

# BLACK CANADIAN NATIONAL SURVEY

FINAL REPORT  
2023



## OUR PARTNERS



Canadian  
Race Relations  
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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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# TABLE OF CONTENTS

<b>Executive Summary</b>	<b>4</b>
<b>Survey Methodology</b>	<b>5</b>
<b>Critical Findings and Recommendations</b>	<b>8</b>
<b>Introduction</b>	<b>9</b>
Background	9
The Black Canadian National Survey	11
<b>1. The Big Picture on Racism</b>	<b>14</b>
In Canada	15
In your community	19
Black Lives Matter (BLM)	22
Succeeding in Canada	24
Causes	26
Needed Policy Actions	32
<b>2. Racism in Systems Overall and Systemic Barriers</b>	<b>36</b>
Education	37
Healthcare	38
Child Services	39
Policing and Criminal Justice	40
The Workplace	41
Needed Policy Action	43
<b>3. Personal Encounters with Racism</b>	<b>44</b>
In General	45
In the Workplace	48
During the COVID-19 Pandemic	51
In Regard to Police Stops	54
Succeeding in Life	65
Racial Diversity of Friends and Family	66
<b>Policy: Wiki Survey</b>	<b>68</b>
<b>Summary</b>	<b>71</b>
<b>Recommendations</b>	<b>76</b>

## EXECUTIVE SUMMARY

In a complex and multicultural society like Canada, race-based data collection can provide measurable evidence to address inequities, racism, and discriminatory practices. Quantitative indicators can highlight stark inequities in systems and organizations, providing evidence to decision-makers to show clear patterns and trends. Without comprehensive data, the quality of decision-making, the allocation of resources, and the ability to understand the social and economic realities of the country is severely impaired. While researchers and policymakers have recognized the importance of disaggregating racial data – which many organizations have advocated for over the years – progress has been slow and disparate. The ongoing lack of race data disaggregation disguises disparities and perpetuates existing inequities in the social structure, while preventing effective public policy discussions regarding fair competition and inclusive citizenship.

In the effort to share the vision of a culture of inclusion, the Institute for Social Research (ISR), along with the Canadian Race Relations Foundation (CRRF) and the Multicultural History Society of Ontario (MHSO), have long supported activities aimed at enabling race-based research and the application of research to advance policy. The special report on the Black Canadian National Survey (BCNS or the Survey) presents further evidence for the importance of race disaggregation. The BCNS was undertaken by researchers at the ISR, in collaboration with the community experts at the CRRF and MHSO, in order to address the need for increased race data comprehension, the technical and policy challenges to creating change in practice, and the opportunities for improving the use of race data to identify and address gaps.

Evidence-based race research has gained new impetus in the 2020's, as global protests inspire deep reflection across Canadian society about anti-Black racism, revealing a thirst for understanding race-related social problems and improving outcomes. The Survey is a step forward in truly recognizing the unique and differentiated experiences of racial groups in Canada, with a particular emphasis on Black Canadians. The BCNS Report represents a concerted effort to bringing the voices of those most impacted to the forefront, to critically assess society from the vantage of some of its most marginalized actors, and to present that knowledge for empowerment and action. By focusing on the actual lived experiences of people from different racial categories in the public sector spaces of education, health and child services, criminal justice and policing, and the labour market, the research maps the structural vulnerabilities and quality of life gaps between diverse racial groups.

The survey process was designed to uncover multiple factors of advantage and disadvantage through the examination of a number of relevant race-related topics.

TOPICS	METHODOLOGIES
Racial Identification	National Panel Survey (N=5697,)
Attention to Race in Canada	National Online Community Convenience Survey (N=849)
The Differential Experience of Racism	English Wiki Survey, N=412 sessions (with a total of 10199 votes cast).
Big Problems	
Organizational Contexts	
Race as a Factor of Success	
Policy Actions Needed	

The research strategy employed in the creation of the Survey encompasses the use of a mixed methods research design that combines elements of qualitative and quantitative research approaches (e.g., use of qualitative and quantitative viewpoints, data collection, analysis, inference techniques) for the broad purposes of breadth and depth of understanding and corroboration. Incorporated in the mixed methodology is a hybrid survey approach that allows researchers to reach respondents wherever they are with traditional survey techniques as well as digital survey tools. This innovation strategically weaves together well-established panel survey techniques with new wiki and social media making it dynamic, evolving and robust.<sup>1</sup> Original in its approach, this strategy encourages direct input from respondents while preserving their agency, making them subjects of study rather than mere objects of study. With a new set of tools for gathering data, this hybrid survey methodology results in a reservoir of untapped information as well as access to uncharted sources and positions social research in solving difficult and intractable problems that exist in the real world.

<sup>1</sup> Coyle, D; Kay, L.; Diepeveen, S., Tennison, J., Wdowin, J. (2020). *The Value of Data – Policy Implications*. Bennett Institute for Public Policy, Cambridge in partnership with the Open Data Institute. [bennettinstitute.cam.ac.uk](http://bennettinstitute.cam.ac.uk) / [theodi.org](http://theodi.org).; Creswell J.; Plano, C. V. (2011). *Designing and conducting mixed methods research*. 2nd ed. Thousand Oaks, CA: Sage. Hall, B., & Howard, K. (2008). “A synergistic approach: Conducting mixed methods research with typological and systemic design considerations.” *Journal of Mixed Methods Research*, 2(3), 248–269.; Bennington, L. & Cummane J. (1998). Measuring service quality: A hybrid methodology, *Total Quality Management*, 9:6, 395-405.

## WIKI SURVEYING

A wiki survey was included in the BCNS to assess and gather policy ideas. This type of survey is collaborative, adaptive, and flexible to allow participants to vote on as few and as many policy ideas pairs as they wish. Invitations to participate in the BCNS wiki survey were sent by e-mail and social media to organizations that support Black Canadians. The results would tend to be oriented toward the views of Black Canadians active with those organizations. The central question was: “Which do you think is better for creating an environment for Black people to thrive in Canada? Some highlights from the higher scored policy ideas were:

- Educational opportunities for Black people,
- Educational system to help eliminate racism,
- Opportunities for capacity building in Black-led businesses and organizations,
- Improve and enforce employment equity framework,
- Ensure diverse representation in the hiring/decision-making process.
- Reform justice system,
- Amend Police Service Act to enable watchdogs to penalize racist conduct, and
- Assess and remove police cadets for racial bias.

## EXPERIENCES OF RACISM AMONG THE BLACK AND RACIALIZED POPULATIONS IN CANADA, 2023: HIGHLIGHTS

- According to disaggregated data from the BCNS, race is much more central to the identity of Black people than all other racial groups. Specifically, whereas fifty-six percent (56%) of Blacks report their racial identity as extremely important to them, only twenty-two percent (22%) of East Asian or South-East Asian, twenty-seven percent (27%) of other Non-White groups and ten percent (10%) of White people see their race as central to their identity.
- Over half of the Black population (56%) see their racial identity as extremely important to how they think about themselves. In contrast, only about one quarter of Indigenous people (26%) see their racial identity as extremely important. It is likely that race is not as important to Indigenous identity in Canada as relationships to community and/or land.

- Data from the BCNS shows that racial discrimination is still a pervasive experience in Canada across racialized groups. Seven of ten Black Canadians experience unfair treatment because of their race regularly or from time to time. However, nearly five in ten of other racialized people also experience unfair treatment regularly or from time to time, including Indigenous people, East Asian or South-East Asian, and other Non-White people.
- Black people and Indigenous people view racism as a more serious problem throughout Canada than they do in their own neighbourhoods. While eight-four percent (84%) of Blacks and seventy-percent (70%) of Indigenous people see racism in Canada on the whole as a serious or very serious problem, only sixty-two percent (62%) of Blacks and fifty-four (54%) of Indigenous people view racism in the neighbourhoods where they live as a serious or very serious problem.
- Ninety percent (90%) or 9-in-10 Blacks in Canada, and eighty-two percent (82%), or over 8-in-10 Indigenous people view racism in the criminal justice system as a serious or a very serious problem.
- Racialized groups experience the workplace as the epicenter of determinations of racial discrimination and unfairness in Canadian society. Seventy-five percent (75%) of Black Canadians and seventy percent (70%) of other Non-White people experience racism in the workplace as a serious or very serious problem. In addition, forty-seven percent (47%) of Black people indicated that they have been treated unfairly by an employer in hiring, pay or promotion in the last 12 months. This is over three times the ratio of White Canadians (15%).
- The COVID-19 pandemic has added another layer of complexity to the already difficult challenges faced by racialized populations, particularly East Asian and South-East Asian people. The absence of disaggregated race data for COVID-19 has masked how the pandemic has disproportionately affected East Asian and South-East Asians. Specifically, almost one in two (47%) East Asian or South-East Asians fear being threatened or physically attacked since the outbreak of COVID-19, approximately twice that of other racial groups.
- The data reveal deep trust deficits existing between Black communities and policing across Canada, in sharp contrast to visions of Canadian exceptionalism<sup>2</sup> and the accolades often given to Canada as a unique multicultural democracy. Pointedly, in every region of the country, Black men and women are a standard deviation above all other racial groups in reporting unfair stops by police in the past 12 months.

<sup>2</sup> Kazemipur, A. (2006). A Canadian exceptionalism? Trust and diversity in Canadian cities. *Int. Migration & Integration* 7, 219–240.



## CRITICAL FINDINGS AND RECOMMENDATIONS

- The Survey confirms the legacy of racism in Canada has profoundly and enduringly permeated our systems and structures. Leveraging equity in our social institutions means reimagining healthcare and child services, education, policing and criminal justice, and the workplace; and rethinking policy priorities to improve outcomes.
- The Survey shows that while there is a high degree of recognition across all racial categories of conventional or ‘old fashion’ racism in blatant or overt forms, this recognition is on the wane in modern society, and more subtle, covert expression of racism related to organizational structures and systems are on the rise. This implores focus on organizational change strategies in our social institutions based on a respect for democratic governance and human rights that proactively examines organizational culture including attitudes, norms and shared perspectives that can lead to unintended adverse consequences.
- The Survey displays racism in Canada as a ‘wicked’<sup>3</sup> problem that is extremely difficult to solve because it is extraordinarily difficult to recognize. Wicked problems are multi-faceted and multi-sectoral with imbricated layers of complexity. However, despite its intricacy and reach into all facets of social life, the experience of racism radiates from the labour market.<sup>4</sup> The workplace is the epicenter of determinations of race-based discrimination and unfairness for people of colour. This indicates that leveraging active labour market policies<sup>5</sup> (e.g., job creation and upskilling) that make social investments in labour market integration by removing barriers through pro-active state intervention; combined with strategic interventions and prevention strategies (e.g., affirmative recruitment and retention programs) at the organizational level for increasing social mobility are useful to dismantle harms and redress disadvantage across social institutions.

<sup>3</sup> Ritchey, T. (2011). *Wicked problems – Social messes: Decision support modelling with morphological analysis*. Berlin: Springer.

<sup>4</sup> Block, S., Galabuzi, G., and Tranjan, R. (2019). *Canada’s Colour Coded Income Inequality*. Canadian Centre for Policy Alternatives. NP December. <https://policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2019/12/Canada%27s%20Colour%20Coded%20Income%20Inequality.pdf>

<sup>5</sup> Auer, P., Ü. Efendioğlu and J. Leschke. (2008). *Active Labour Market Policies around the World: Coping with the Consequences of Globalization*. Geneva: ILO; OECD (2022), *Assessing Canada’s System of Impact Evaluation of Active Labour Market Policies, Connecting People with Jobs*, OECD Publishing, Paris, <https://www.oecd.org/els/assessing-canada-s-system-of-impact-evaluation-of-active-labour-market-policies-27dfbd5f-en.htm>.



# 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 more than doubled in size, going from under 600 thousand in 1996 to over 1.5 million.<sup>6</sup> 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.<sup>7</sup>

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 factor in the ways that persons engage with systems and systemic oppression.<sup>8</sup>

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<sup>6</sup> Statistics Canada. (2020). Census of Population 2021. NP. <https://www150.statcan.gc.ca/n1/pub/12-581-x/2022001/sec3-eng.htm>.

<sup>7</sup> Statistics Canada. (2019). Diversity of the Black population in Canada: An overview. Statistics Canada, Catalogue no. 89-657-X at pp. 4.

<sup>8</sup> 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.

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.<sup>9</sup>

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.

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<sup>9</sup> Ontario Human Rights Commission. (2017). *Interrupted childhoods: Over-representation of Indigenous and Black children in Ontario child welfare*. Government of Ontario.

## 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); and fund by the Social Sciences & Humanities Research Council (SSHRC).

The first-of-its-kind, this national survey of Canadian ethnoracial populations 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 2020s, 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 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 promote level playing fields and fair competition.

## ABOUT THIS REPORT

To achieve a robust and racially representative distribution of respondents from across Canada, the data collection tools for this final report consists of a national web survey (panel survey, N=5697 respondents); a national black community web survey; combined with a wiki survey (English wiki survey, N=412 sessions with a total of 10199 votes cast). The survey tools were closed on August 15, 2022.

The following sections of the final report present the total results from the survey, 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 over a 12-month period.

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](http://www.blacknessincanada.ca)).

## NOTE ABOUT DISAGGREGATED RACE STUDIES

For the most part, studies of the black populations in Canada 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.<sup>10</sup> For ‘analytic’ purposes, Black Canadians have been primarily viewed as a sub-set of a larger unit of analysis for social statistics investigation identified as *visible minority*, which includes “persons, other than Aboriginal peoples, who are non-Caucasian in race or Non-White in colour”.<sup>11</sup>

Due to the binary thinking of “whiteness and non-whiteness” dominating Canadian social research, policy has been weakly informed.<sup>12</sup> In 2007, the United Nations Rapporteur and Experts already observed that – “The use of the term visible minorities seemed to somehow indicate that ‘whiteness’ was the standard, all others differing from that being visible.”<sup>13</sup> In other words, ‘visible minority’ is an asymmetrical concept emanating from the normalization of whiteness, where the subjective reality of the dominant white group becomes the objective reality for others, which results in the defining of a group(s) of others by what they are not.<sup>14</sup> In a gender context, it is equivalent to defining as woman as male-challenged. The usage is callously dismissive, and reinforces historically entrenched power imbalances. Even where significant differences exist between the dominant white majority and visible minorities, the analytic process covers over and obscures more than it could possibly reveal. Using these broad binary aggregations as primary units of analysis does not allow for an accurate understanding of social life to any degree of depth, breadth or specificity.

The superficial analyses of gross visible minority-white comparisons has served to perpetuate an overly simplified scientific and policy view of the Black experience.<sup>15</sup> Consequently, social scientific deficiencies dictated the need for disaggregated race data from large, well-designed national sample surveys that address, in a culturally sensitive manner, major areas of the life experiences of Black and other racialized groups at a granular level.<sup>16</sup> Disaggregation of race data allows for targeted policy and tracking those who are at risk of being left behind.

<sup>10</sup> 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).

<sup>11</sup> Classification of visible minority June 15, 2009 to October 18, 2015. <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DECI&Id=62026>.

<sup>12</sup> Foster, L. (2010). *Writing Justice: Voicing Issues in the Third Media*. MHSO-University of Toronto Press, pp. 223.

<sup>13</sup> United Nations Human Rights Office of the High Commissioner. (2007). Committee on Elimination of Racial Discrimination Considers Report of Canada. 21 February. <https://www.ohchr.org/en/press-releases/2009/10/committee-elimination-racial-discrimination-considers-report-canada>.

<sup>14</sup> A, Bonnett. (2008). “Whiteness and the West.” In Dwyer, C. and Bressey, *New Geographies of Race and Racism*, 17–28. Farnham: Ashgate Publishing Limited.

<sup>15</sup> Galabuzi, Grace-Edward. (2006). *Canada’s Economic Apartheid: The Social Exclusion of Racialized Groups in the New Century*. Toronto: Canadian Scholars Press, Inc.

<sup>16</sup> 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>.

# 1. THE BIG PICTURE ON RACISM

## TOPICS COVERED

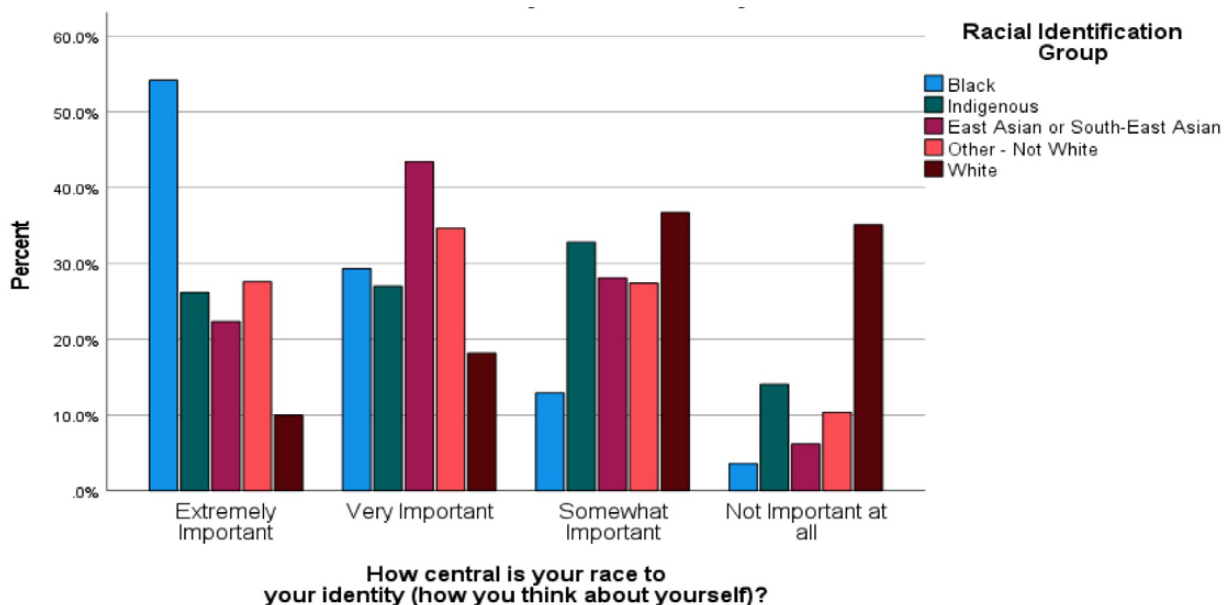
- In Canada,
- In your community,
- Black Lives Matter (BLM),
- Succeeding in Canada (by gender),
- Causes (by gender), and
- Needed policy actions (by gender)



## Importance of Racial Identity (Q5)

### HIGHLIGHTS

- Race is extremely important to Black Canadians (56%) as compared to Indigenous people (25%), East Asian or South-East Asian (22%), other Non-White (27%) 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 racialized 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.
- Thirty-five percent (35%), or over one in three White Canadians, believe that race is not important at all to their identity.



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!"

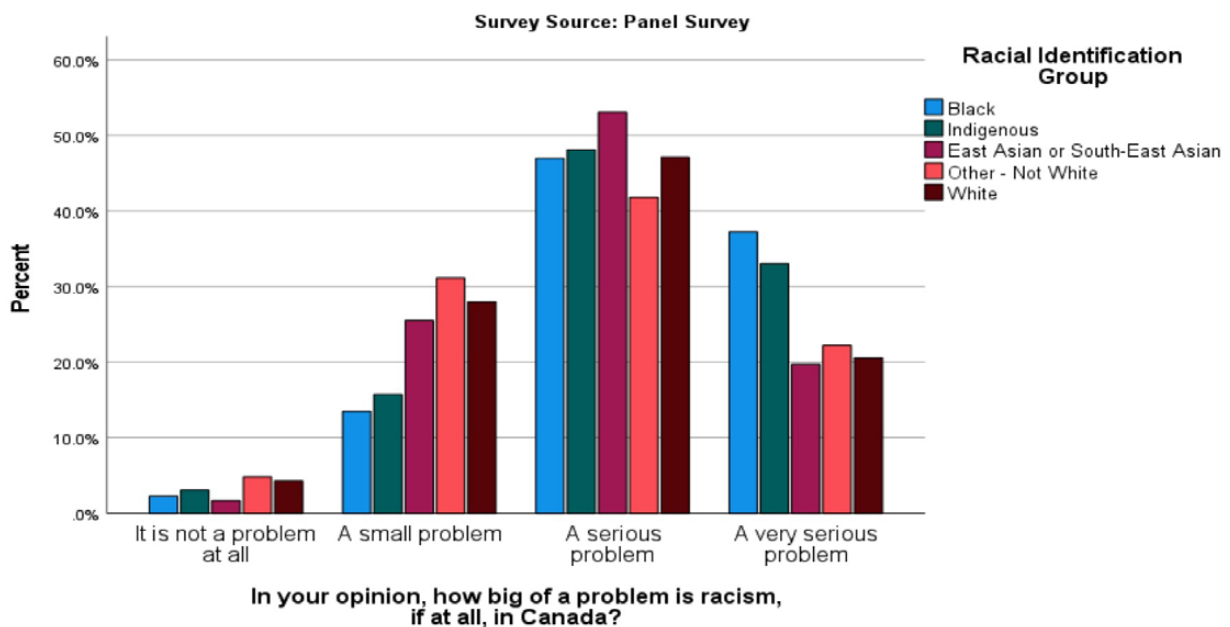




## How big a problem is racism in Canada? (Q7)

### HIGHLIGHTS

- Eighty-four percent (84%) of Black people believe racism is a serious or very serious problem in Canada.
- Seventy percent (70%) of Indigenous people recognize that racism is a serious or very serious problem in Canada.
- Sixty-four percent (66%) of East Asian or South-East Asian respondents recognize that racism is a serious or very serious problem in Canadian society.
- Sixty-three percent (63%) of other Non-White see racism as a serious or very serious problem in Canadian society.
- Sixty-four percent (64%) of White Canadians recognize that racism is a serious or very serious problem in Canadian society.



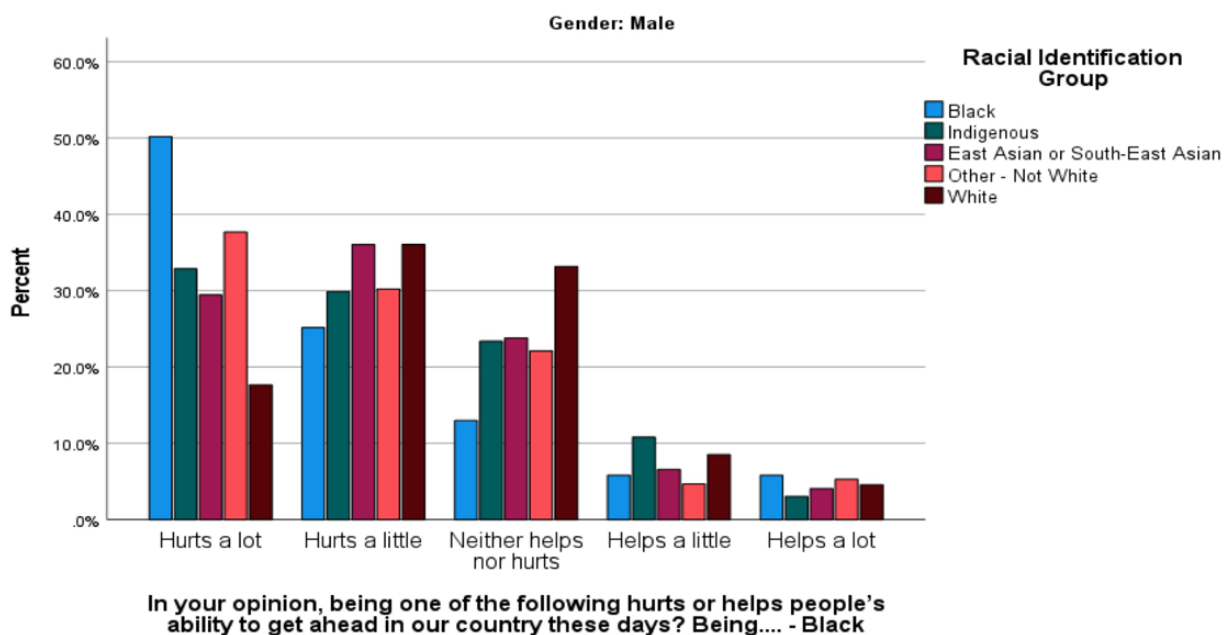
I feel there is more discrimination ... between Asian or Middle Eastern people and White people than there is between Black and White. Also, as a White person in Canada I have experienced more racism from those groups in certain areas.”



