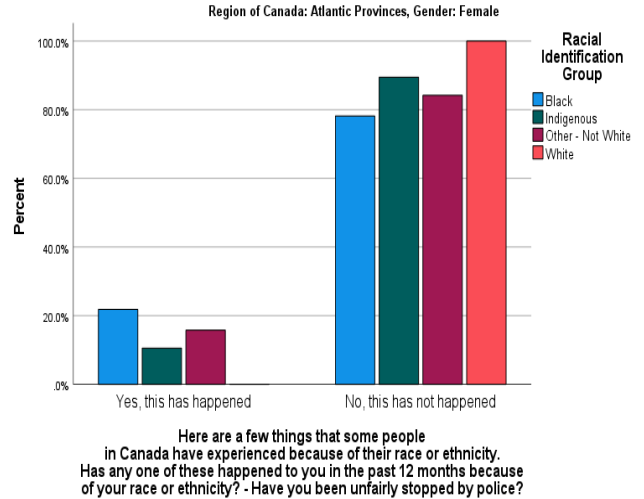
- Forty-one percent (41%) of Black male respondents in the Atlantic provinces indicate that they have been unfairly stopped by police in the past 12 months, almost three time (3x) other racial other racial group.
- Fifteen percent (15%) of other non-white racialized men indicate that they have been unfairly stopped by police in the past 12 months.
- Ninety-four percent (94%) of the White male respondents in the Atlantic Provinces indicate that they have NOT been unfairly stopped by police in the past 12 months.



Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34-1b)

Highlights

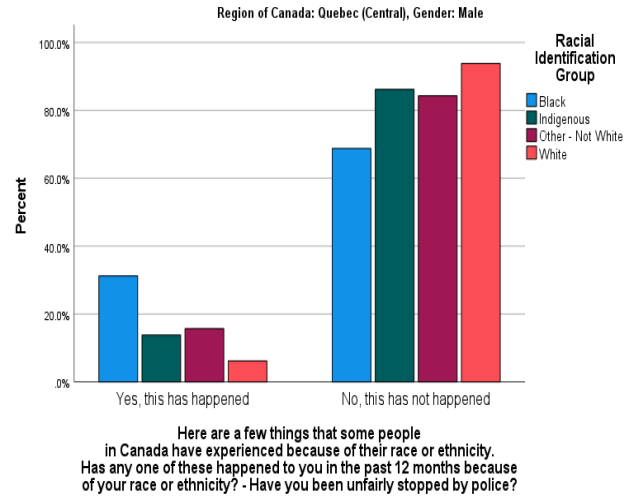
- Twenty-two percent (22%) of Black female respondents in the Atlantic Provinces indicate that they have been unfairly stopped by police in the past 12 months, marginally higher than other racialized female respondents (16%).
- Fifteen percent (15%) of other non-white racialized women indicate that they have been unfairly stopped by police in the past 12 months.
- One hundred percent (100%) of all White female respondents in the Atlantic Provinces indicate that they have NOT been unfairly stopped by police in the past 12 months.



Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34-2a)

Highlights

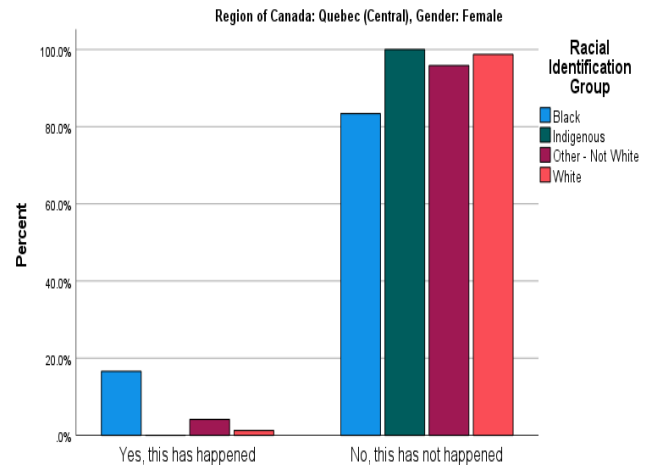
- Thirty-one percent (31%) of Black male respondents in the province of Quebec indicate that they have been unfairly stopped by police in the past 12 months, approximately twice that of other racialized male respondents.
- Seventeen percent (16%) of other non-white racialized men indicate that they have been unfairly stopped by police in the past 12 months, marginally higher than Indigenous males (15%).
- Ninety-three percent (93%) of all White men respondents in Quebec indicate that they have NOT been unfairly stopped by police in the past 12 months.



Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34-2b)

Highlights

- Compared to men in Quebec, there is a dramatic decline among women respondents who have been unfairly stopped by police in the past 12 months because of their race or ethnicity.
- The notable exception is Black females. Seventeen percent (17%), or approximately one-half (1/2) the number of Black men respondents in Quebec, indicate that they have been unfairly stopped by police in the past 12 months.
- Four percent (4%) of other non-white racialized women respondents indicate that they have been unfairly stopped by police in the past 12 months.
- Ninety-nine percent (99%) of all White women respondents in the province of Quebec indicate that they have NOT been unfairly stopped by police in the past 12 months.

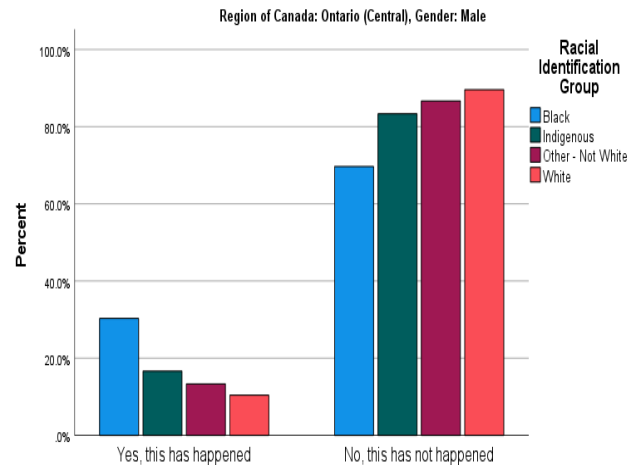


Here are a few things that some people in Canada have experienced because of their race or ethnicity. Has any one of these happened to you in the past 12 months because of your race or ethnicity? - Have you been unfairly stopped by police?

Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34-3a)

Highlights

- Thirty percent (30%) of Black men respondents in the province of Ontario indicate that they have been unfairly stopped by police in the past 12 months, approximately twice that of other racialized male respondents.
- Seventeen percent (17%) of Indigenous men respondents in the province of Ontario indicate that they have been unfairly stopped by police in the past 12 months, marginally higher than other non-white men (15%).
- Ninety percent (90%) of all White men respondents in Ontario indicate that they have NOT been unfairly stopped by police in the past 12 months.

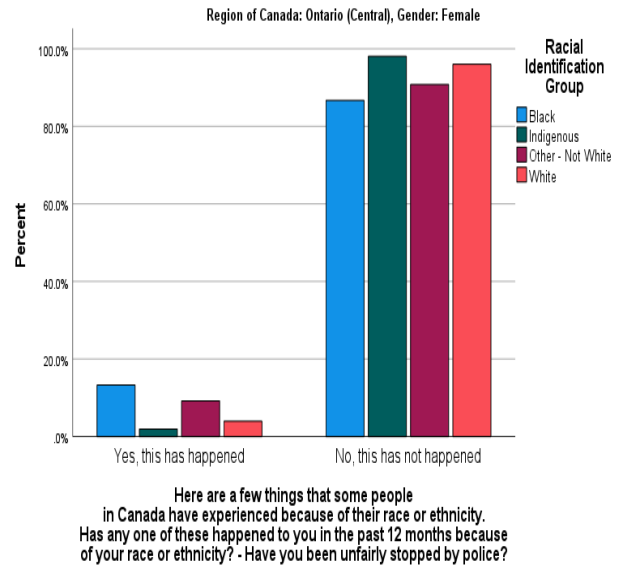


Here are a few things that some people in Canada have experienced because of their race or ethnicity. Has any one of these happened to you in the past 12 months because of your race or ethnicity? - Have you been unfairly stopped by police?

Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34-3b)

Highlights

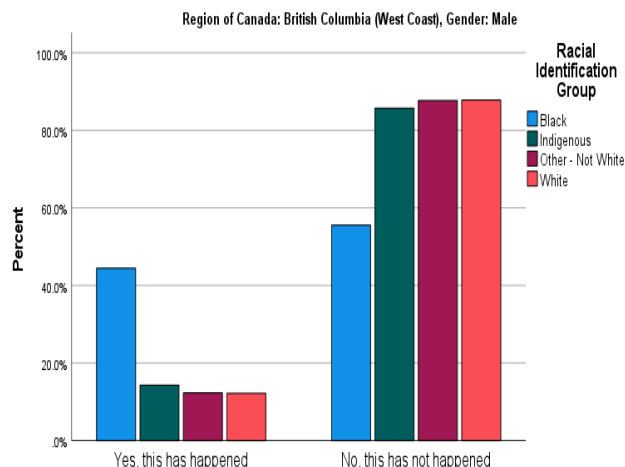
- Compared to men in central Ontario, there is a dramatic decline among female respondents who have been unfairly stopped by police in the past 12 months because of their race or ethnicity.
- The notable exception is Black women. Fourteen percent (14%) of Black women respondents in the province of Ontario indicate that they have been unfairly stopped by police in the past 12 months.
- This is about one-half (1/2) the number of Black men, but about twice that of other non-white women respondents (7%) who indicate that they have been unfairly stopped by police in the past 12 month.
- Ninety-nine 99% of all white women respondents in the province of Ontario indicate that they have NOT been unfairly stopped by police in the past 12 months.



Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34-4a)

Highlights

- Forty-four percent (44%) of Black men respondents in the province of British Columbia indicate that they have been unfairly stopped by police in the past 12 months, over three times that of non-white and Indigenous men respondents.
- Sixteen percent (16%) of Indigenous men respondents indicate that they have been unfairly stopped by police in the past 12 months, marginally higher than other non-white men (13%).
- Ninety percent (90%) of all white men respondents in the British Columbia indicate that they have NOT been unfairly stopped by police in the past 12 months.

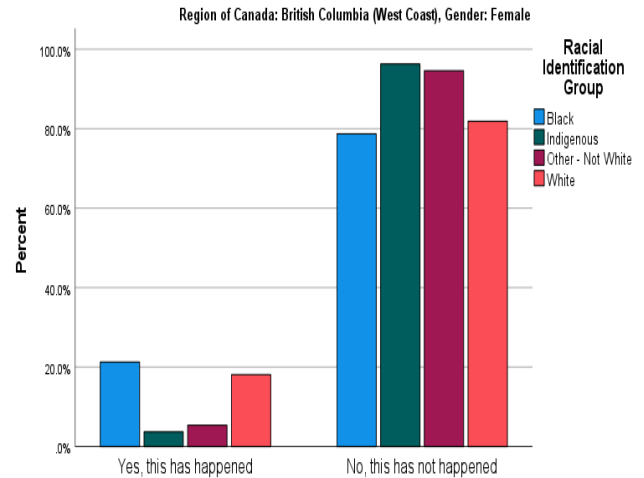


Here are a few things that some people in Canada have experienced because of their race or ethnicity. Has any one of these happened to you in the past 12 months because of your race or ethnicity? - Have you been unfairly stopped by police?

Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34-4b)

Highlights

- Compared to males in British Columbia, there is a dramatic decline among women respondents who have been unfairly stopped by police in the past 12 months because of their race or ethnicity. However the percentages are still significant.
- Twenty-one percent (21%) of Black women respondents in British Columbia indicated they were stopped unfairly by police because of their race or ethnicity. This is only marginally different that White women (18%).
- The percentage of Black women stopped unfairly by police in British Columbia in the last 12 months is less than one-half that of Black men, but over three times that of other non-white racialized women (4%) and Indigenous woman (3%).
- Eighty-two percent (82%) of all White women respondents in British Columbia indicate that they have NOT been unfairly stopped by police in the past 12 months.