## Being one of the following helps people's ability to get ahead in our country these days? Being Black (Q13\_7)

### HIGHLIGHTS

- Fifty percent (50%) of Black males report that being Black in Canada hurts either the ability to get ahead in our society a lot, which is a significantly higher than other racial groups, and over twice that of White males.
- Thirty-seven (37%) of other Non-White male, thirty-three percent (33%) of Indigenous, twenty-nine percent (29%) of East Asian or South-East Asian Males report being Black in Canada hurts the ability to get ahead a lot.
- Only seventeen percent (17%) of White males believe that being Black in Canada hurts the ability to get ahead a lot.
- In contrast, almost twice as many, thirty-three percent (33%) or one in three White males, believe that being Black neither helps nor hurts, which is consistent with Canada's ideology of multiculturalism.



Systemic racism does not exist; rules and policies have been put into place to prevent that. I never once saw a law with any amendments which said make all the black people serve double what the white person has to for the same crime.”



## Being one of the following helps people's ability to get ahead in our country these days? Being Black (Q13\_7)

### HIGHLIGHTS

- Sixty percent (60%) of Black females report that being Black in Canada hurts either the ability to get ahead in our society a lot, which like Black male counterparts is a significantly higher than other racial groups, and over twice that of White females.
- Forty-three (43%) of other Non-White females, thirty-seven percent (37%) of Indigenous, thirty-six percent (36%) of East Asian or South-East Asian report being Black in Canada hurts the ability to get ahead a lot.
- Only seventeen percent (23%) of White females believe that being Black in Canada hurts the ability to get ahead a lot.
- In contrast, thirty-three percent (35%) or nearly one in three White females, believe that being Black neither helps nor hurts, which is consistent with Canada's ideology of multiculturalism.
- The marginally higher percentage among women across racial groups, including White women, indicates a more acute sensitivity to intersectional systems of inequality, including gender identity as well as racial identity and other identity markers.



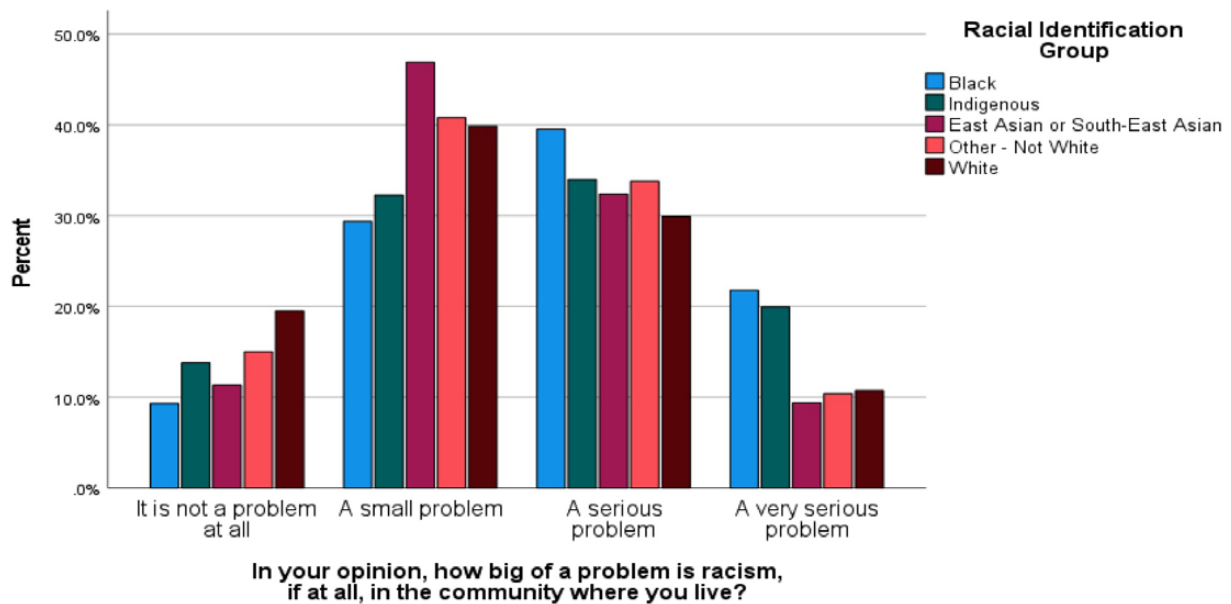
I think the general public has a really hard time understanding systemic racism and the effects of intergenerational trauma, lack of access to education, etc. I think there needs to be more education about these topics for people to really understand what racism is. It's easy for people to understand blatant displays of racism, but I notice in my conversations that many people lack the ability to understand the subtleties and often resist contemplating them."



## How big of a problem is racism in the community you live? (Q8)

### HIGHLIGHTS

- Sixty-two percent (62%) of Black people believe racism is a serious or very serious problem.
- Fifty-four percent (54%) of Indigenous people recognize that racism is a serious or very serious problem in their communities.
- Fifty-one percent (51%) of East Asian or South-East Asian respondents recognize that racism is a serious or very serious problem in their communities.
- Fifty-four percent (54%) of other Non-White see racism as a serious or very serious problem in their communities.
- Fifty-one percent (51%) of White Canadians recognize that racism is a serious or very serious problem in their communities.



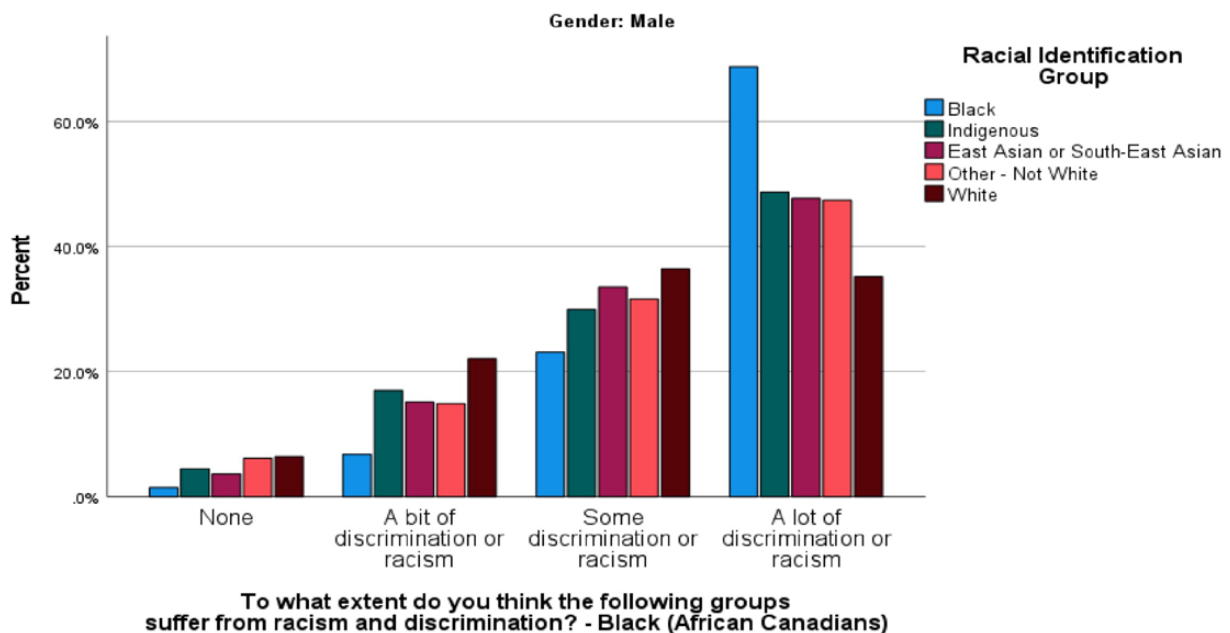
“People refuse to sit next to me on public transportation. Walking on the street they show fear to pass by me.”



## To what extent do you think the following groups suffer from racism and discrimination? Black (African Canadians) (Q21\_5, Gender: Male)

### HIGHLIGHTS

- Seventy-percent (70%) of Black males think that Blacks as a group suffer from racism and discrimination, a significantly higher percentage than other racialized groups, and twice the percentage of White males.
- Forty-eight percent (48%) of Indigenous males, forty-seven percent (47%) of East Asian or South-East Asian and forty-six percent (46%) of other Non-White males think that Blacks as a group suffer from racism and discrimination.
- About one-third of White males (36%) think that Blacks as a group suffer from racism and discrimination. The perspective on Black people in Canada by the majority of White males' falls been seeing some discrimination and racism and none at all.



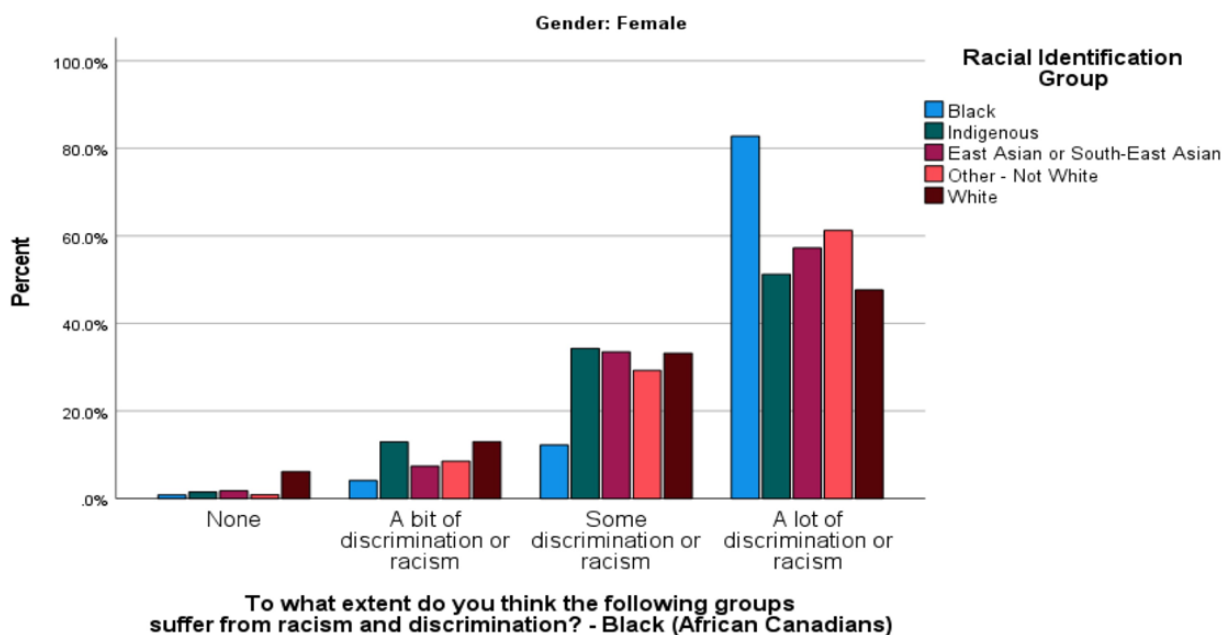
Racism and discrimination is NOT just against Blacks. As an Asian growing up in Canada, I experienced discrimination and slurs hurled at me and was treated poorly based upon my race. Racism is certainly alive and well in Canada right now. It begins with people changing their inherent belief systems but I know this is a tall order.”



## To what extent do you think the following groups suffer from racism and discrimination? Black (African Canadians) (Q21\_5, Gender: Female)

### HIGHLIGHTS

- Eighty-three percent (83%) of Black females think that Blacks as a group suffer from racism and discrimination, a significantly higher percentage than both Black males, and other racialized groups, male and female.
- Forty-eight percent (52%) of Indigenous females, forty-seven percent (58%) of East Asian or South-East Asian and forty-six percent (61%) of other Non-White males think that Blacks as a group suffer from racism and discrimination.
- Almost one-half of White females (48%) think that Blacks as a group suffer from racism and discrimination.
- The higher percentage of women across racial groups who recognize Blacks people suffer from racism and discrimination indicates a more critical sensitivity to the experience of race and gender as intersectional identity markers and overlapping, concurrent forms of oppression.



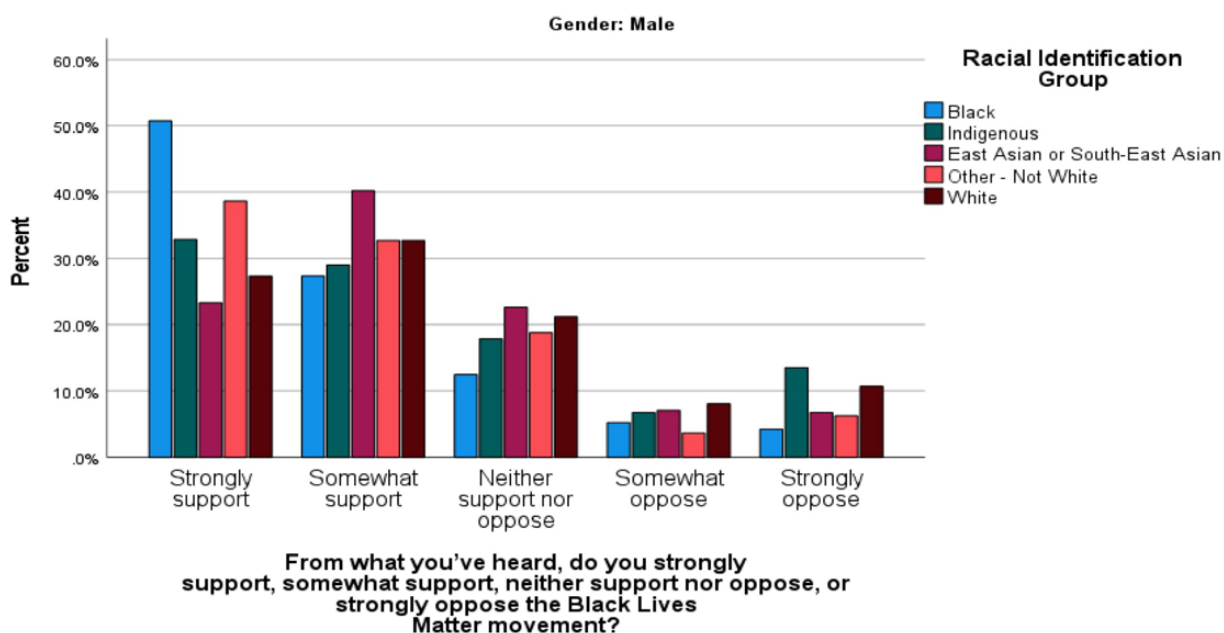
Racism is subtle in Canada. That is the main difference between Canada and America. The concept of 'Canadian experience' and 'fit' are examples of factors that make it easy to discriminate against other races."



Do you strongly support, somewhat support, neither support nor oppose, or strongly oppose the Black Lives Matter Movement? (Q31, Gender: Male)

## HIGHLIGHTS

- Seventy-eight percent (78%) of Black males strongly support or somewhat support the Black Lives Matter Movement.
- Sixty-one percent (61%) of Indigenous, sixty-five percent (65%) of East Asian or South-East Asian and seventy-one percent (71%) of other Non-White males strongly support or somewhat support the Black Lives Matter Movement.
- Sixty percent (60%) of White male respondents strongly support or somewhat support the Black Lives Matter Movement.
- While there is a significant difference between Black and White male perspectives, there is relatively favorable male support across races for the Black Lives Matter Movement in Canada.



I find that Blacks are being a little too aggressive with their Black Lives Matter campaign. As far as I am concerned All Lives Matter and I am a little tired of hearing about all the propaganda!"

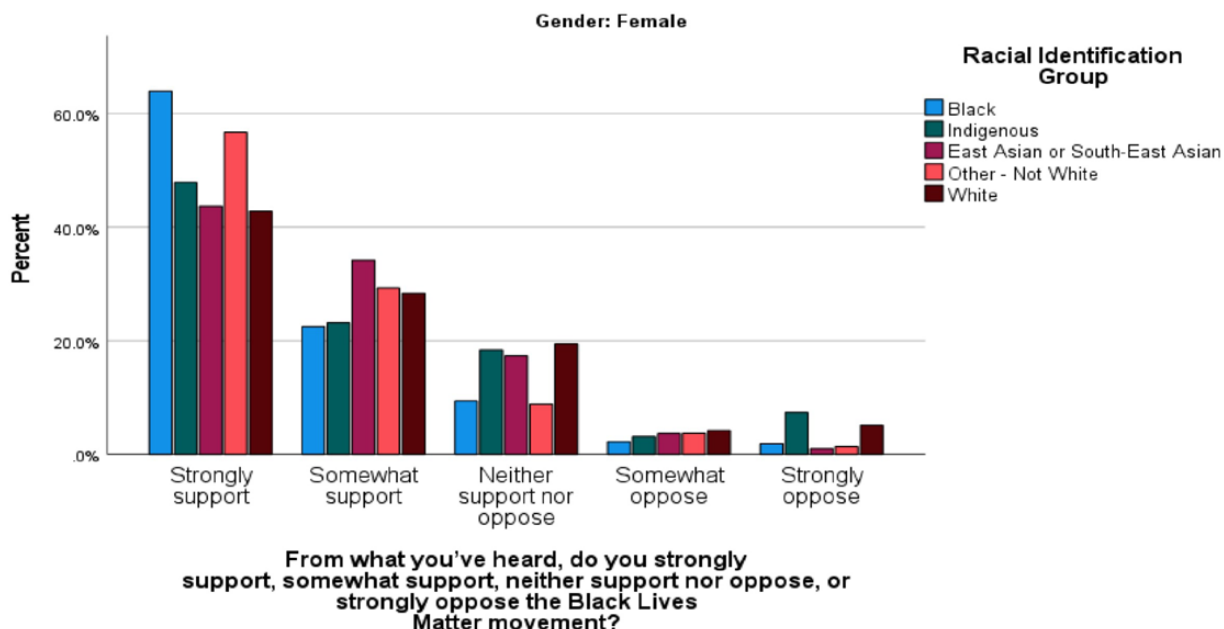




## Do you strongly support, somewhat support, neither support nor oppose, or strongly oppose the Black Lives Matter Movement? (Q31, Gender: Female)

### HIGHLIGHTS

- Eighty-seven percent (87%) of Black females strongly support or somewhat support the Black Lives Matter Movement.
- Eighty-five percent (85%) of other Non-White, sixty-five percent (78%) of East Asian or South-East Asian, and sixty-eight percent (69%) of Indigenous females strongly support or somewhat support the Black Lives Matter Movement.
- Sixty percent (68%) of White female respondents strongly support or somewhat support the Black Lives Matter Movement.
- While there is a significant difference between Black and White female perspectives, there is relatively favorable female support across races for the Black Lives Matter Movement in Canada.
- While female support is generally stronger than male support, the Black Lives Matter Movement enjoys substantively greater support than opposition across the racial spectrum.



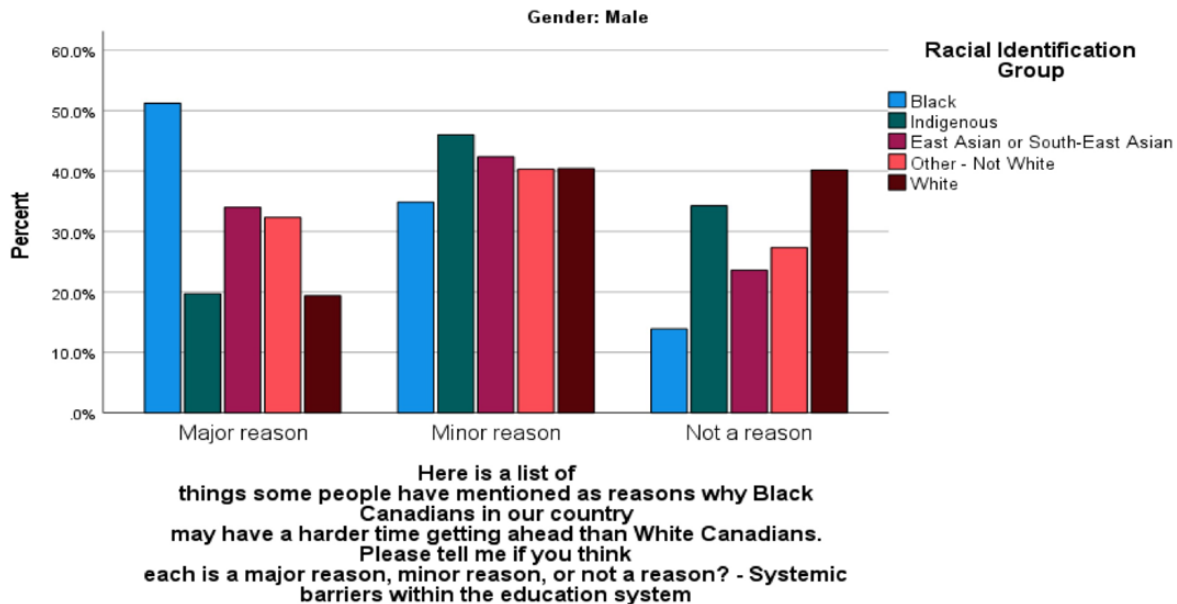
I support Black Lives Matter, but others should see it as All Lives Matter. I feel like everyone should just be equal and no one deserves to be discriminated or treated unfairly.”



## To what extent do you think systemic barriers in education is a reason for Black Canadian having a harder time getting ahead than White Canadians? (Q22\_8, Gender: Male)

### HIGHLIGHTS

- Fifty-two percent (52%) of Black males, or over half, see systemic barriers in the education sector as a major reason for Black Canadian having a harder time getting ahead than White Canadians.
- Only twenty percent (20%) of Indigenous males, compared to thirty-four percent (34%) of East Asian or South East Asian males and thirty-two percent (32%) of other Non-White males think systemic barriers in the education sector is a reason for Black Canadian having a harder time getting ahead than White Canadians?
- Only nineteen percent (19%), or less than one in five White males, see systemic barriers in education as a major reason for Black Canadian having a harder time getting ahead than White Canadians.



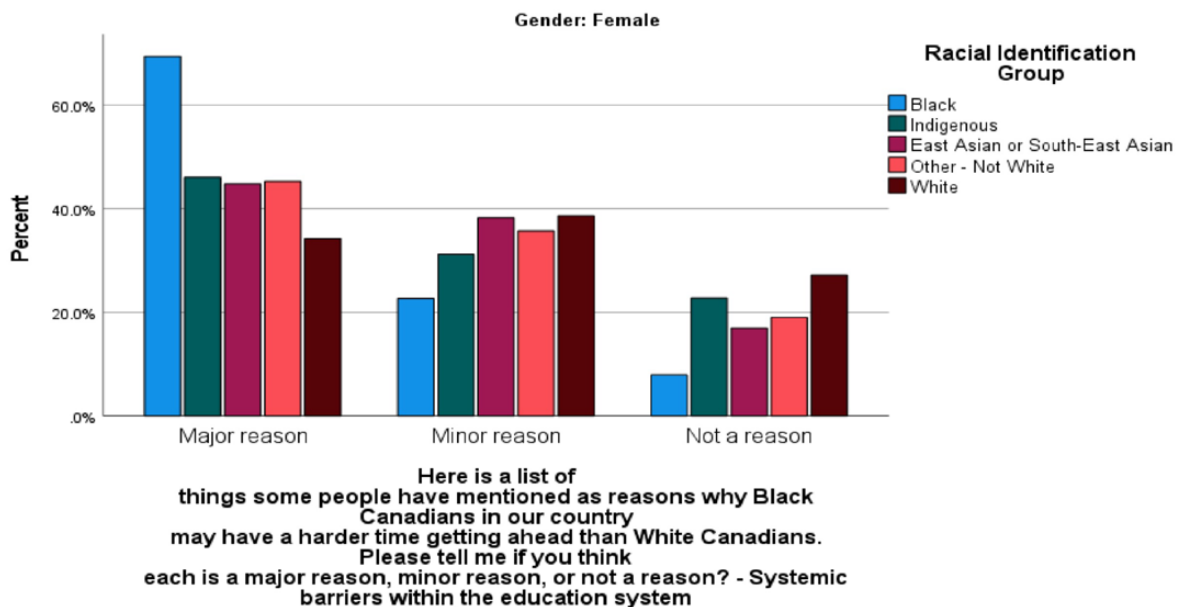
The only people keeping racism alive are politicians, race baiters and the media. I feel because of this it's my WHITE friends who are unfairly victimized as bigots and racists. They're being overlooked for jobs in favour of less qualified diversity hires. It's shameful what's going on! I am a successful black person, as are members of our family. We worked for what we have which includes getting a proper education and taking responsibility for our decisions and actions."



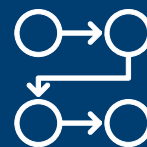
## To what extent do you think systemic barriers in education is a reason for Black Canadian having a harder time getting ahead than White Canadians? (Q22\_8, Gender: Female)

### HIGHLIGHTS

- In contrast to their Black male counterparts, sixty-eight percent (68%) or fully over two-thirds of Black females, see systemic barriers in the education sector as a major reason for Black Canadian having a harder time getting ahead than White Canadians.
- Consistently, forty-five percent (45%) of Indigenous females, forty-four percent (43%) of East Asian or South East Asian and forty-four percent (44%) of other Non-White females think systemic barriers in the education sector is a reason for Black Canadian having a harder time getting ahead than White Canadians?
- In contrast to their White male counterparts, thirty-four percent (34%), or one in three White females, see systemic barriers in education as a major reason for Black Canadian having a harder time getting ahead than White Canadians.
- Again, sensitivity to the depths of inequalities and their connection to systems and social structures resonates across Canadian women populations and categories.



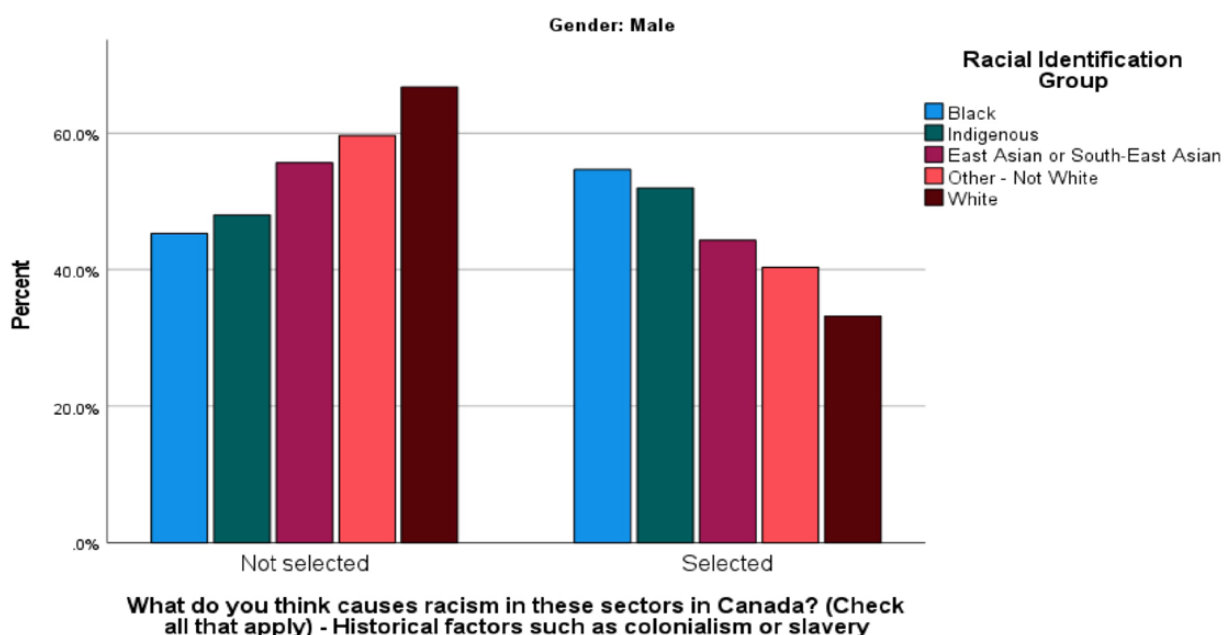
I believe in education above all, education which teaches people from a young age that we are all equal no matter what our race or ethnicity. And that if one is to judge at all that they need to be empathetic, self reflective 'put yourself in the others shoes' impartial, and base their judgement on the particular individual and their actions and perhaps the damage caused by them if any."



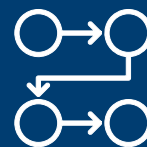
### Do you think racism is caused by historical factors such as colonialism or slavery? (Q20\_3R, Gender: Male)

#### HIGHLIGHTS

- Fifty-five percent (55%) of the Black male Canadians indicate that historical factors such as colonialism or slavery are causes of racism in Canada.
- Fifty-one percent (51%) Indigenous males, forty-three percent (43%) of East Asian or South-East Asian, and forty (40%) of other Non-White males indicate that colonialism and slavery are factors that cause racism.
- Thirty-two percent (32%) of White male respondents, or less than one-third, recognize colonialism and slavery are factors that cause racism.
- There is an inverse relationship between Black and White males in recognition of the importance of historical and systemic factors such as colonialism and slavery, where most Blacks males (54%) think colonialism and slavery are important causes of racism and more White males (68%) think that they are not.



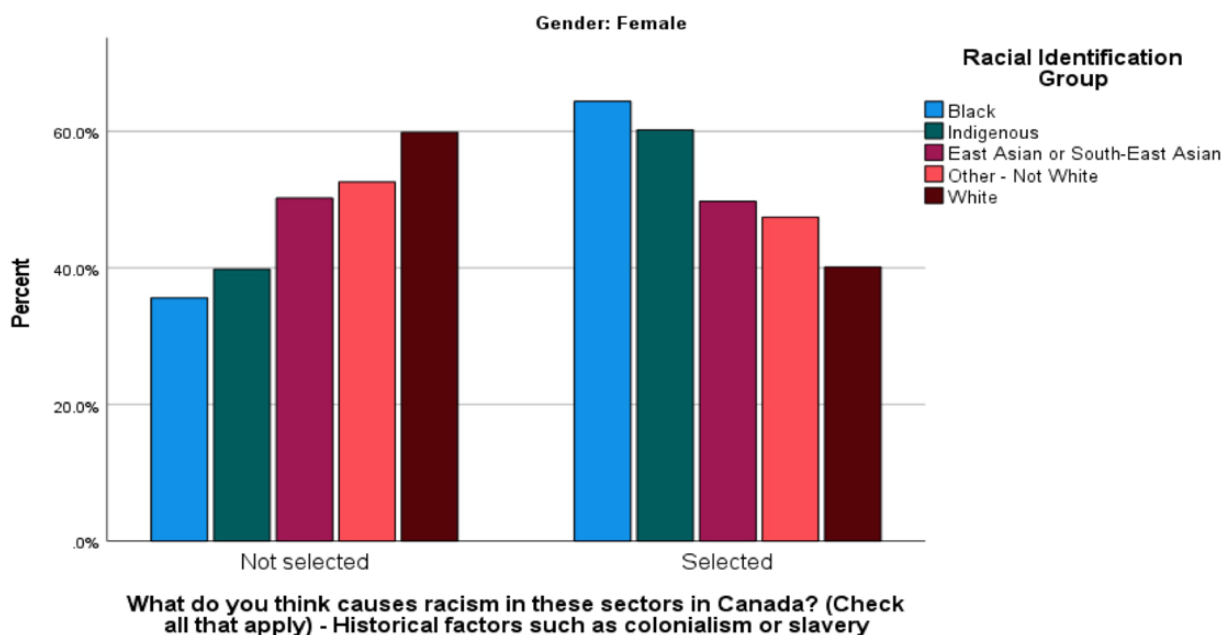
There is no systemic, anti-black racism in north America. Systemic means, built into the system. If it were true, there would be no black police officers, no black mayors and no black U.S. President!"



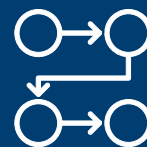
### Do you think racism is caused by historical factors such as colonialism or slavery? (Q20\_3R, Gender: Female)

#### HIGHLIGHTS

- Sixty-five percent (65%) of Black women in Canada indicate that historical factors such as colonialism or slavery are causes of racism in Canada.
- Sixty percent (60%) of Indigenous, fifty percent (50%) of East Asian or South-East Asian, and forty (40%) of other Non-White males indicate that colonialism and slavery are factors that cause racism.
- Forty percent (40%) of White women in Canada, or four of ten, recognize colonialism and slavery are factors that cause racism.
- However, across the race spectrum, women (who may experience systemic inequities related to gender and other intersectional factors first hand) are significantly more attune than men to historical and systemic factors of racism.



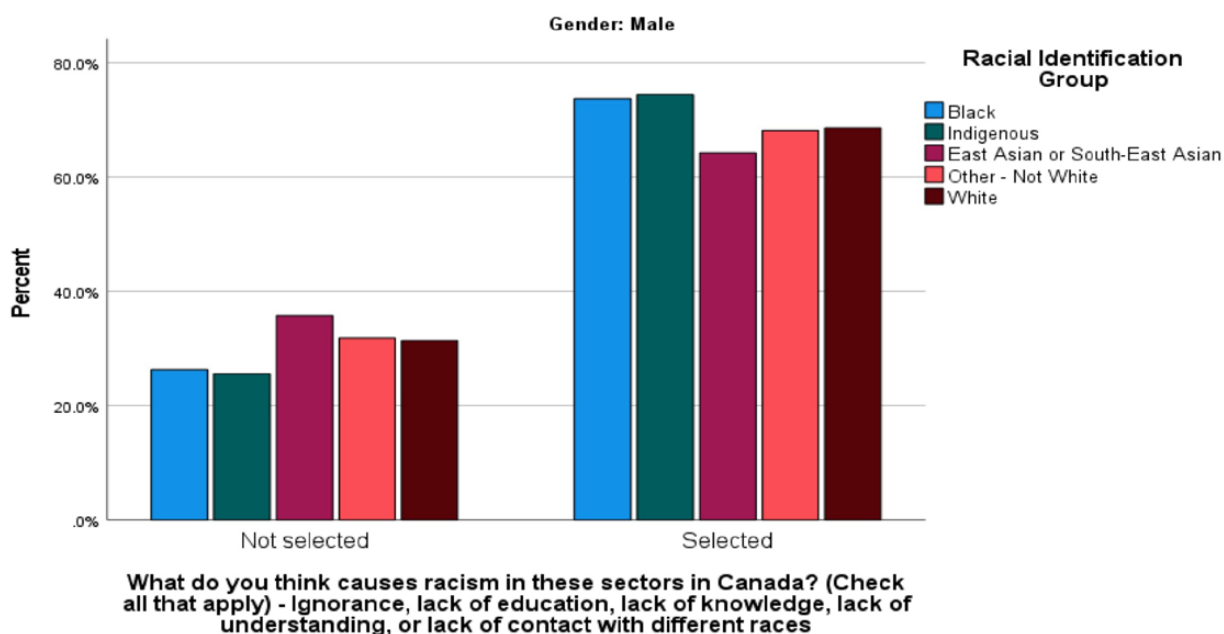
They (Blacks) have access to education but sometimes they for some unknown reason feel that everyone (Caucasians) should pay for something that happened 100s of years ago. Same goes with persons of Indigenous birth. It was terrible what happened to the children in the 60 scoops, but to heal one can't keep blaming all the problems with your life on sins of our forefathers."



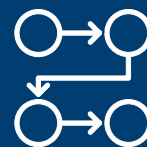
Do you think racism is caused by ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races?  
(Q20\_5R, Gender: Male)

### HIGHLIGHTS

- Seventy-three percent (73%) of Black males indicate that racism is caused by ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races in Canada.
- Seventy-five percent (75%) of Indigenous, sixty-eight percent (65%) of East Asian or South-East Asian, and sixty-eight (68%) of other Non-White males indicate that ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races are causes of racism.
- Sixty-nine percent (69%), or over two-thirds of White male respondents, recognize that ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races are causes of racism.
- There is high degree of recognition among males across races in Canada that racism is caused by ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races, indicating a common focus on the ‘interpersonal’ (personally mediated) level of racism opposed to a more fundamental structural and systemic view.



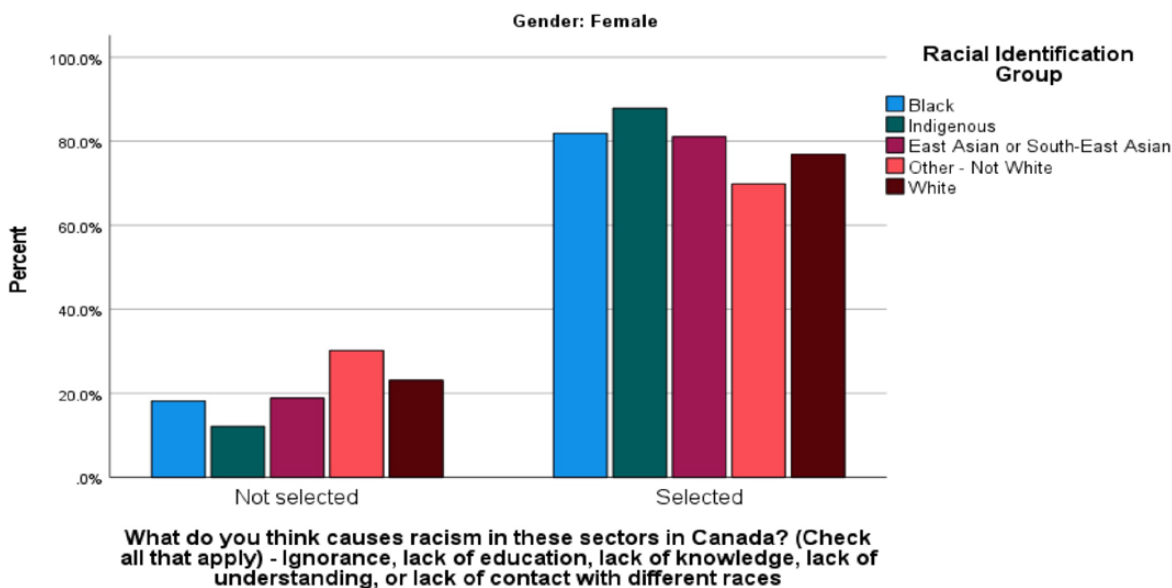
In my experience, ignorance and limited or lacking resources of info to be educated or to be well informed about discrimination/racism is core of the problem. This topic should be gradually taught in pre-school because toddlers are like a sponge. The children are our future.”



Do you think racism is caused by ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races?  
(Q20\_5R, Gender: Female)

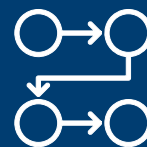
### HIGHLIGHTS

- Eighty-two percent (82%) of Black women in Canada indicate that racism is caused by ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races.
- Eighty-seven percent (87%) of Indigenous, eighty-one percent (81%) of East Asian or South-East Asian, and seventy-two (72%) of other Non-White females indicate that ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races are causes of racism.
- Seventy-six percent (76%), or over three-quarters of White female respondents recognize that ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races are causes of racism.
- As with their male counterparts, there is high degree of recognition among females across races that racism is caused by ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races, indicating the interpersonal level of racism is more salient than structural and systemic root assessments.



Overall in Canada I do think all races experience racism however I do think that Indigenous peoples bear the brunt of the racism as there are still biased things being taught in the education system to perpetuate the hate against Indigenous peoples in Canada. As an indigenous person I am afraid to go to certain parts of the country as I know there is significant hatred and ignorance towards indigenous peoples in those areas.”

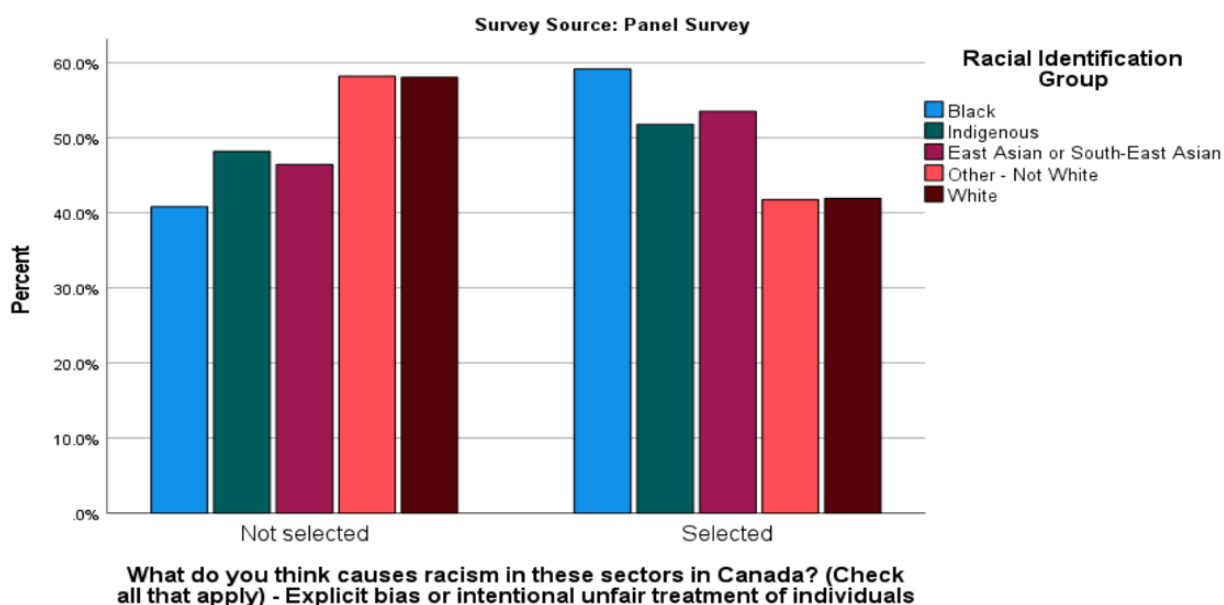




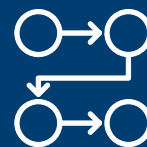
### Do you think racism is caused by explicit bias or intentional unfair treatment of individuals? (Q20\_1R)

#### HIGHLIGHTS

- Fifty-nine percent (59%) of Black Canadians indicate that racism is caused by explicit bias or intentional unfair treatment of individuals.
- Following Black Canadians, fifty-four percent (54%) of East Asian or South-East Asian, fifty-two percent (52%) of Indigenous and forty-two (42%) of other Non-White Canadians indicate they think racism is caused by explicit bias or intentional unfair treatment of individuals.
- Forty-two percent (42%) of White Canadians recognize racism is caused by explicit bias or intentional unfair treatment of individuals.
- The data indicates that the prevalence of the conventional or 'old fashion' conception of racism as interpersonal, intentional and overt is still recognized as a major cause of racism in institutional sectors of modern society. However, significant portions of Canadians from all racial categories are drawn to other or multiple causal explanations.



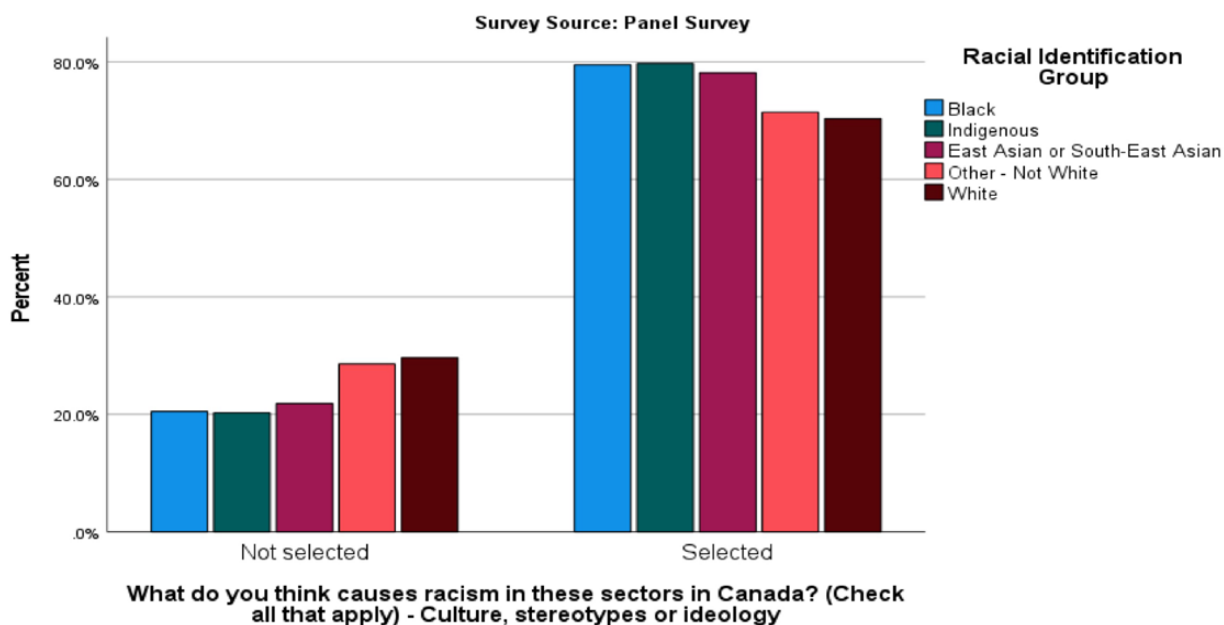
I don't believe there is systemic racism just individual racism. You are the one to make yourself a success, don't blame race for your inability to get ahead."



## Do you think racism is caused by culture, stereotypes or ideology? (Q20\_2R)

### HIGHLIGHTS

- Seventy-nine percent (79%) of Black Canadians and eighty percent (80%) of Indigenous people indicate that racism is caused by culture, stereotypes or ideology.
- Seventy-eight percent (78%) of East Asian or South-East Asian, and seventy-two (72%) of other Non-White Canadians indicate that ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races are causes of racism.
- Seventy-one percent (71%), or over three-quarters of White female respondents recognize that ignorance, lack of education, lack of knowledge, lack of understanding or lack of contact with other races are causes of racism.
- The robust recognition of organizational culture, biased stereotypes and ideology as causes of contemporary racism shows that while old-fashioned interpersonal and overt forms of discrimination is on the wane in modern society, implicit or unconscious stereotypes is a persistent issue.



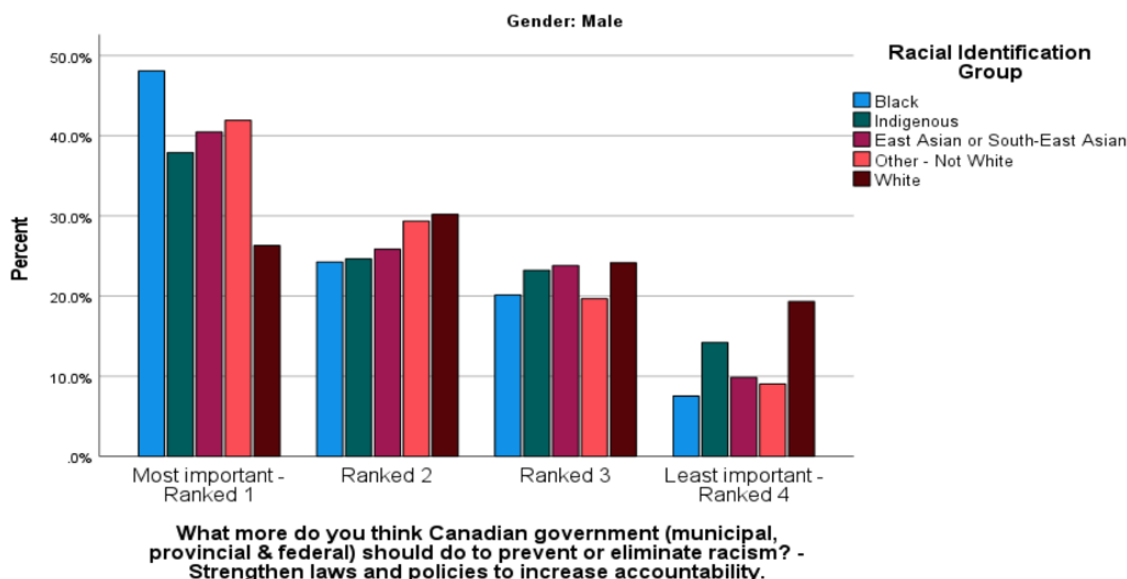
Today in Canada we are seeing a different type of racism, majority of the world is angry with not so much the individual Chinese or Asian person, but with the lies that the Chinese Government told to W.H.O at the start of this pandemic, and now blaming Europeans for the cause.”