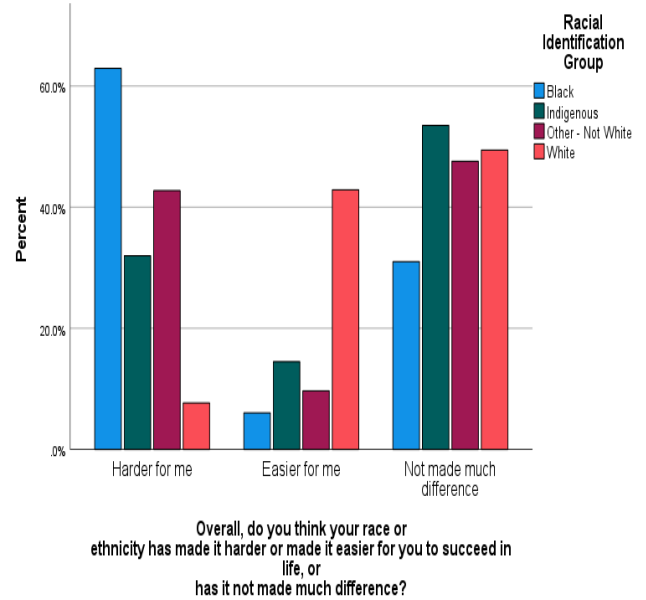


Here are a few things that some people in Canada have experienced because of their race or ethnicity. Has any one of these happened to you in the past 12 months because of your race or ethnicity? - Have you been unfairly stopped by police?

Do you think your race or ethnicity has made it harder or made it easier for you to succeed in life? (Q17)

Highlights

- Sixty-five percent (65%) of the Black Canadians indicate their race or ethnicity has made it harder to succeed in life.
- Forty-five percent (45%) of other non-white respondents indicate their race or ethnicity has made it harder to succeed in life.
- Thirty-five percent (35%) of Indigenous respondents indicate their race or ethnicity has made it harder to succeed in life.
- However, five percent (5%) of White respondents indicate their race or ethnicity has made it harder to succeed in life; while about 45% indicate their race or ethnicity has made success easier.



“I am a sixth generation Black Canadian. And I have experienced racism very often. It’s being followed in departed store or being spoke to with disrespect. Down to or assuming that I am uneducated. I have experienced homelessness because I’m Black.”

Policy: Wiki Survey: Current Top Ten Ideas

Which do you think is better for creating an environment for Black people to thrive in Canada?	Score (0-100)	Source
Have more educational opportunities and support for Black people from grade school through apprenticeships, college, and university.	75	Seed
Eliminate racism through education starting from grade school to university/college.	66	User
Provide more opportunities for capacity building in Black-led businesses and organizations.	65	User
Amend Police Service Act to enable watchdogs to penalize racist conduct.	64	User
Ensure diverse representation in the hiring/decision-making process.	63	User
Have more education from Black perspectives.	62	Seed
Eliminate poverty.	62	User
Ensure Black representation at all levels of government.	60	Seed
Provide more opportunities and mentoring for Black entrepreneurs.	60	Seed
Add enforceable equity criteria to all public service managers' performance agreements.	59	User

Wiki Survey

(<http://allourideas.org/BlacknessInCanada>; <http://allourideas.org/Canadiensnoirs1>): Participants can vote on as many pairs of randomly selected policy ideas as they wish. Participants (“User”) can also submit their own policy ideas in addition to the original “Seed” ideas.

Some Highlights

The following themes are relatively strong policy choices:

- Educational opportunities for Black people,
- Educational system to help eliminate racism,
- Opportunities for capacity building in Black-led businesses and organizations,
- Amend Police Service Act to enable watchdogs to penalize racist conduct, and
- Ensure diverse representation in the hiring/decision-making process.

Policy: Wiki Survey: Current Ten Lowest Scored Ideas

Which do you think is better for creating an environment for Black people to thrive in Canada?	Score (0-100)	Source
Make Black history more visible through cultural institutions, monuments, and plaques.	36	Seed
Hoping to have a strong voice to push black issues.	35	User
A government policy to address the question employers ask "Do you have Canadian experience?" when the opportunity is not given you.	34	User
Provide more avenues for the publishing of work by Black authors.	30	Seed
Lower taxes, deregulation to encourage small businesses to start up, African countries have an entrepreneurial culture.	23	User
Give and issue public apologies recognizing wrongs committed against Black people.	22	Seed
Adjust the immigration levels to levels that can be successfully integrated.	22	User
Lower taxes, to allow small business to start up, African counties are entrepreneurial	21	User
Sound policy of cooperation with Africa in every federal institution.	17	User
Implement lower taxes and deregulation to allow small businesses to start up since African countries are entrepreneurial.	17	User

Some Highlights

While they may be valued, the following are not strong policy choices:

- Public apologies,
- Cultural institutions, monuments, and plaques,
- Lower taxes and deregulation for small businesses,
- Cooperation with Africa in every federal institution, and
- More avenues for the publishing of work by Black authors.