## What more do you think Canadian governments should do to prevent or eliminate racism – strengthen laws and policies to increase accountability? (Q23\_3R, Gender: Male)

### HIGHLIGHTS

- Forty-seven percent (47%) of Black males think that strengthen laws and policies to increase accountability is the most important measure Canadian governments should take in order to prevent or eliminate racism.
- Thirty-seven percent (37%) of Indigenous males, forty-one percent (41%) of East Asian or South-East Asian and forty-three percent (43%) of other Non-White males think that strengthen laws and policies to increase accountability is the most important measure Canadian governments should do in order to prevent or eliminate racism.
- Twenty-six percent (26%) of White males, or one in four, think that strengthen laws and policies to increase accountability is the most important measure Canadian governments should take in order to prevent or eliminate racism.



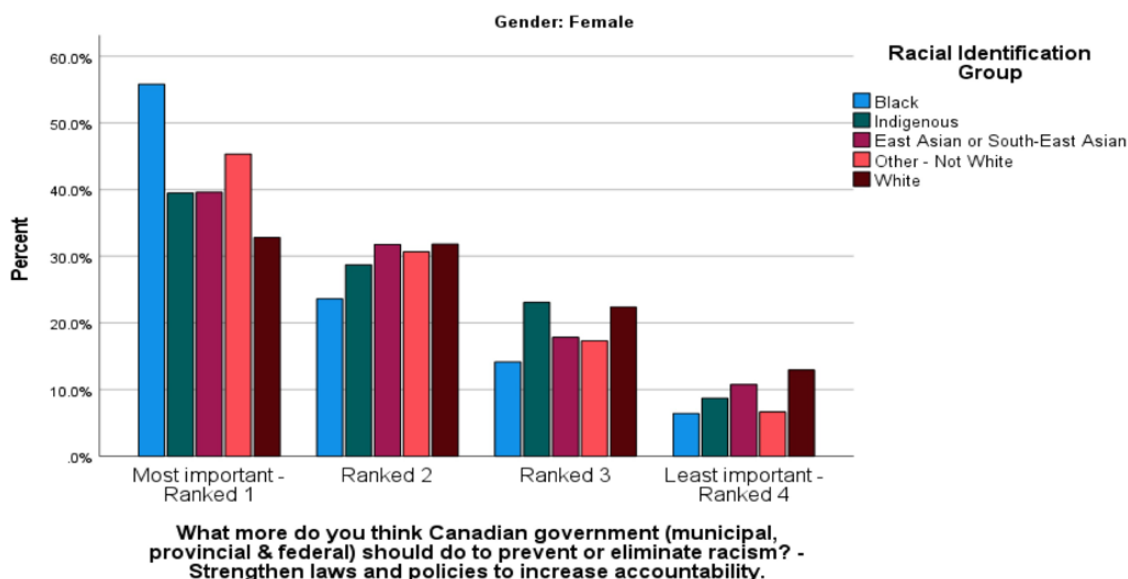
I don't think it's a problem with our laws/institutions. It's just humans being humans, having prejudices. Also, I think it's totally okay for some sectors to have less diversity. Each ethnic groups have their strengths/abilities/passions and we should praise them for that. Just like it would ridiculous to ask the NBA to recruit players according to the racial distribution of the US population as a whole (e.g., majority of white instead of black), it is not fair that other companies should be required to do it either just because they have less Latinos or blacks than the general population."



### What more do you think Canadian governments should do to prevent or eliminate racism – strengthen laws and policies to increase accountability? (Q23\_3R, Gender: Female)

#### HIGHLIGHTS

- Fifty-six percent (56%) of Black females think that strengthen laws and policies to increase accountability is the most important measure Canadian governments should take in order to prevent or eliminate racism.
- Thirty-eight percent (38%) of Indigenous females, thirty-nine percent (39%) of East Asian or South-East Asian and forty-three percent (43%) of other Non-White females think that strengthen laws and policies to increase accountability is the most important measure Canadian governments should do in order to prevent or eliminate racism.
- Thirty-three percent (33%) of White females, or one in four, think that strengthen laws and policies to increase accountability is the most important measure Canadian governments should take in order to prevent or eliminate racism.
- Among the potential measures for preventing and eliminating racism, strengthening laws and policies has a high degree of salience among males and females across the racial spectrum for social problem-solving and good governance.



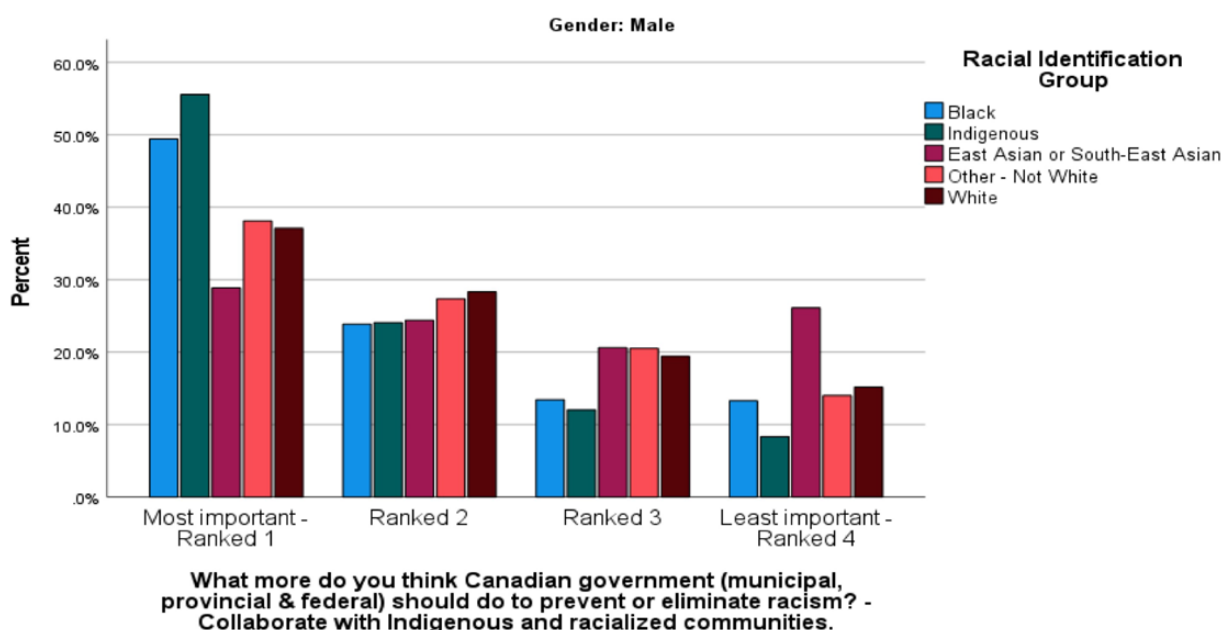
Initiatives like laws have good intentions but often make things worse. Youth experience programs where young people can work together will make more long term and lasting changes. (Remember Katimavik?). Employment equity programs cause hostility, and in cases where qualified candidates (of colour) get hired legitimately on merit – they are often accused of being merely “equity hires”. Equality cannot be legislated, and any effort to do so will fuel more racism. It does not change the mind of racists but makes them more racist.”



## What more do you think Canadian governments should do to prevent or eliminate racism – collaborate with Indigenous and racialized communities? (Q23\_4R, Gender: Male)

### HIGHLIGHTS

- Forty-nine percent (49%) of Black males and fifty-five percent (55%) of Indigenous males think that collaborating with Indigenous and racialized communities is the most important measure Canadian governments should undertake in order to prevent or eliminate racism.
- Twenty-eight percent (28%) of East Asian or South-East Asian males and thirty-eight percent (38%) of other Non-White males suggest that collaborating with Indigenous and racialized communities is the most important measure Canadian governments should undertake in order to prevent or eliminate racism.
- Thirty-six percent (36%), or over one-in-three White males, suggest that collaborating with Indigenous and racialized communities is the most important measure Canadian governments should take in order to prevent or eliminate racism.



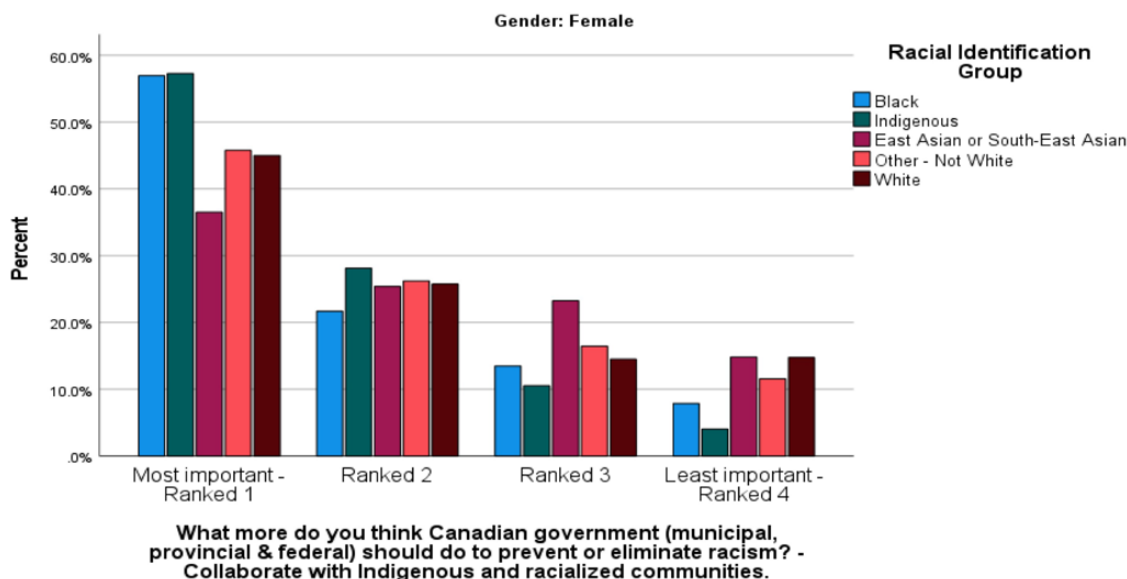
I think talking about racism needs to be a community or country effort. We need to truly listen with the intention to take meaningful action to ensure a better and inclusive future that will unleash Canada's true potential."



## What more do you think Canadian governments should do to prevent or eliminate racism – collaborate with Indigenous and racialized communities? (Q23\_4R, Gender: Female)

### HIGHLIGHTS

- Similar to their male counterparts forty-seven percent (56%) of Black females and fifty-five percent (57%) of Indigenous females think that collaborating with Indigenous and racialized communities is the most important measure Canadian governments should undertake in order to prevent or eliminate racism.
- Thirty-seven percent (37%) of East Asian or South-East Asian females and forty-six percent (46%) of other Non-White males suggest that collaborating with Indigenous and racialized communities is the most important measure Canadian governments should undertake in order to prevent or eliminate racism.
- Thirty-six percent (36%), or over one in three White males, suggest that collaborating with Indigenous and racialized communities is the most important measure Canadian governments should take in order to prevent or eliminate racism.
- There is relatively solid support across the race spectrum for collaborating on prevention and elimination of racism with the Indigenous and racialized groups most impacted by social inequities.



The indigenous communities have long been discriminated against in Canada long before any of the Black Lives Matter campaigns started, and nothing has been done to solve those issues. Some of the reserves don't even have clean drinking water yet, how is that even possible in a country that is #2 world-wide in renewable water resources, we have so much clean water, it is more than appalling that some have none unless they boil it. Guess what I am trying to say is that there are struggles out there for many people ...We all need to work together to help each other to make life more equal for all."

## **2. RACISM IN SYSTEMS OVERALL AND SYSTEMIC BARRIERS**

### **TOPICS COVERED**

- Education,
- Healthcare,
- Child services,
- Policing and criminal justice, and
- The workplace (including needed policy actions)

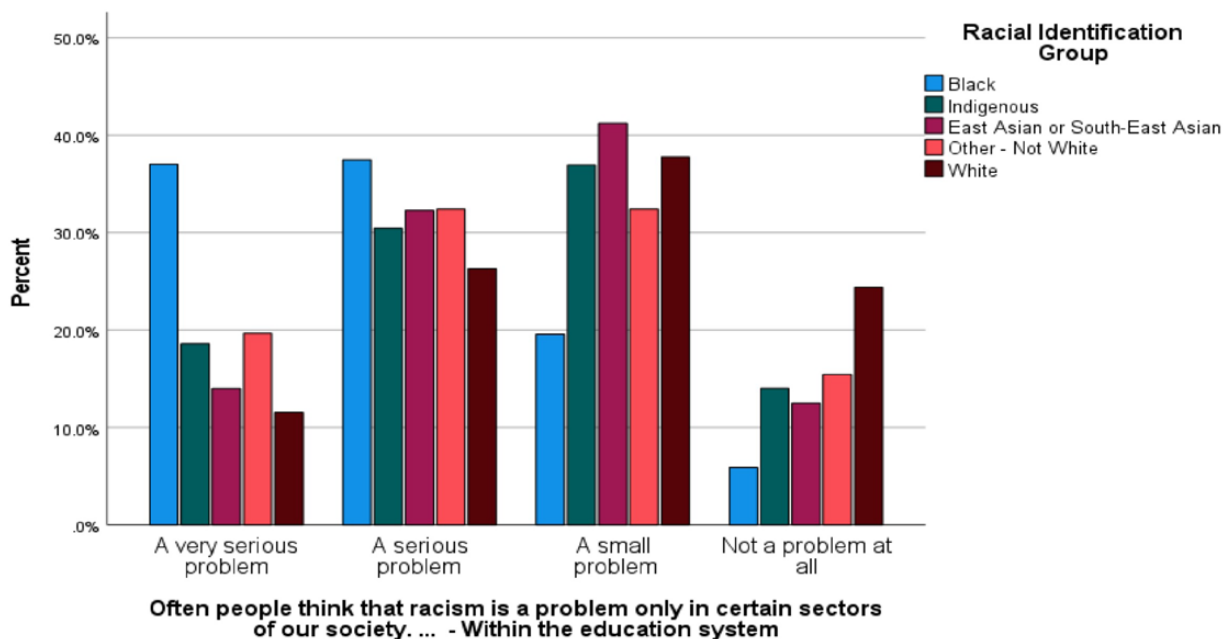




## How big a problem is racism within the education system? (Q19\_1)

### HIGHLIGHTS

- Black Canadians and other Non-White people are more likely to experience racism far more acutely in the education system than other racial groups.
- Specifically, seventy-three percent (73%) of Black people and fifty-three percent (53%) of other Non-White people think racism is a serious or very serious problem within the education system.
- Indigenous people followed closely by East Asian or South-East Asian at fifty-two percent (49%) and with forty-nine percent (48%) respectively.
- Thirty-six percent (36%) or about one-in-three White respondents recognize racism as a serious or a very serious problem in the education system.
- Twenty-five percent of White Canadians, or one-in-four, think there is no problem at all with racism in the education sector.



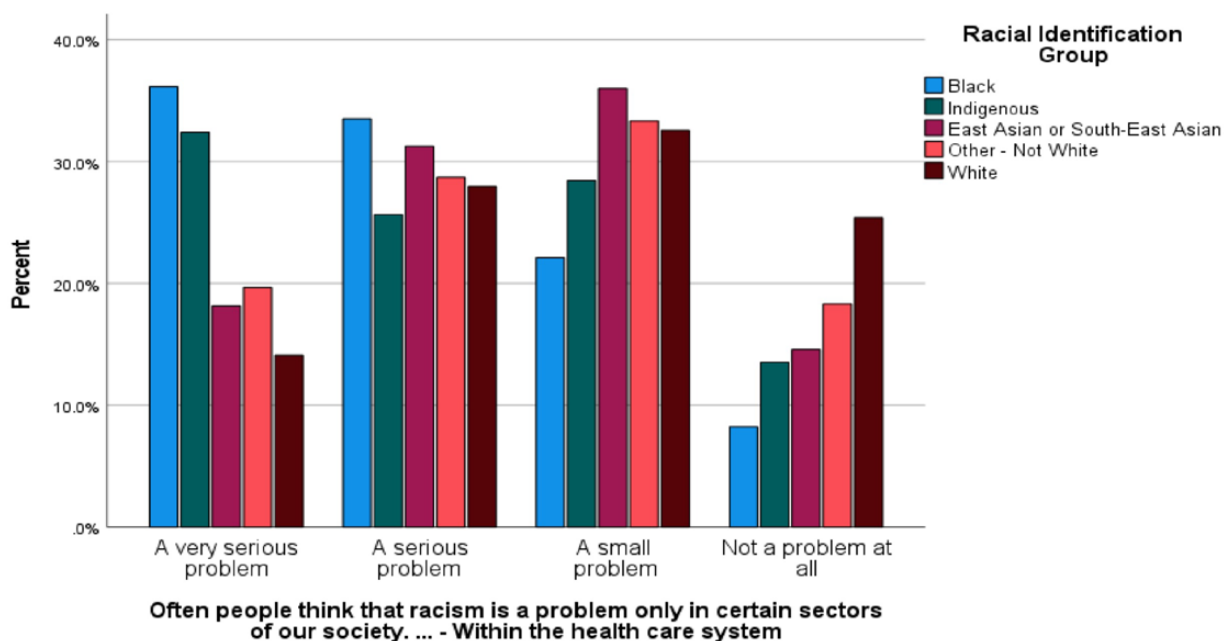
Everyone in Canada has a chance at education but if the parents do care their kids get left behind and the discrimination starts to grow ... Time they start doing things for themselves instead of asking for everything for free. The Black community has to break out of there stereotype of being bad in so many areas. Just look at the percentage of each race in jail. Why? Because most of them don't care."



## How big a problem is racism within the health care system? (Q19\_2)

### HIGHLIGHTS

- Black Canadians and Indigenous people are more likely to experience racism far more acutely in the health care system than other racial groups.
- Seventy percent (70%) of Black people and fifty-five percent (59%) of Indigenous people think racism is a serious or very serious problem within the health care system.
- East Asian or South-East Asian and other Non-White people followed closely at forty-seven percent (47%) and with forty-nine percent (49%) respectively.
- Thirty-six percent (41%) or about four in every ten White respondents recognize racism as a serious or a very serious problem in the health care.
- Twenty-five percent of White Canadians, or one-in-four, think there is no problem at all with racism in the healthcare sector.



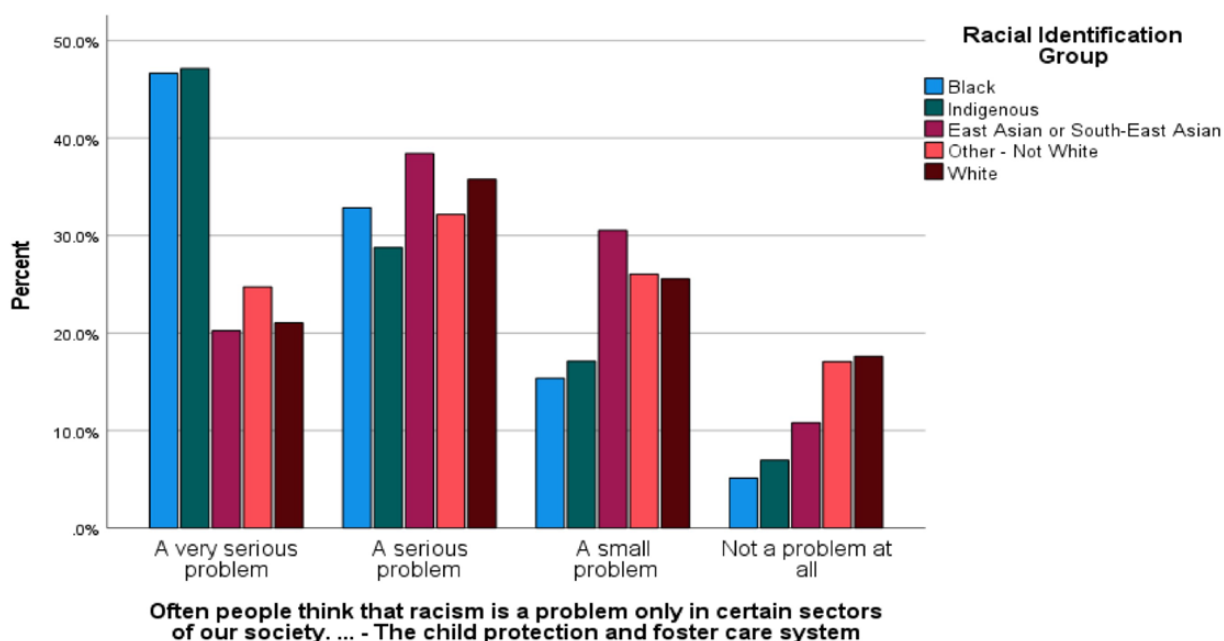
When I had my baby in the hospital last year ... I was being induced and while in labour pains, a female White Canadian doctor who was on call came to my bed side. Her first comment to me was 'you are not Canadian', how are you going to pay me for my service? You will need to present your credit card. ... 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 child protection and foster care system? (Q19\_4)

### HIGHLIGHTS

- Forty-six percent (46%) of Black Canadians and forty-seven percent (47%) of Indigenous people recognize racism within the child protection and foster care system as a very serious problem, over twice the rate of other racial groups.
- About eighty percent (80%) Black Canadians and Indigenous people recognize racism as very serious or serious problem in child protection and foster care systems.
- Fifty-five percent (55%) of White respondents, (56%) of East Asian or South-East Asian 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 an acute in the healthcare, child protection services and the foster care systems than in other sectors.



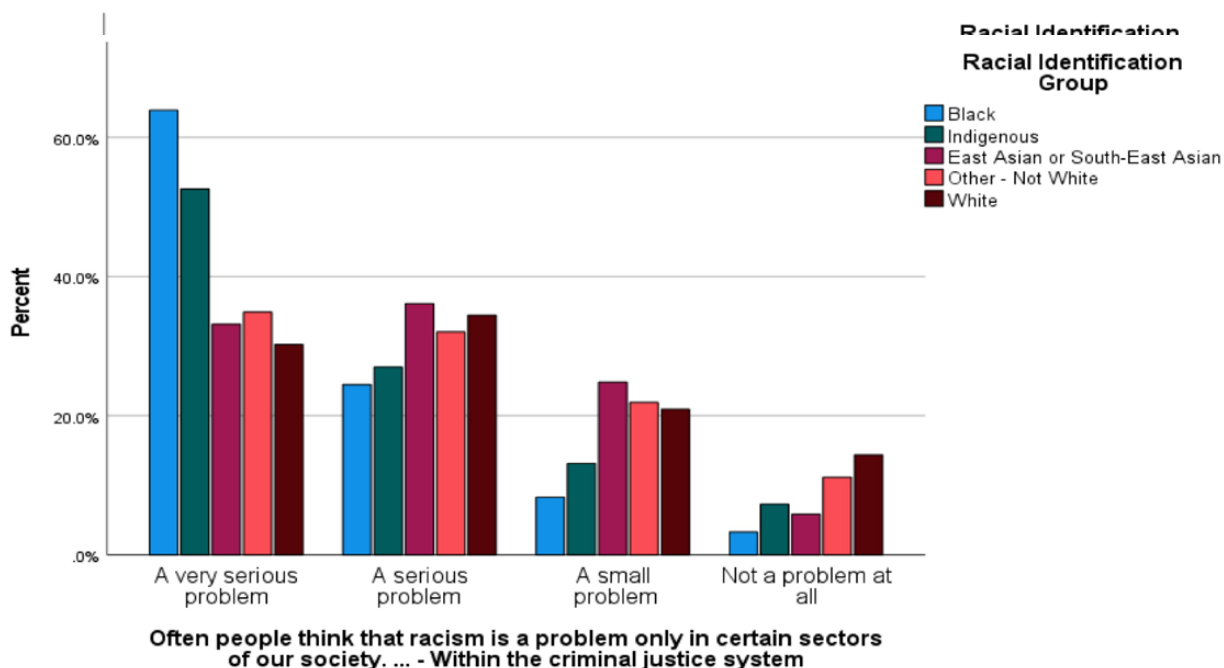
Children's Aid took my children, one from daycare and the older from school. By the time I got to understand what was happening, they told me to go to the police station to straighten the situation out. They said they received information that the father of my children and I were trafficking drugs. Police 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 resist contemplating them."



### How big a problem is racism within the criminal justice system? (Q19\_5)

#### HIGHLIGHTS

- Ninety percent (90%) or 9-in-10 Black Canadians, and eighty-two percent (82%), or over 8-in-10 Indigenous people experience racism in the criminal justice system as a serious or a very serious problem.
- Approximately two-thirds of East Asian or South-East Asian people at sixty-six percent (68%); other Non-White people at sixty-six percent (66%); and White people at sixty-five percent (65%), identify racism as a serious or very serious problem in the criminal justice system.
- There is a substantial recognition of racism in the criminal justice system across all race categories, but a high degree of statistical significance differentiates the Black and Indigenous experience from other groups.
- Thirty-six percent (36%) of White people, or over one-third, view racism in the criminal justice system as a small problem or not a problem at all.



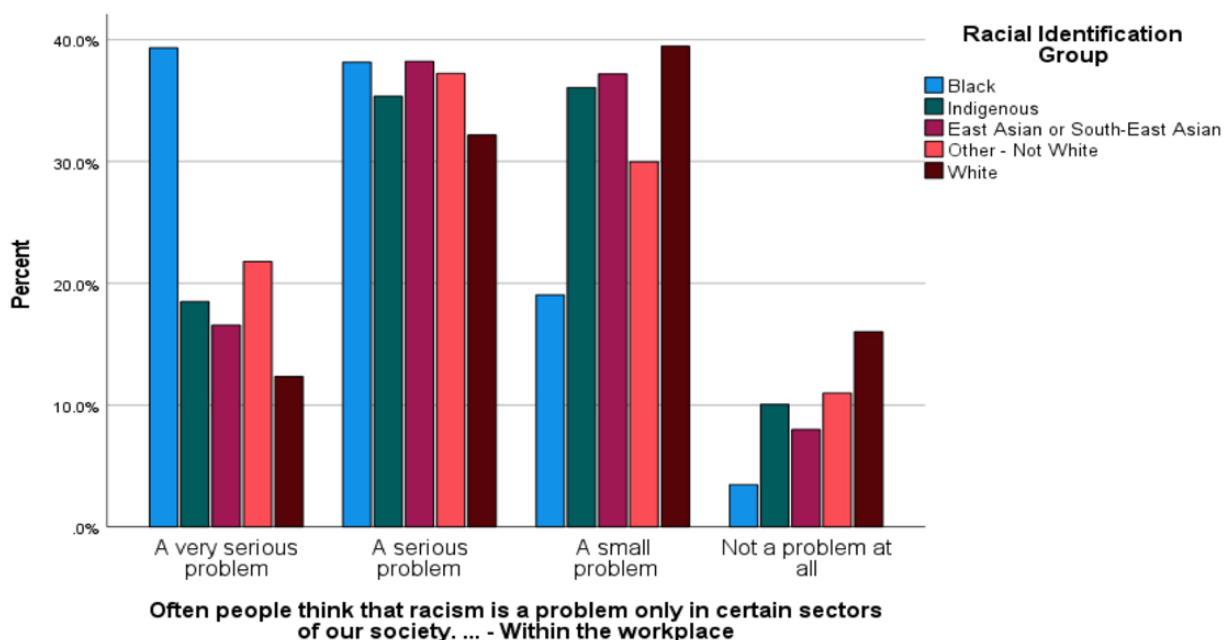
I personally feel so bad for black people; I think it is disgusting how unfairly they are treated. My husband was a criminal lawyer and he would tell me that he would always have to work extra hard when his client was black. There are good and bad in every race in my eyes."



## How big a problem is racism within the workplace? (Q19\_3)

### HIGHLIGHTS

- Seventy-five percent (75%) of Black Canadians and seventy percent (70%) of other Non-White people experience racism in the workplace as a serious or very serious problem.
- Fifty-five percent (55%) East Asian or South-East Asian and fifty-four percent (54%) of Indigenous people also experience racism as a serious or very serious problem in the workplace.
- White people who think racism is a very serious problem in the workplace stands at twelve percent (12%), less than one-third (1/3) the ratio of Black people.
- Fifty-six percent (56%) of White people, well over half, view racism in the workplace as a small problem or not a problem at all.



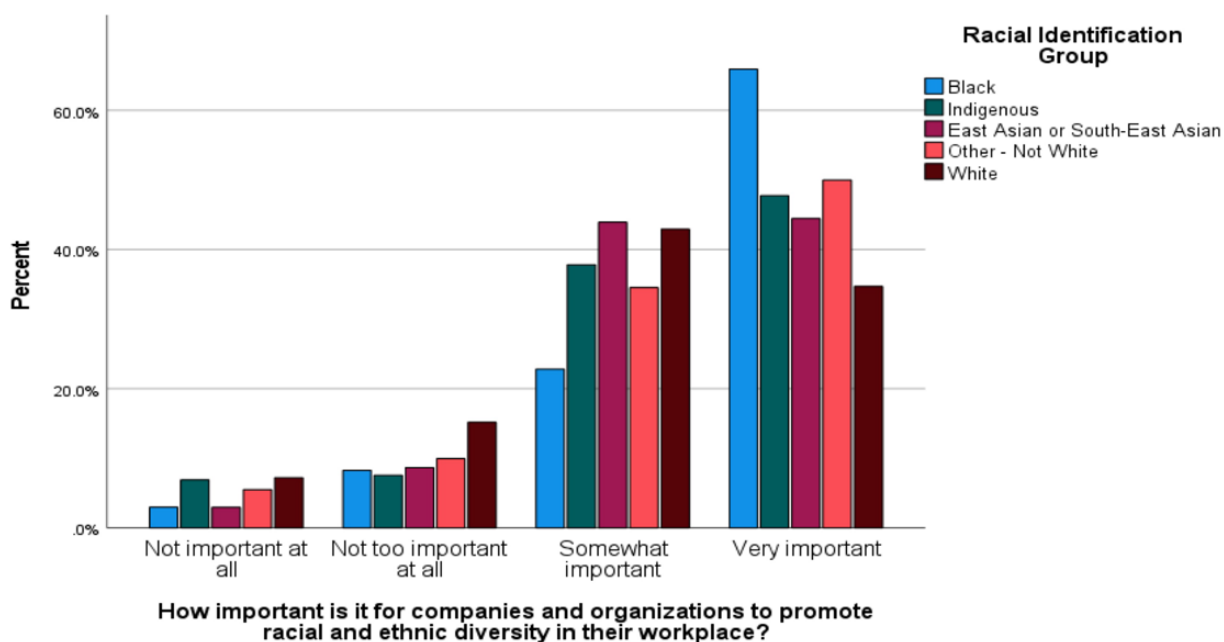
I recently quit my job of over 20 years, partly due to burnout brought on by discrimination. I guarantee you if I'd been a White man with only a few years of service, the organization would have thrown me a [virtual] good bye party and sent gifts. I did not even get a card."



## How 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 East Asian or South-East Asian, 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, the data is indicative of the fact that Black Canadians and other racialized groups still experience significant discrimination and trauma in the workplace often associated with social and mental health issues.



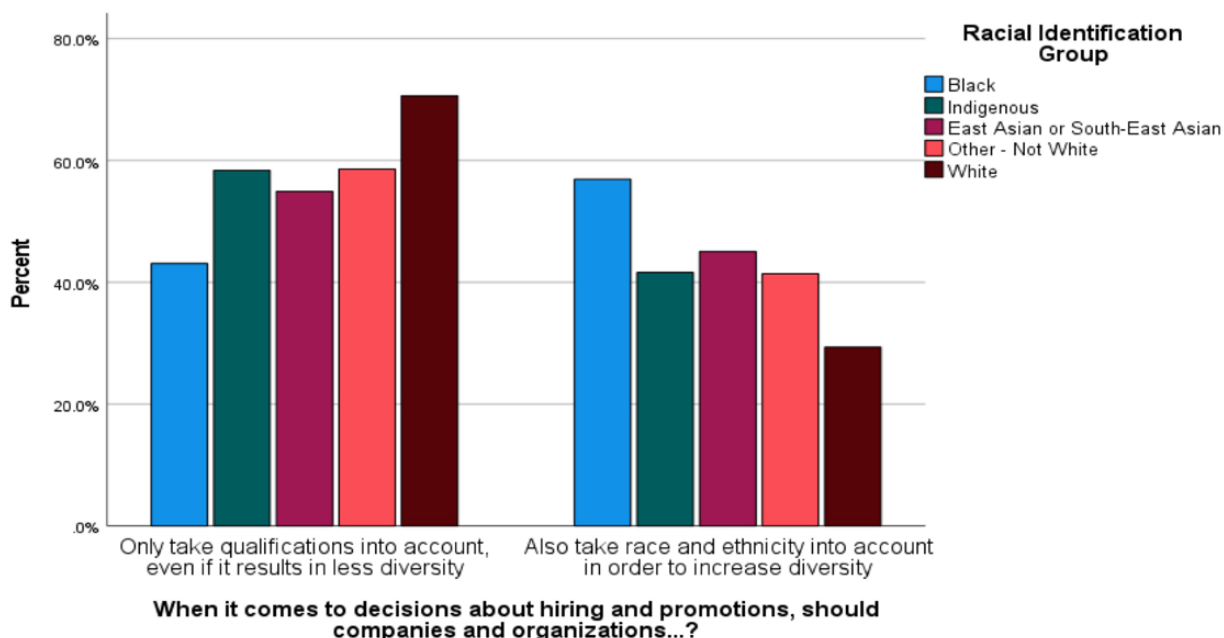
Women have made up the bulk of minority hires and alleviates the pressures on government agencies to hire anyone other than women as a visible minority. The trick of it is that the bulk of women hired are white, so the status quo remains and true diversity is avoided. In actual fact the government has been over 50% women since 2002 yet women are still considered a minority hire.”



When it comes to decisions about hiring and promotions, should companies and organizations only consider qualifications, or also take race and ethnicity into account in order to increase diversity? (Q11)

## HIGHLIGHTS

- Forty-three percent (43%) of Black Canadians believe that only qualification should be considered in hiring and promotions; while fifty-seven percent (57%) believe that race and ethnicity should also be taken into account.
- Black Canadians are the only racial category where the majority accentuates race and ethnic diversity as an important criteria for hiring and promotion.
- Well over fifty percent of all other groups distinguish and emphasize qualifications over and above race and ethnic diversity.
- Fifty-eight percent (58%) of Indigenous people, fifty-six percent (56%) of East Asian or South-East Asian and fifty-nine percent of (59%) other Non-White Canadians believe that only qualifications should be taken into account even if it results in less diversity.
- Fully seventy percent (70%) of White Canadians think that only qualifications should be taken into account even if it results in less workplace diversity.



Employment equity programs cause hostility, and in cases where qualified candidates (of colour) get hired legitimately on merit – they are often accused of being merely “equity hires”. Equality cannot be legislated, and any effort to do so will fuel more racism.”

### **3. PERSONAL ENCOUNTERS WITH RACISM**

#### **TOPICS COVERED**

- In general
- In the workplace,
- During the COVID-19 pandemic,
- In regard to police stops (by gender by region),
- Succeeding in life, and
- Racial diversity of friends and family (by gender)

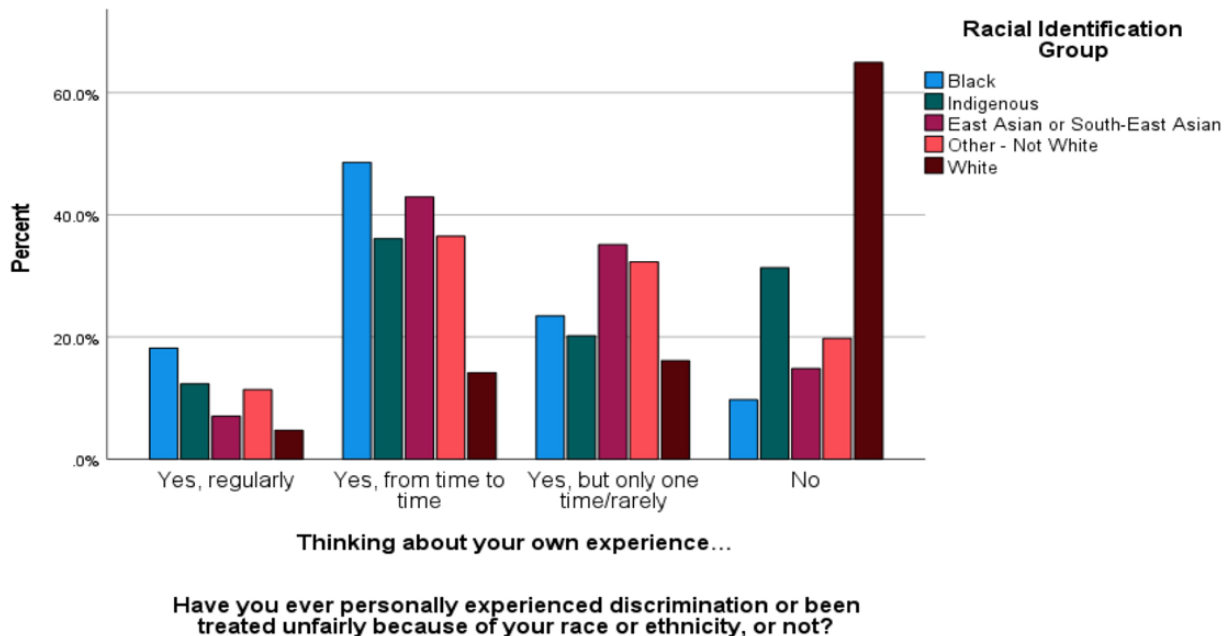




### Have you ever personally experienced discrimination or been treated unfairly because of your race or ethnicity or not? (Q18)

#### 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%) East Asian or South-East Asian (47%), and White Canadians (18%).
- While about seven out of ten (7 of 10) Black Canadians experience unfair treatment because of their race, nearly one-half (5 of 10) of other racialized groups, including Indigenous people, East Asian or South-East Asian, other Non-White people have experienced discrimination regularly or from time to time.
- The experience of discrimination among racialized groups is substantive in Canada, while the majority of White respondents (66%) have never experienced discrimination because of their race/ethnicity.



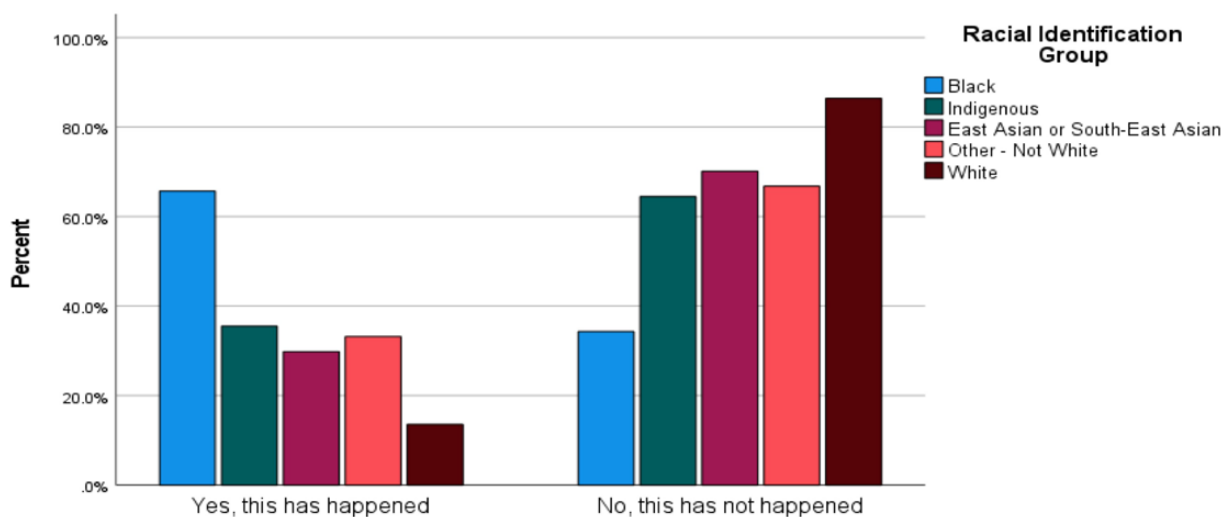
I was the only Black person in my elementary school, and in my army battalion, and have been refused jobs that I was highly qualified for because of being Black. I am currently being paid less than people who do the same job but were hired after me. Some I trained are now being paid more than I am."



### Have people acted as if they were suspicious of you? (Q34\_2)

#### HIGHLIGHTS

- Sixty-six percent (66%) or two of three Black people 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-two percent (37%) of Indigenous groups, thirty-two percent (32%) of East Asian or South East Asian, and thirty-five (35%) of other Non-White respondents have been treated with suspicion, which falls in between the Black and White people.
- During the last 12 months, a significant number of all racialized groups have been treated with suspicion; all well over twice the rate of White people in Canada (at 13%).



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 people acted as if they were suspicious of you?



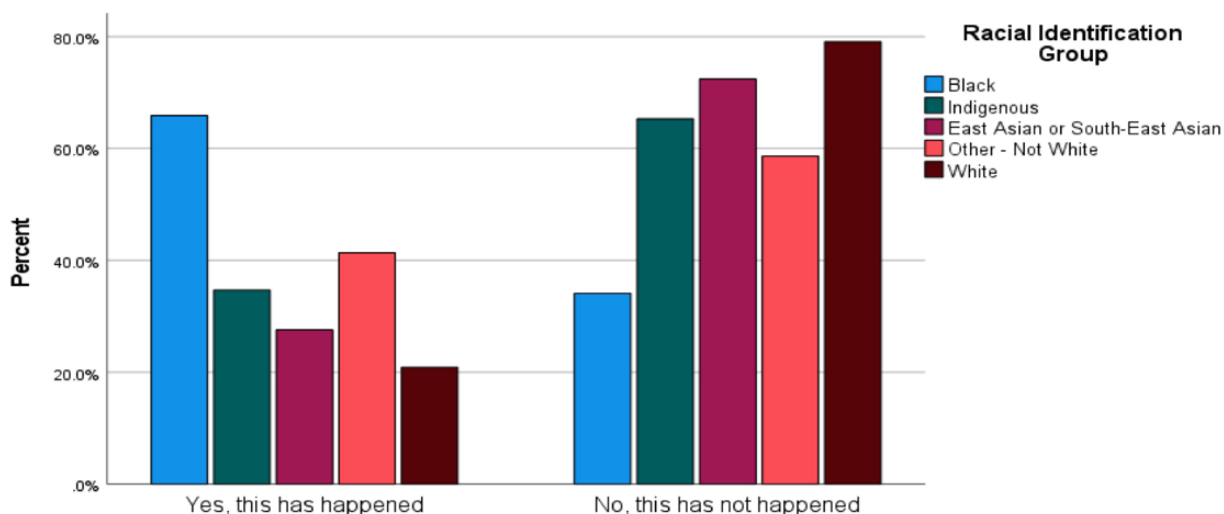
My husband and I were making a recent purchase from a store and one of the employees followed us around the store sneakily.”



## 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-four percent (34%) of indigenous groups, thirty-two percent (28%) of East Asian or South East Asian, and forty-one (41%) of other Non-White respondents have been treated as lacking intelligence, falling in between Black and White Canadians.



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 people acted as if they thought you were not smart?



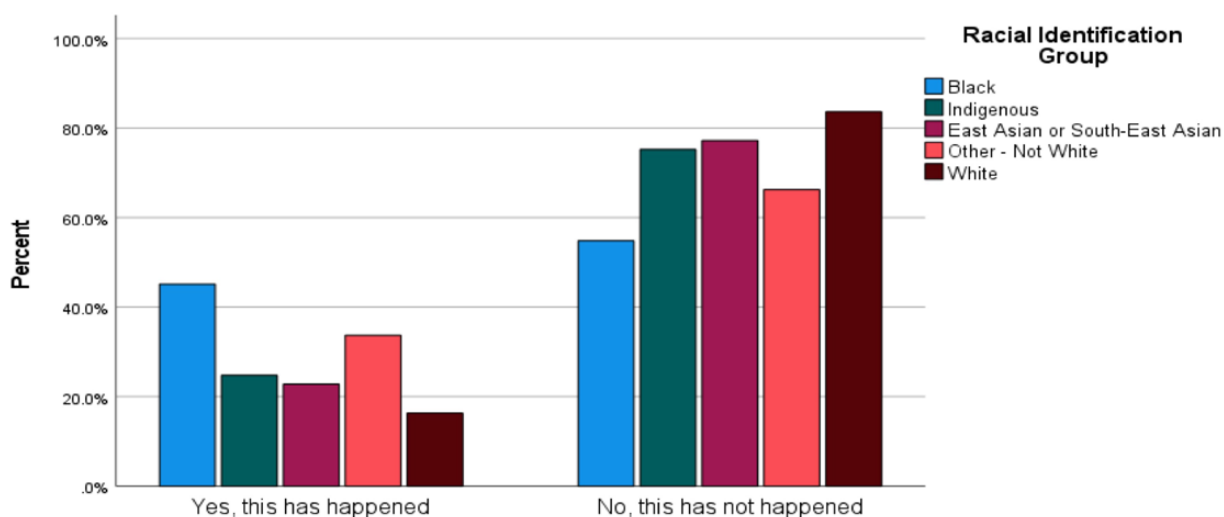
I had someone tell me to speak English on the train while I was having a phone conversation. I have also had someone suggest a better way to say my name so that people like her would understand."



### 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 people indicated that they have been treated unfairly by an employer in hiring, pay or promotion in the last 12 months.
- The White Canadian experience is dramatically different (15%), nearly one-third (1/3) the ratio of Black Canadians.
- Thirty-Five percent (35%) of other Non-White people, twenty-four (24%) of Asian or South-East Asian people and twenty- three percent (23%) of Indigenous people have experienced unfair treatment by an employer.
- Generally, across racial categories, respondents are more likely to indicate they have been treated unfairly in the workplace than in the criminal justice (e.g. policing), education, and child services sectors.
- This reflects the workplace as the epicenter of determinations of discrimination and unfairness in Canadian society.



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?



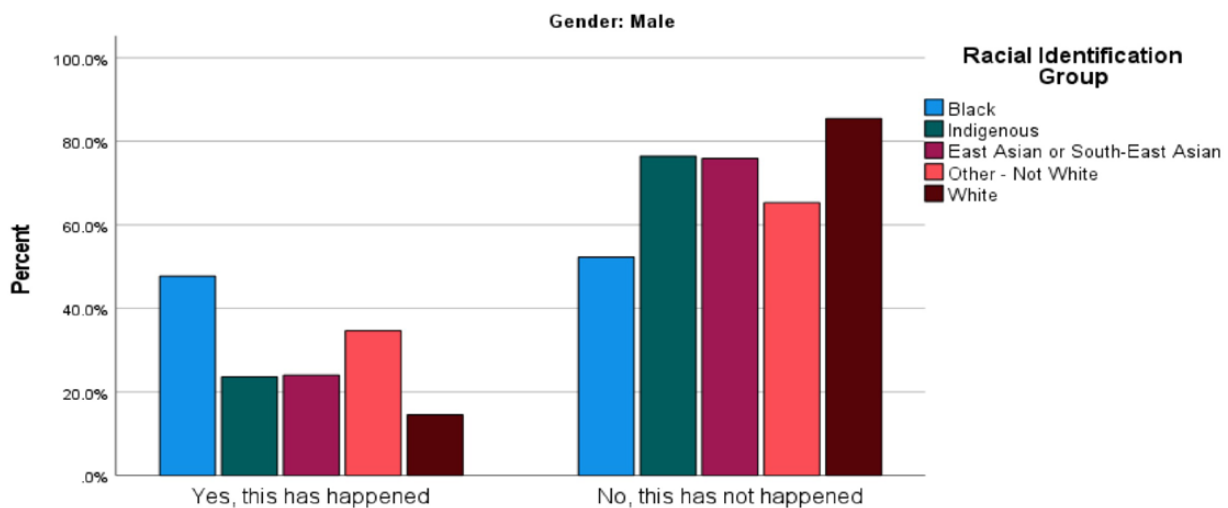
I have worked at my job for 18 years and have helped to train people and yet the white person gets promotion and I am at the same level. Of course, the employee would never admit to discrimination, yet my knowledge and experience is used to promote others. The lists goes on and on but it's very painful to express all of my concerns. We need change now."



Amongst men, have you been treated unfairly by an employer in hiring, pay or promotion because of your race or ethnicity? (Q34\_4, Gender: Male)

### 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.
- Thirty-three percent (33%) of East Asian or South East Asian, twenty-eight percent (28%) of other Non-White and twenty-four percent (24%) of Indigenous men indicate they have been treated unfairly by an employer.
- White Canadians males experience is dramatically different (16%), or one-third (1/3) the ratio of Black 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?



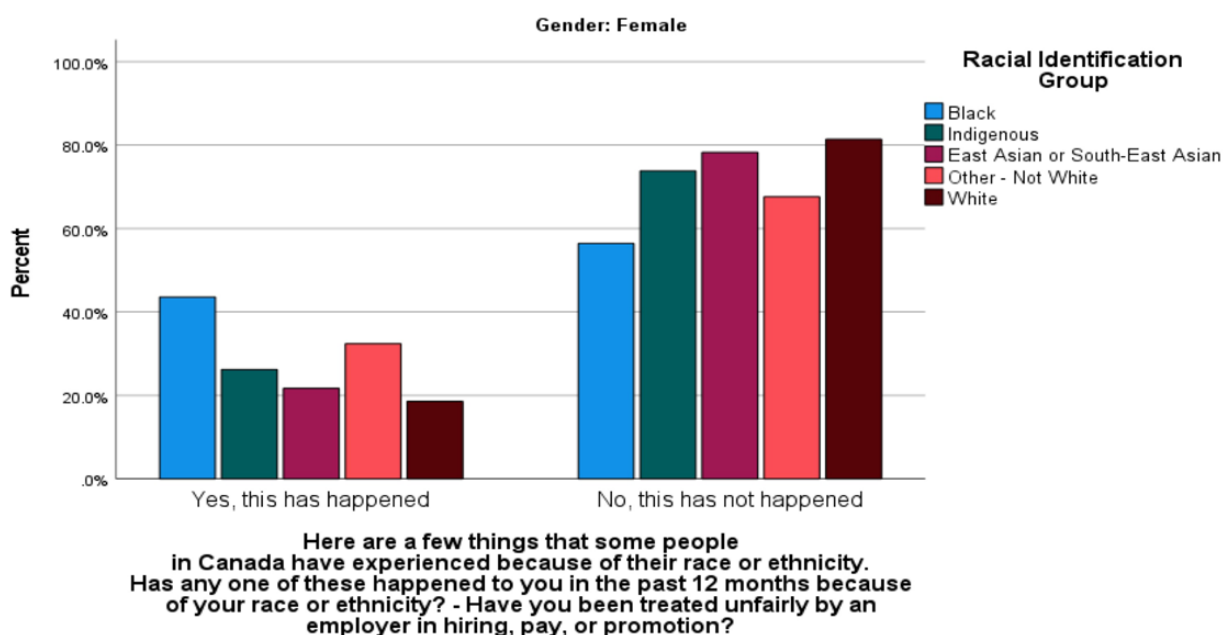
For any promotions etc. I am always bypassed due to me presenting differently than white Canadians born here as well as I have an accent. I have noticed that for jobs that do not require specialized qualifications, white Canadians get the cream jobs.”



Amongst women, have you been treated unfairly by an employer in hiring, pay or promotion because of your race or ethnicity?  
(Q34\_4, Gender: Female)

### 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
- Thirty-two percent (32%) of East Asian or South East Asian, twenty-four percent (24%) of other 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 females.



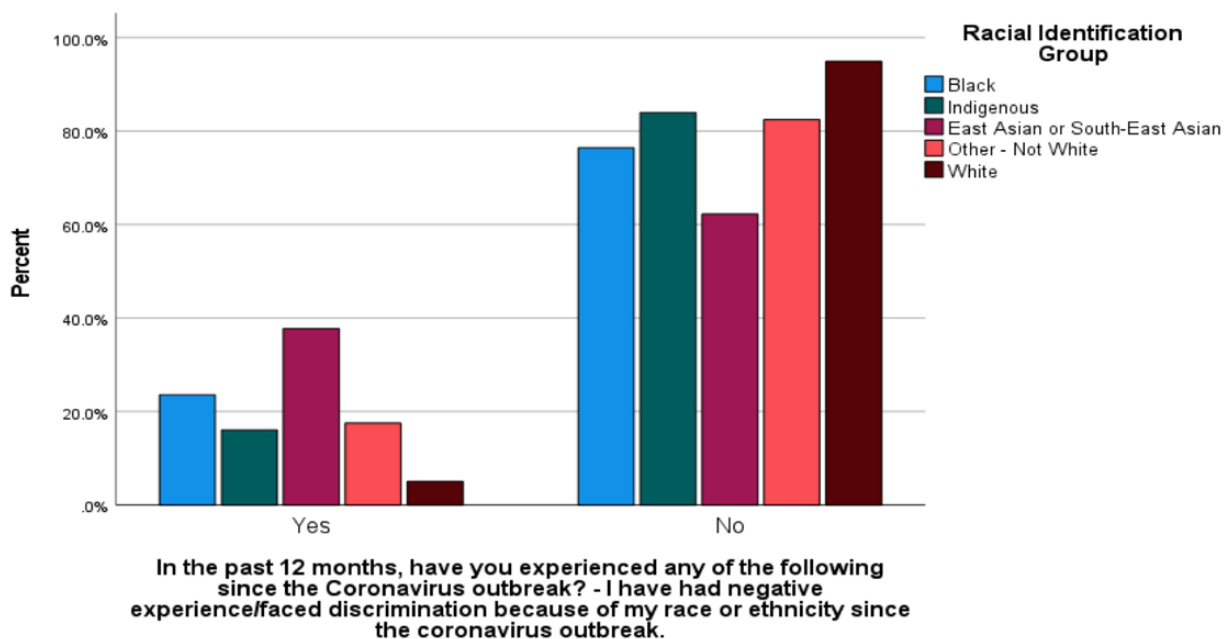
I have been passed up for promotions because of the colour of my skin. This is while I was a first level manager at a major Canadian Corporation. I have worked alongside white co-workers who did little or no work every day, spent their time chatting or trading stocks and still received the same pay cheque as I did. I have had to work twice as hard as my white co-workers on the same job to prove myself."



## 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 or South-East Asians indicate that they have experienced discrimination since the COVID outbreak, a significant difference from other racial groups.
- Twenty-five percent (23%) of other the Black Canadians indicate that they have faced discrimination since COVID. This slightly outpaced Indigenous (at 17%) other Non-White groups (at 18%).
- In sharp contrast, ninety-five (95%) of the White Canadians indicate that they have NOT experienced negative discrimination following the COVID outbreak.



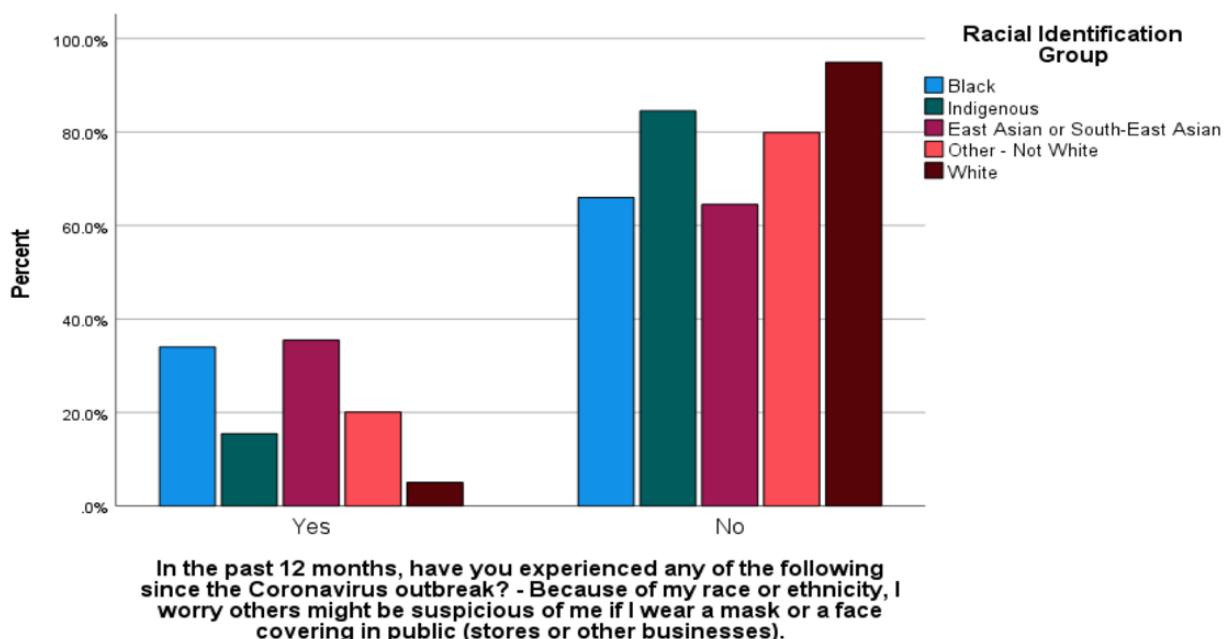
At my former workplace, some things that I've had customers say to me were: 'Will I get coronavirus if I drink from here?' 'Are u from the land of the Virus?' 'Your brother that works here messed up my order last time' (under the stereotypical assumption that 'all Asians are related,' no one where I 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 or South-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 Black Canadians (at 35%).
- Twenty-five (25%) the other Non-White groups and sixteen percent (16%) of Indigenous people indicate that they worry others might be suspicious of them when wearing a mask or face covering in public (stores or other businesses).
- In sharp contrast, 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."

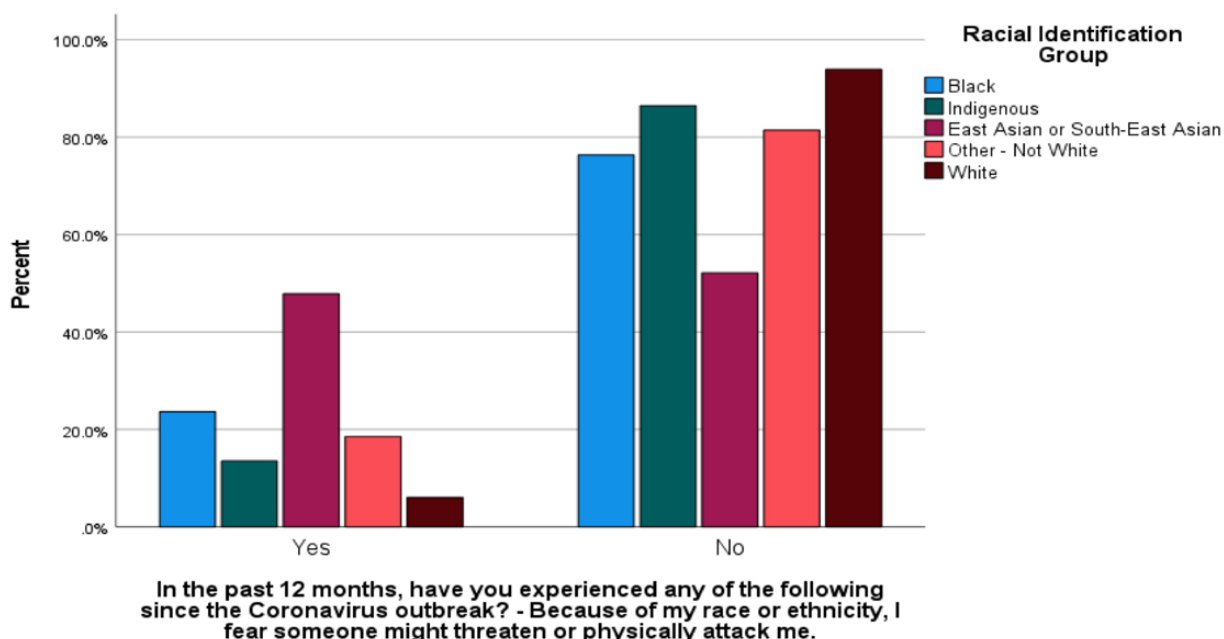




## Do you fear someone might threaten or physically attack you because of your race or ethnicity since the coronavirus outbreak? (Q37\_4)

### HIGHLIGHTS

- Forty-seven percent (47%) or almost one-in-two (1/2) East Asian or South-East Asians indicate that they fear someone might threaten or physically attack them since the outbreak of COVID, approximately twice that of other racial groups.
- Twenty-five percent (24%) of the Black and nineteen percent (19%) of other Non-White racialized groups, or one-in-four and one-in-five respectively, indicate that they fear someone might threaten or physically attack them since the outbreak of COVID.
- Fourteen percent (14%) of Indigenous people fear being threatened or physically attack since COVID.
- Ninety-five percent (95%) of the White Canadians indicate that they have no fear someone might threaten or physically them since the outbreak of COVID because of their race or ethnicity.



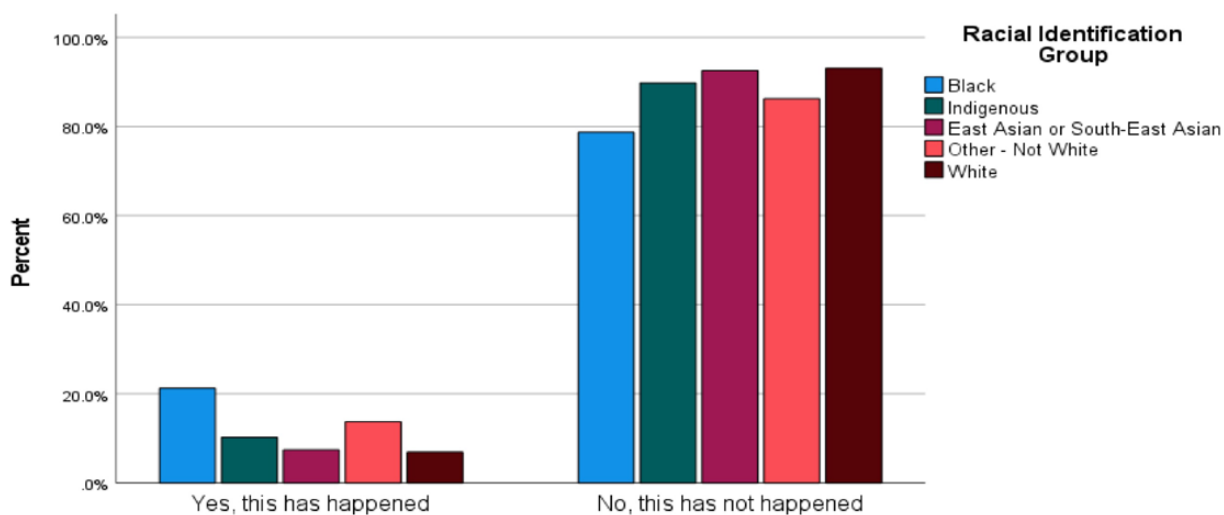
I was on a bus and a man turned to me and yelled COVID, COVID, COVID!”



## Have you been unfairly stopped by police? (Q34\_1)

### HIGHLIGHTS

- Black people 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%).
- East Asian or South-East Asian (8%), Indigenous groups (10%) and other Non-White people (11%) indicated that they have been stopped more than White Canadians but less than half as much as Black Canadians.
- The different 'Regions of Canada' breakdowns are below.



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?



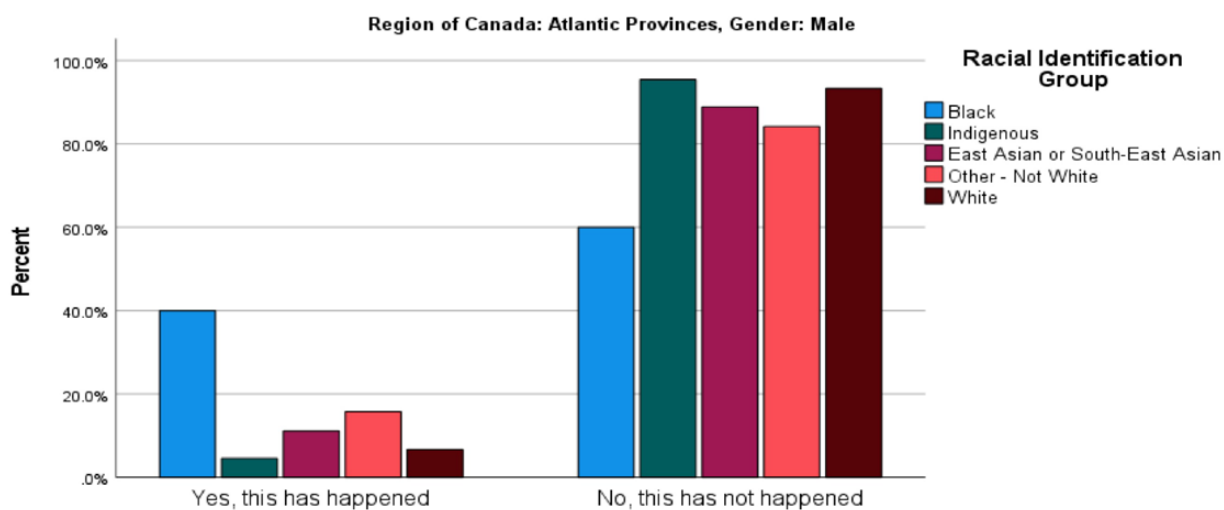
My husband who has a dark skin tone has been stopped for no reason and questioned whether he owns the car that he's driving (he drives a Lexus). He's even been questioned why he was in the neighbourhood."



## Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, Atlantic Provinces, Gender: Male)

### HIGHLIGHTS

- Forty percent (40%) of Black male respondents in the Atlantic provinces indicate that they have been unfairly stopped by police in the past 12 months, almost three times (3x) that of other racialized groups.
- Fifteen percent (15%) of other Non-White racialized, ten percent (10%) of East Asian and South-East Asia and five percent (5%) of Indigenous 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.



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?



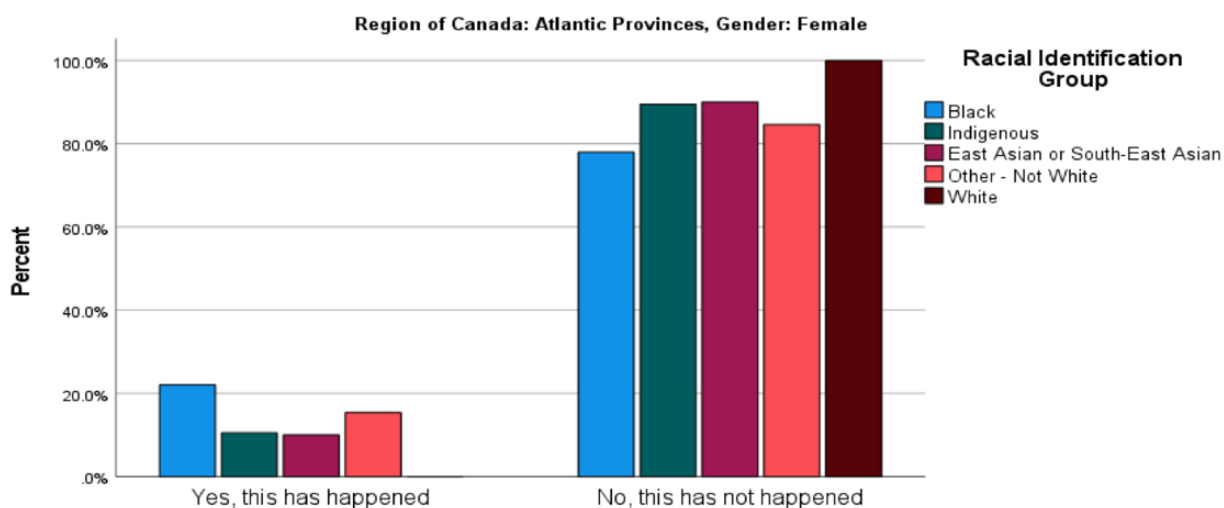
Multiple stops by police officers for speeding, seatbelt infraction which were all untrue. An officer once told me if you have a problem take it to court because I was wearing my seatbelt. I have lost 3 times after contesting and having witnesses and my young children have been exposed to the unfairness.”



### Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, Atlantic Provinces, Gender: Female)

#### 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, ten percent (10%) of Indigenous women and nine percent (9%) of East Asian and South-East Asian 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.



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?



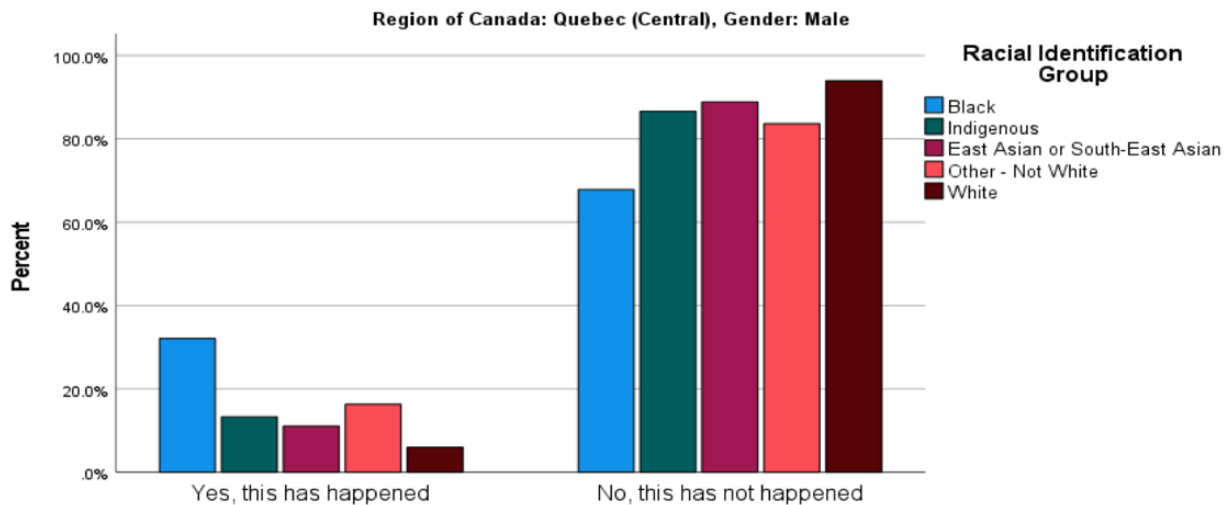
I'm not black. I can understand they are discriminated, but I cannot understand why they have to stop traffic and break property with their demonstrations, and I cannot understand why they, for instance, discriminated against the police at the last Toronto Pride Parade."



## Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, Quebec (Central), Gender: Male)

### HIGHLIGHTS

- Thirty-one percent (33%) 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 (17%) of other Non-White racialized, fifteen percent (15%) Indigenous and eleven percent (11%) East Asian or South-East Asian men indicate that they have been unfairly stopped by police in the past 12 months.
- Ninety-three percent (93%) of all White male respondents in 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?



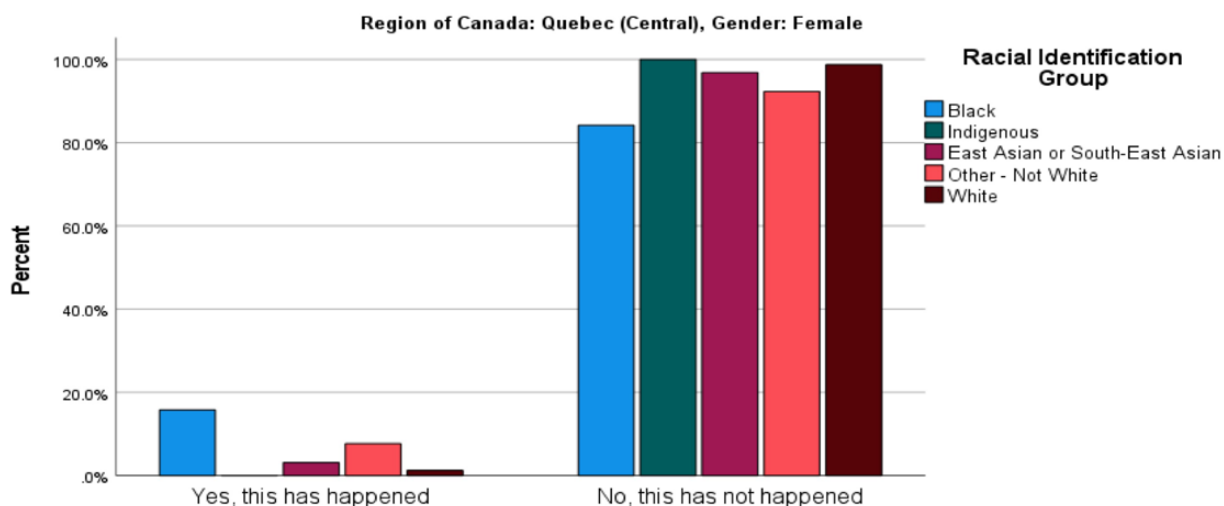
Nous les noirs on a beaucoup de problèmes avec la police au Québec.”  
“We blacks have a lot of problems with the police in Quebec.”



### Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, Quebec (Central), Gender: Female)

#### HIGHLIGHTS

- Compared to men in Quebec, there is a dramatic decline among Quebec 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 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 (5%) of other Non-White women, and two percent (2%) of East Asian or South-East Asian and no Indigenous women (0%) 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?



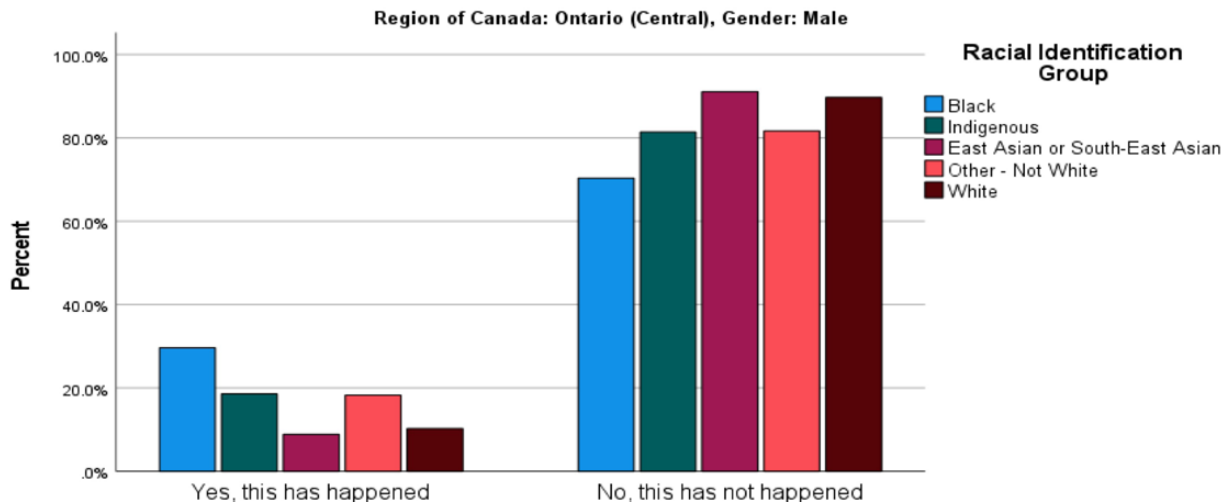
Black Lives Matter est une organisation terroriste et doit être dénoncée. Financer la police.”  
“Black Lives Matter is a terrorist organization and must be denounced. Fund the police.”



## Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, Ontario (Central), Gender: Male)

### 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 groups.
- Seventeen percent (17%) of both Indigenous male and other Non-White males, and nine percent (9%) of East Asian or South-East Asian males indicate in the province of Ontario indicate that they have been unfairly stopped by police in the past 12 months, marginally higher than White men (10%).
- Ninety percent (90%)<sup>7</sup> of all White male 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?



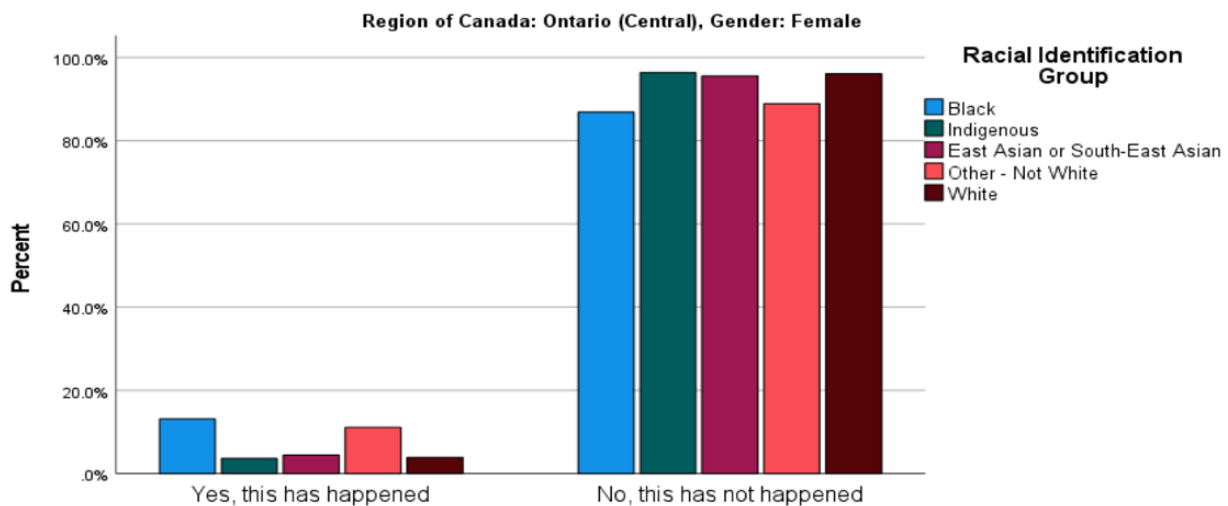
I worry about my sons ongoing, as they have been stopped by police from the age of 9 riding a bike in our neighborhood. They are in their forties and it has not stopped. Never a charge or even a ticket. The police are awful with our children. My heart breaks.”



## Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, Ontario (Central), Gender: Female)

### HIGHLIGHTS

- Compared to men in 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 racialized women respondents (7%) including Indigenous and East Asian or South-East Asian (3%).
- Ten percent of other Non-White females in Ontario indicate 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.



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?



My Son when he was a teenager and young adult experienced blatant racial profiling by law enforcement. Thank God I was able to motivate him to work towards changing systemic racism resulting in him getting involved in law enforcement and seeking to make a difference.”

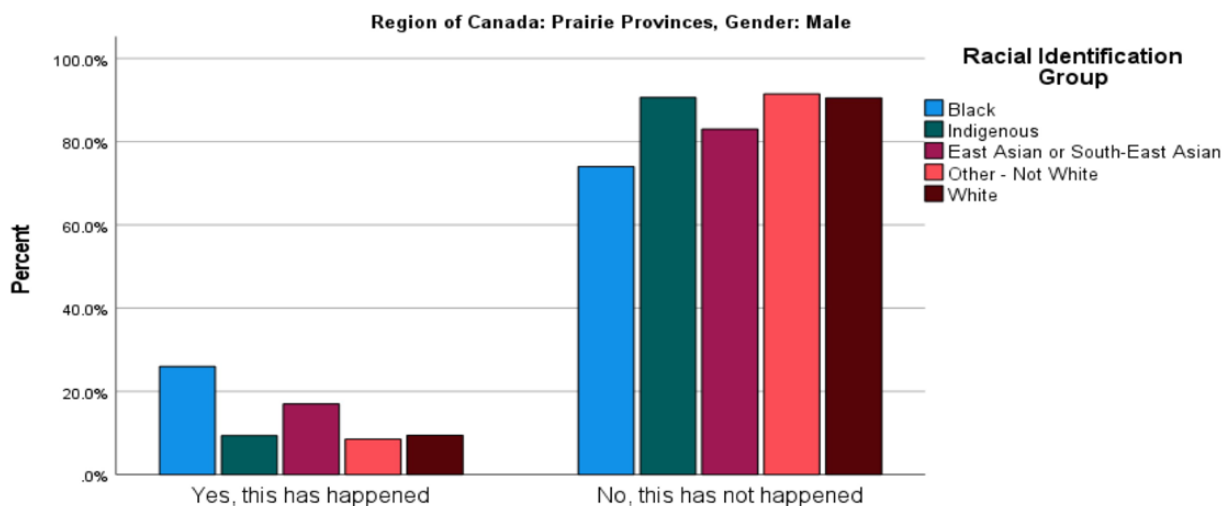




## Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, Prairie Provinces, Gender: Male)

### HIGHLIGHTS

- Twenty-six percent (26%) of Black male respondents in the Prairie Provinces, or over one in four, indicate that they have been unfairly stopped by police in the past 12 months.
- Seventeen percent (17%) of East Asian or South-East Asian, ten percent (10%) Indigenous respondents and nine percent (9%) of other Non-White males in the Prairie Provinces indicate that they have been unfairly stopped by police in the past 12 months.
- Ninety percent (90%) of all White men respondents in the Prairie Provinces 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?



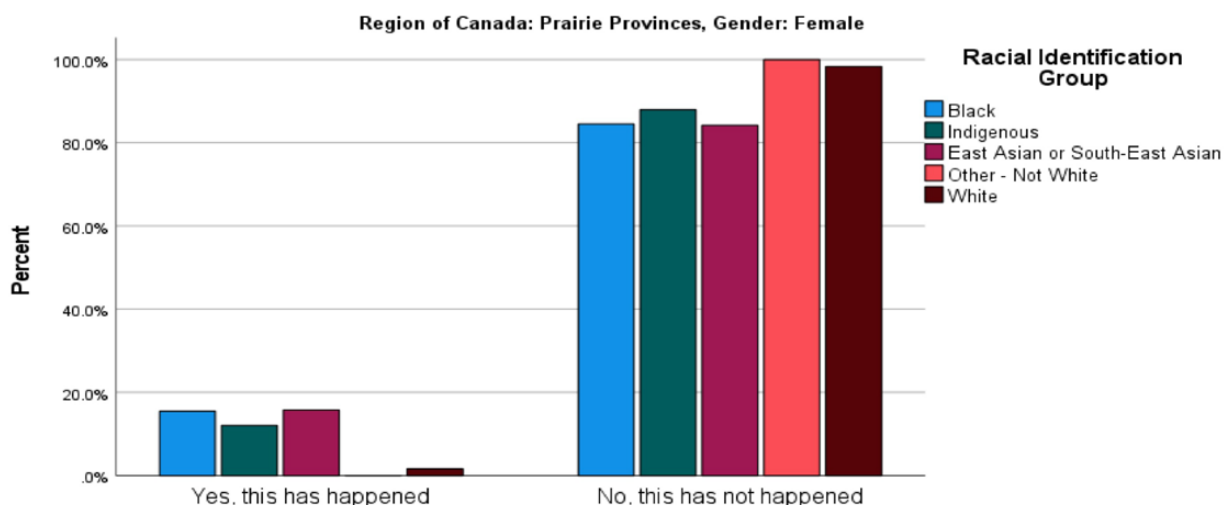
I personally don't think anything will change the way people view blacks. I have experienced discrimination and racism my entire life and you just learn to unfortunately live with it. I will always be paid less than my white co-workers, I will always have to worry about unnecessary police interrogations. It's just life."



## Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, Prairie Provinces, Gender: Female)

### HIGHLIGHTS

- Compared to men in the Prairie Provinces, 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 and East Asian or South-East Asian women. Fourteen percent (14%) of women in both identity groups in the Prairie Provinces 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 significantly different from other Non-White (0%) and White women respondents (1%) whose experience being unfairly stopped by police in the past 12 months is negligible.
- Eleven percent (11%) Indigenous women have been unfairly stopped.
- While ninety-nine 99% of all White women respondents in the Prairie Provinces 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?



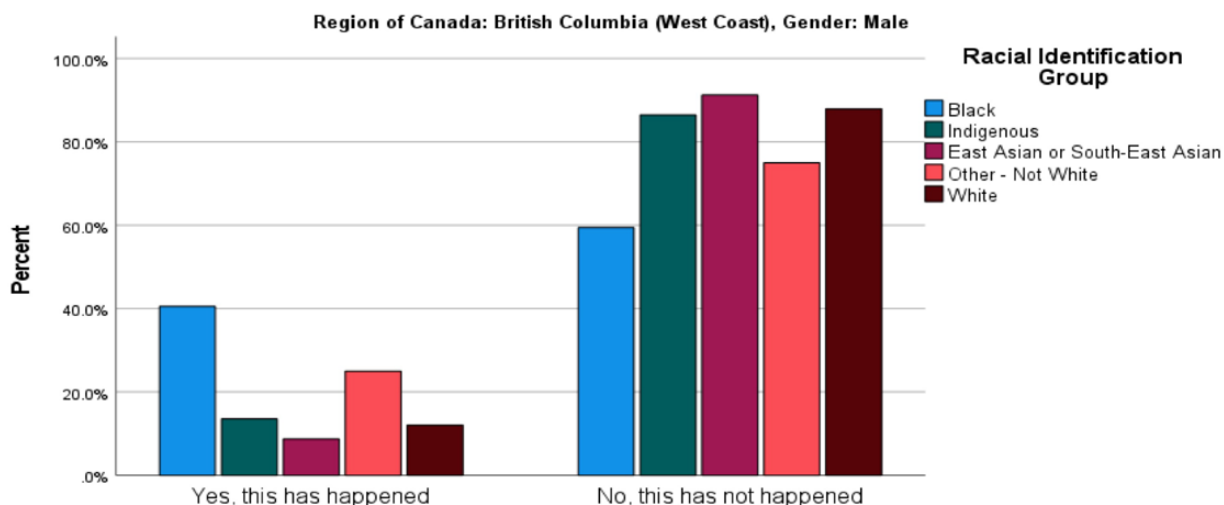
Once while trying to give witness account of a car accident that I saw – the person hit was black and the driver who hit her wasn't - the police tried to discourage me by sternly asking that I presented my ID card before he could listen to my witness account."



Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, British Columbia (West Coast), Gender: Male)

### HIGHLIGHTS

- Forty-one percent (41%) 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.
- Twenty-four percent (24%) of other Non-White, sixteen percent (16%) of Indigenous, and nine percent (9%) East Asian or South-East Asian male respondents indicate that they have been unfairly stopped by police in the past 12 months.
- 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?



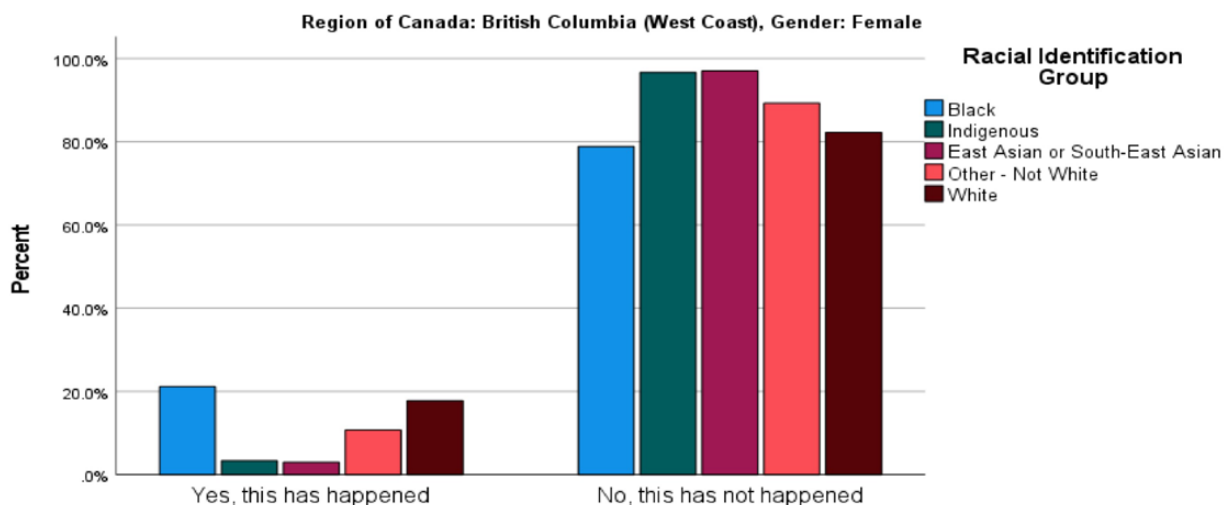
A police officer stopped us and said we were speeding. Then when we got home he was on our drive way giving us another ticket saying he was following us again.”



## Have you been unfairly stopped by police in the last 12 months because of your race or ethnicity? (Q34\_1, British Columbia (West Coast), Gender: Female)

### 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 than 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 two times that of other Non-White women, and over five times that of Indigenous (4%) and East Asian or South-East Asian women (2%).
- 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?



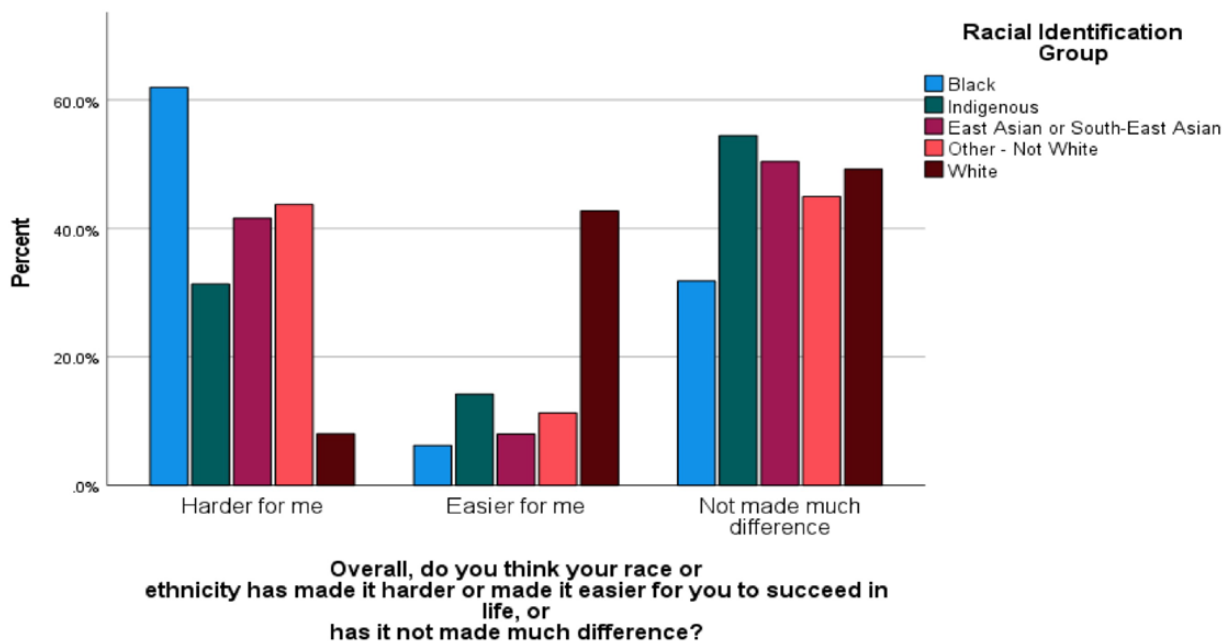
Get the police off my back. I have done nothing wrong and will do nothing wrong in the future.”



## 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, and forty-two percent (42%) of East Asian or South-East Asian 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.



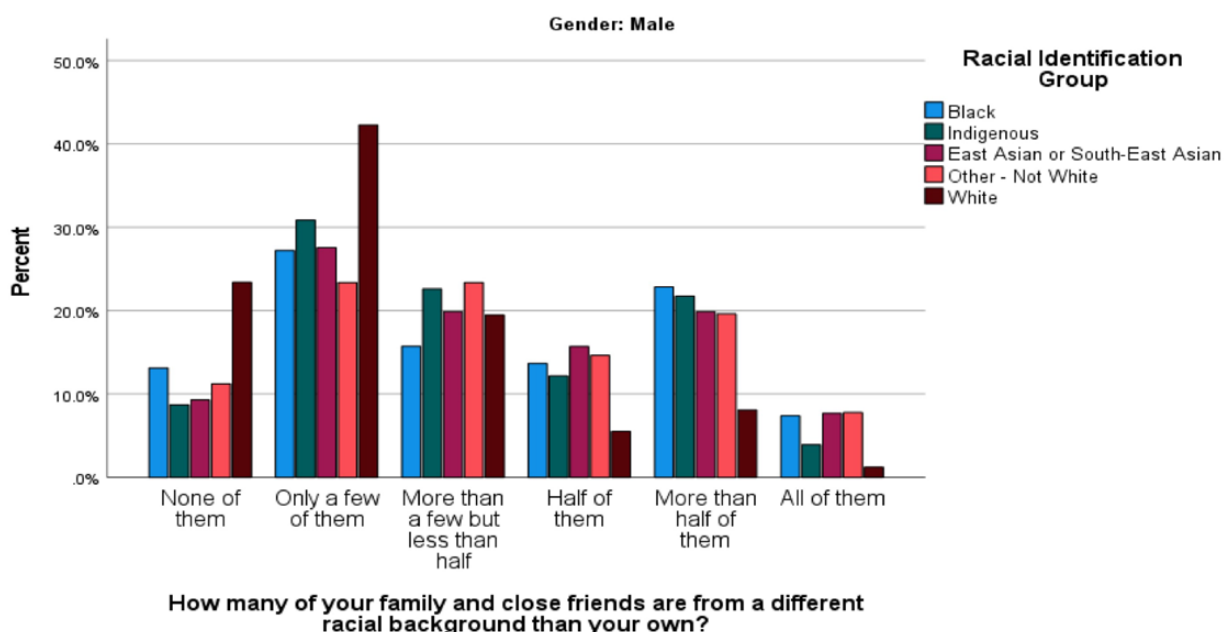
I am a sixth generation Black Canadian. [And] I have experienced racism very often. It's being followed in departed store or being spoke to with disrespect. Down to or assuming that I am uneducated. I have experienced homelessness because I'm Black."



## How many of your family and close friends are from a different racial background than your own (Q15, Gender: Male)

### HIGHLIGHTS

- Twenty-seven percent (27%) of Black males indicate that only a few of their family and close friends are from a different racial background than their own.
- Thirty-two percent (32%) of Indigenous, twenty-eight percent (28%) of East Asian or South-East Asian, and twenty-four (24%) of other Non-White males indicate that that only a few of their family and close friends are from a different racial background than their own.
- Forty-three percent (43%), or over four of ten White male respondents, indicate that that only a few of their family and close friends are from a different racial background than their own.
- National survey data indicates that the majority of males across racial categories, fall on a spectrum between having a few family and close friends from different racial backgrounds and having less than half.



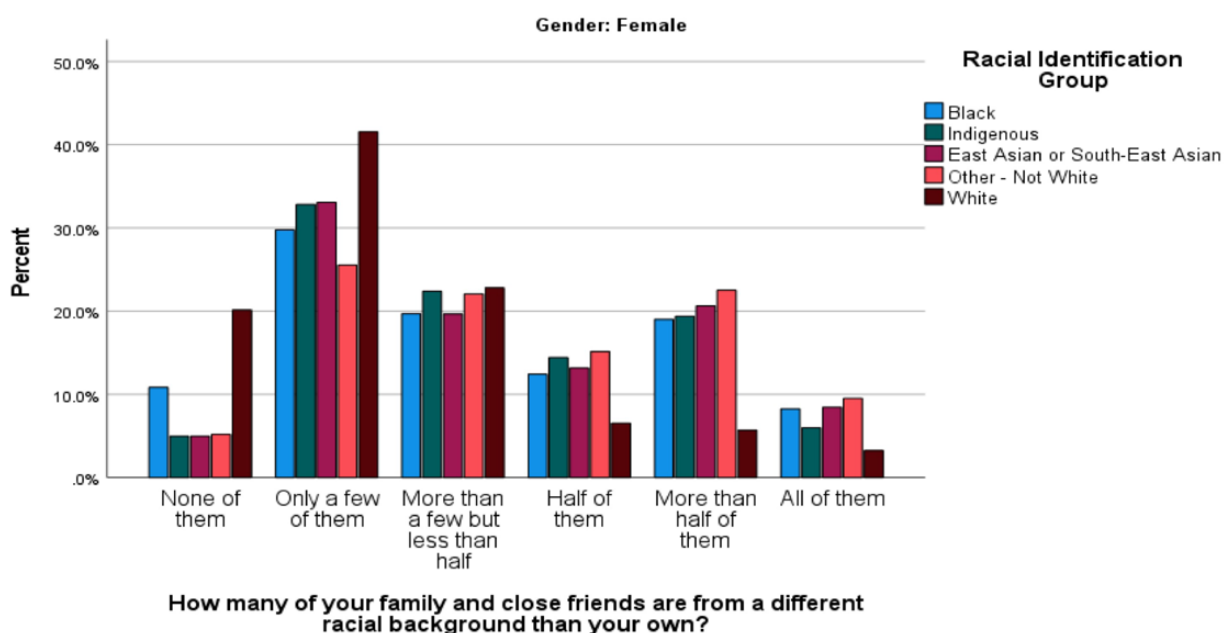
I had a white person who I thought was my friend but when his friends came to him he acted like he didn't know me."



## How many of your family and close friends are from a different racial background than your own (Q15, Gender: Female)

### HIGHLIGHTS

- Men and women are closely aligned regarding family and close friend profiles in Canada.
- Twenty-nine percent (29%) of Black females indicate that only a few of their family and close friends are from a different racial background than their own.
- Thirty-two percent (32%) of Indigenous, thirty-three percent (33%) of East Asian or South-East Asian, and twenty-five (25%) of other Non-White females indicate that that only a few of their family and close friends are from a different racial background than their own.
- Forty-two percent (42%), or over four of ten White female respondents, indicate that that only a few of their family and close friends are from a different racial background than their own.
- As with male profiles, the national survey data indicates that the majority of women across racial categories, fall on a spectrum between a few family and close friends from different racial backgrounds and having less than half.



Some people seem to segregate themselves. Such as to only speak in their own languages and to their own races, standing together to be more intimidating perhaps, and identifying with their own ethnicity in such a way that can seem to come across as rather rude, self-serving, and not taking too much interest to get to know others in a warm and welcoming manner.”

## POLICY: WIKI SURVEY

A wiki survey was included in the BCNS to assess and gather policy ideas. A wiki survey is a web survey that allows participants to vote on their preference between a pair of policy ideas. Participants (“User”) can also submit their own policy ideas in addition to the original “Seed” ideas. This type of survey is collaborative, adaptive, and flexible to allow participants to vote on as few and as many policy ideas pairs as they wish. Wiki survey accounts are freely available from the All Our Ideas research team led by Prof. Matthew Salganik, Department of Sociology, Princeton University (<https://allourideas.org/>).

Invitations to participate in the BCNS wiki survey were sent by e-mail and social media to organizations that support Black Canadians. The results would tend to be oriented toward the views of Black Canadians active with those organizations. The central question was: “Which do you think is better for creating an environment for Black people to thrive in Canada?”



## POLICY – WIKI SURVEY: TEN HIGHEST SCORED IDEAS\*

WHICH DO YOU THINK IS BETTER FOR CREATING AN ENVIRONMENT FOR BLACK PEOPLE TO THRIVE IN CANADA?	SCORE	SOURCE
Encourage an expanded, strengthened, enforced and disaggregated employment equity framework	86	User
Reform the justice system.	79	User
Have more educational opportunities and support for Black people from grade school through apprenticeships, college, and university.	74	Seed
Work to decolonize all government institutions.	73	User
Change laws and policies to be equitable for all.	72	User
Assess and equalize international degrees to transition into professions in Canada.	69	User
Assess and remove police cadets who exhibit racial bias after one year of training.	69	User
Eliminate racism through education starting from grade school to university/ college.	68	User
Provide more opportunities for capacity building in Black-led businesses and organizations.	66	User
Ensure diverse representation in the hiring/decision-making process.	64	User
Amend Police Service Act to enable watchdogs to penalize racist conduct.	64	User

\*Please note: There was a tie at tenth place with a score 64 so both those ideas were included.

## SOME HIGHLIGHTS

Almost all of the ten highest scored ideas were from the survey participants. The following themes appear as 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,
- Improve and enforce employment equity framework,
- Ensure diverse representation in the hiring/decision-making process.
- Reform justice system,
- Amend Police Service Act to enable watchdogs to penalize racist conduct, and
- Assess and remove police cadets for racial bias.

## POLICY – WIKI SURVEY: TEN LOWEST SCORED IDEAS

WHICH DO YOU THINK IS BETTER FOR CREATING AN ENVIRONMENT FOR BLACK PEOPLE TO THRIVE IN CANADA?	SCORE	SOURCE
Equality for all.	32	User
Education, education, education ... Awareness is essential.*	30	User
Provide more avenues for the publishing of work by Black authors.	30	Seed
Encourage ways for people to know and experience belonging.	26	User
Give and issue public apologies recognizing wrongs committed against Black people.	25	Seed
Lower taxes, deregulation to encourage small businesses to start up, African countries have an entrepreneurial culture.	24	User
Adjust the immigration levels to levels that can be successfully integrated.	23	User
Implement lower taxes and deregulation to allow small businesses to start up since African countries are entrepreneurial.	21	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.	18	User

\*Please note: An idea on education was given, but the way it was expressed did not resonate with respondents, unlike the ideas on education listed in the ten highest scored ideas.

## SOME HIGHLIGHTS

While they may be valued, the following do not appear as strong policy choices:

- Public apologies,
- Encourage ways for people to know and experience belonging
- 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.

# SUMMARY

## THE CANADIAN IMAGINARY

Canada has been highly extolled outside the country as being a very progressive, diverse, and multicultural democracy.<sup>17</sup> This has resulted in much of the Canadian public and political establishment dismissing critics.<sup>18</sup>

The prestige of Canadian multicultural ideology is a factor in the limited data on racial discrimination and systemic racism. Because of the resistance to criticism, tracking institutional data on racial advantages and disadvantages as a measure of democratic governance has been overlooked. While the stature of Canadian multiculturalism does not account for key nuances in the treatment of racial minorities.

In 2016, during the International Decade of People of African Descent, the United Nations Working Group of Experts concluded – “Despite the wealth of information and data on socio-economic indicators, there is a serious lack of race-based data and research that could inform prevention, intervention and treatment strategies for African Canadians. Authorities acknowledged that disaggregated data along ethnic lines is necessary to understand the human rights concerns of African Canadians. The Working Group is concerned that the category ‘visible minorities’ obscures the realities and specific concerns of African Canadians.”<sup>19</sup>

The lack of disaggregated race data has not only obscured the disproportionate effect of social systems on specific racial groups, but it has also hampered the ability to monitor social problems and provide agile and responsive solutions. The inaction of government and major social sectors to collect and report detailed race information must be reframed not as the default choice, but as an active choice that perpetuates preventable disparities.

<sup>17</sup> Fleras, A. and Elliott, J.L. (2002). *Engaging Diversity: Multiculturalism in Canada*. Toronto: Thompson Canada Ltd; Mooney Cotter, A. (2011). Culture clash: an international legal perspective on ethnic discrimination. Ashgate Publishing, Ltd. p. 176.

<sup>18</sup> White, L and Simeon, R. (2009). *The Comparative Turn in Canadian Political Science*. UBC Press. p. 102.

<sup>19</sup> United Nations’ Working Group of Experts on People of African Descent, on the conclusion of its official visit to Canada, 17-21 October 2016. NP <https://www.ohchr.org/en/statements/2016/10/statement-media-united-nations-working-group-experts-people-african-descent>.

The intent behind the adoption of the federal policy of multiculturalism included assisting ethnic and racial groups in retaining and fostering their own identities while encouraging their equitable participation and inclusive citizenship in society. There indeed have been advances in public awareness of the need for tolerance and respect for Canada's cultural differences, as well as advances in accommodating migrant-driven diversity. The record of promoting the integration of ethnic and racial groups is compelling – better than in countries that have failed to adopt the policy – and better than used to be the case before the adoption of the Canadian policy in 1971.<sup>20</sup> However, the promise of equitable participation and empowered democratic citizenship stands in stark contrast to reality, where Black and Indigenous groups in particular experience entrenched patterns of discrimination and disadvantage.

As the UN Working Group of Experts on People of African Descent indicated – “Despite Canada’s reputation for promoting multiculturalism and diversity [...] Canada’s history of enslavement, racial segregation, and marginalization, has had a deleterious impact on people of African descent which must be addressed in partnership with communities.”<sup>21</sup>

Systemic racism is a social reality rooted in our colonial past, embedded in our legislation, enabled in our institutional practices and sustained in our organizational structures.<sup>22</sup> While the official context of formal inclusion associated with the vision of multiculturalism and the legitimacy of difference, masks the continuing and deepening exclusionary barriers to equal citizenship for marginalized segments of Canadian society<sup>23</sup>.

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<sup>20</sup> Kymlicka, W. (2003). 'The Theory and Practice of Immigrant Multiculturalism', *Politics in the Vernacular: Nationalism, Multiculturalism, and Citizenship*. Oxford Academic.

<sup>21</sup> United Nations' Working Group of Experts on People of African Descent, on the conclusion of its official visit to Canada, 17-21 October 2016. NP. Op. Cit. at 70.

<sup>22</sup> Sloly, P. (2020). “Systemic Racism in Policing in Canada” Presentation by OPS Chief Peter Sloly to the Standing Committee on Public Safety & National Security.

<sup>23</sup> Foster, L. & Jacobs, L. (2012). “Workplace Practice and Diversity in Canada: Employment Policy in Global Modernity.” *Think India Quarterly*. (Vol. 15, No. 3 September, pp. 57-72).

## LEVERAGING DISAGGREGATED RACE DATA IN THE BCNS

The 2020's global narratives on anti-Blackness, instigated by a knee on George Floyd's neck, sparking solidarity protest around the world, brought unprecedented national and international visibility to the social reality of systemic discrimination at the core of public institutions in the West, and a recognition that in a thoroughgoing democracy the state should be held to a higher standard.

For instance, in the face of resistance to the criticism of Canada's national image, Prime Minister Trudeau recently recalibrated the national narrative to include acknowledgment of significant race-based harms. As he put it – “Systemic racism is an issue right across the country, in all our institutions [...]. That is what systemic racism is. In many cases, it's not deliberate, it's not intentional, it's not aggressive individual acts of racism, although those obviously exist. It is recognizing that the systems we have built over the past generations have not always treated people of racialized backgrounds, of Indigenous backgrounds, fairly through the very construction of the systems that exist.”<sup>24</sup>

Meanwhile, the House of Commons Standing Committee on Public Safety and National Security (“the Committee”) went further to call for a transformative national effort to ensure that all Indigenous, Black and other people of colour in Canada are not subject to the discrimination and injustice that is inherent in the system, as it exists today. The Committee's report determined that there is an urgent need to find solutions to the problems contributing to systemic racism to pave a new way forward.<sup>25</sup>

The idea of race data disaggregation is imperative for the transformative effort required to find solutions to pave the way forward. The ability to leverage disaggregated race data exposes structural racism, which normally goes unseen, or at most has come in and out of focus based on tragic events. Race disaggregation is a tool that helps people make well-informed decisions about policies, programs, and projects by putting the best available evidence from research at the heart of policy development and implementation. This is key to improved human rights-based equity, diversity and inclusion in the major sectors of society.

<sup>24</sup> Tunney, C. (2020). Systemic racism exists in RCMP, Trudeau argues — after commissioner says she's ‘struggling’ with the term. *CBC News*, June 11.

<sup>25</sup> House of Commons. (2021). *Systemic Racism in Policing in Canada*. Report of the Standing Committee on Public Safety and National Security. 43rd Parliament, 2nd Session. pp 1-2.

## THE BUILDING BLOCKS OF A JUST SOCIETY

The Black Canadian National Survey (BCNS) leverages comprehensive race data in order to bring into focus some of the patterns of discrimination and disadvantage impeding the Black community and other racialized groups by mapping their lived experiences in key social institutions – including education, healthcare, child services, policing and criminal justice, and the workplace. This pioneering hybrid approach to racial issues, combines data collection methods that facilitate quantification with a new class of research instrument called a wiki survey open to unanticipated information. This fusion of traditional and new wiki survey techniques is calculated to better interface with the lived experiences of those racialized groups most impacted, in a way that is both systematic and values human agency and interaction.

The result is a lens into the workings of Canadian society that confirms the legacy of racism profoundly and enduringly permeating the structures of organizational life. At the same time, the BCNS discloses a high degree of recognition that while conventional or ‘old fashion’ racism in overt forms is continuing to decrease; more subtle, covert expression of ‘new racism’ related to organizational structures and systems fill the void. Finally, since the experience of the political economy is at the epicenter of our market-based social reality, the data indicates that leveraging active labour market policies (ALMPs)<sup>26</sup> that connect people to gainful employment and increase social mobility are the building blocks of a just society.

The BCNS supports the research hypothesis that racial prejudice is often understated and indirect.<sup>27</sup> Despite higher levels of education, racialized groups in Canada are more likely to be unemployed or employed in precarious work (defined as atypical employment contracts, limited social benefits, poor statutory entitlements, job insecurity, short tenure and low wages) than non-racialized Canadians.<sup>28</sup> Social inequality studies have identified the earnings gap between Black and White workers and consistently find that Black workers face one of the largest earnings gaps amongst racial groups in Canada.<sup>29</sup> Meanwhile, there continues to be a serious disproportionality of Blacks and Aboriginals in the criminal justice system.<sup>30</sup> The upshot is, under the umbrella of multicultural democracy, people of African descent are still under-represented in commencement ceremonies on college campuses, and in the executive suite, but over-represented in the prison system, the welfare office, and the unemployment line.<sup>31</sup>

<sup>26</sup> Auer, P., Ü. Efendioğlu and J. Leschke. (2008). op. cit. 5; OEDC (2022). op. cit. 5.

<sup>27</sup> Dovidio JF, Kawakami K, Gaertner SL. (2002). Implicit and explicit prejudice and interracial interaction. *J Pers Soc Psychol*, Jan;82(1):62-8.

<sup>28</sup> Block, S., Galabuzi, G., and Tranjan, R. (2019). *Canada's Colour Coded Income Inequality*. Canadian Centre for Policy Alternatives. NP December.

<sup>29</sup> Hou, F. and Coulombe, S. (2010), Earnings Gaps for Canadian-Born Visible Minorities in the Public and Private Sectors, *Canadian Public Policy*, 36, (1), 29-43; Pendakur, K. and Pendakur, R. (2011). “Colour by Numbers: Minority Earnings”, *Journal of International Migration and Integration*. Volume 12, Issue 3, pp 305-329.

<sup>30</sup> Department of Justice. (2022). Overrepresentation of Black people in the Canadian criminal justice system. Research and Statistics Division. NP [https://www.justice.gc.ca/eng/rp-pr/jr/obpccjs-spnsipc/pdf/RSD\\_JF2022\\_Black\\_Overrepresentation\\_in\\_CJS\\_EN.pdf](https://www.justice.gc.ca/eng/rp-pr/jr/obpccjs-spnsipc/pdf/RSD_JF2022_Black_Overrepresentation_in_CJS_EN.pdf).

<sup>31</sup> Ayres, Ian. (2002). *Pervasive prejudice: Unconventional evidence of race and gender discrimination*. Chicago: University of Chicago Press, 1-4.

Canada is now taking steps to more holistically understand the experiences of its Black population, reported to be approximately 1.5 million people in the 2021 census.<sup>32</sup> This includes a whole-of-government approach committed to the creation of an Anti-Racism Secretariat to address systemic racism within workplaces and services.<sup>33</sup> If the government can draw on disaggregated race data to improve its responsiveness to the distinct challenges facing racialized communities, it may be able to demonstrate that with appropriate protections, the government can be trusted to use data in the service of more inclusive governance, and properly invest in Canada's multicultural future.

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<sup>32</sup> Statistics Canada. (2020). Census of Population 2021. NP. <https://www150.statcan.gc.ca/n1/pub/12-581-x/2022001/sec3-eng.htm>.

<sup>33</sup> Government of Canada. (2021) Building a Foundation for Change: Canada's Anti-Racism Strategy 2019–2022. NP Web, June 23. <https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html#a3a>.

# RECOMMENDATIONS

## RECOMMENDATION #1

The Survey confirms the legacy of racism in Canada has profoundly and enduringly permeated our systems and structures. Leveraging equity in our social institutions means reimagining healthcare and child services, education, policing and criminal justice, and the workplace, and rethinking policy priorities to improve outcomes.

*Community Members should:*

- I. Utilize the foundational data in the BCNS project as a template and call for further disaggregated race study in all sectors to determine and advocate for the most promising approaches to alleviate anti-Black racism and other racialized discrimination they routinely experience, on both the employment and service delivery side.
- II. Incorporate disaggregated race-based data collection in program evaluation.
  - a. Frameworks for evaluation.
  - b. Key Performance Indicators – means, outcomes, results
- III. Create knowledge-sharing partnerships for capacity-building
  - a. Collective resource mobilization.
  - b. Development of long-term, sustainable anti-racism and multi-centric programming.
  - c. Development of race equity targets in child welfare, education, policing and justice sectors, and labour market access and mobility based on available data.
  - d. Evidence-based policy solutions to address racial inequality.
- IV. Policy networks (involving multilateral, multi-sectoral cooperation) consistent with the increasing issue-complexity of racial discrimination.



## RECOMMENDATION #2

The Survey shows that while there is a high degree of recognition across all racial categories of conventional or ‘old fashion’ racism in blatant or overt forms, this recognition is on the wane in modern society, and more subtle, covert expression of racism related to organizational structures and systems are on the rise. This implores a greater focus on organizational change strategies in our social institutions based on a respect for democratic governance and human rights that proactively examines organizational culture including attitudes, norms and shared perspectives that can lead to unintended adverse consequences.

*Organizations and Employers should:*

- I. Utilize disaggregated race data as a tool to make visible both internally and externally facing systemic discrimination and racism, which may occur in both employment practice and service delivery contexts.
- I. Position organizational human rights obligations prohibiting discrimination within an EDI/ anti-racism framework for non-discriminatory policies and practices.
- III. Utilize ‘targeted universalism’ approaches<sup>34</sup> – including affirmative recruitment and hiring, and affirmative retention and promotion strategies<sup>35</sup> – as important change agents for organizational development.
  - a. Creating level playing fields and fair competition,
  - b. Increasing social mobility for racialized workers,
  - c. Redressing structured disadvantages across social institutions,
  - d. Holding senior levels of the organization accountable,
  - e. Sanctioning for non-Implementation,
  - f. Including Blacks in implementation strategies.

<sup>34</sup> Foster, L. (2011). The foreign credentials gap in Canada: The case for targeted universalism. *Directions*, 3(3), 22–36. Canadian Race Relations Foundation, Research and Policy on Eliminating Racism. (Also in French translation.)

<sup>35</sup> Affirmative Hiring and Recruitment. [https://www.uvm.edu/sites/default/files/Human-Resource-Services-and-Operations/HRSDocs/Mangers\\_Corner/AffirmativeRecruitmentGuidelines.pdf](https://www.uvm.edu/sites/default/files/Human-Resource-Services-and-Operations/HRSDocs/Mangers_Corner/AffirmativeRecruitmentGuidelines.pdf). (Accessed 10 Sept 2022).

### RECOMMENDATION #3

The Survey displays racism in Canada as a ‘wicked’<sup>36</sup> problem that is extremely difficult to solve because it is extraordinarily difficult to recognize. Wicked problems are multi-faceted and multisectoral with imbricated layers of complexity. However, despite its intricacy and reach into all facets of social life, the experience of racism radiates from the labour market.<sup>37</sup> The workplace is the epicenter of determinations of race-based discrimination and unfairness for people of colour in a free-market society. This indicates that leveraging active labour market policies<sup>38</sup> (e.g., job creation and upskilling) that make social investments in labour market integration by removing barriers through pro-active state intervention; combined with strategic interventions and prevention strategies (e.g., affirmative recruitment and retention programs) at the organizational level for increasing social mobility are useful to dismantle harms and redress disadvantage across social institutions.

#### *Governments should:*

- I. Draw on disaggregated race data to support their constitutional responsibility to promote social inclusion.
  - a. Making positive social investments at all levels of government that promote labour market integration – including job creation and employee-centric upskilling and reskilling strategies.
  - b. Developing welfare-to-work programs – including apprenticeships, training schemes, and employment subsidies.
  - c. Adopting other special measures that are permissible under the Charter and human rights codes for ameliorating historical disadvantage in order to reverse rampant intergenerational trauma in Black communities – including stressors of family breakdown, medical and psychological disorders, and substance misuse.
- II. Draw on disaggregated race data to improve responsiveness to the distinct challenges facing racialized communities.
  - a. Prevention and intervention measures (rather than merely defensive reactions) to address the links between race and social-economic disadvantage.
  - b. Direct targeting of scarce resources toward social issues – including the social determinants of health, child and social services, housing, educational opportunity, policing-community relations, and wider access to justice limitations in Canada.

<sup>36</sup> Australian Public Service Commission. (2007). “Tackling Wicked Problems: A Public Policy Perspective”. *Australian Public Service Commission*, 25 October. <https://www.apsc.gov.au/publications-and-media/archive/publications-archive/tackling-wicked-problems>; Ritchey, T. (2011). *Wicked problems – Social messes: Decision support modelling with morphological analysis*. Berlin: Springer.

<sup>37</sup> Block, S., Galabuzi, G., and Tranjan, R. (2019). *Canada’s Colour Coded Income Inequality*. Canadian Centre for Policy Alternatives. NP December. <https://policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2019/12/Canada%27s%20Colour%20Coded%20Income%20Inequality.pdf>

<sup>38</sup> Auer, P., Ü. Efendioğlu and J. Leschke. (2008). *Active Labour Market Policies around the World: Coping with the Consequences of Globalization*. Geneva: ILO; OECD (2022), *Assessing Canada’s System of Impact Evaluation of Active Labour Market Policies, Connecting People with Jobs*, OECD Publishing, Paris, <https://www.oecd.org/els/assessing-canada-s-system-of-impact-evaluation-of-active-labour-market-policies-27dfbd5f-en.htm>.