



# Canadian Association of Municipal Administrators

EQUITY, DIVERSITY, AND INCLUSION

DON LIDSTONE, K.C.  
MAY 30, 2023

# Overview

- Problem in Communities
  - Indigenous
  - Asian
  - Black
  - Religious
- Legal Issues
  - Workplace policies
  - Procurement
  - Services
  - Statements – meetings and social media
- Anti-Racism Policy

# Racism & discrimination in community

- racism and discrimination fundamental matters - core of sense of community
  - equity, diversity, inclusion
  - belonging, dignity, justice
- failure to address racism and discrimination expose local government to legal action
  - Workplace policies
  - Services
  - Public statements
  - procurement

# Racism & discrimination in community

- Canadian Race Relations Foundation national survey 2021:
- Racism in Canada: “Generally bad” – 23% of Canadians
- “Race relations generally good” – 49% of Black Canadians, 51% of Indigenous, 64% other Canadians
- During one year of Covid, 1150 occurrences of anti-Asian racism (physical assault, verbal assault, vandalism combined with racial communication)
- Racism and hatred grow – note the Atlanta slayings of Asian women
- Vancouver: 2021 anti-Asian attacks increased 717%

# Racism & discrimination in community

- Angus Reid, 2021:
- 34% of Canadians say Canada is a racist country
- 42% minorities say Canada racist country
- 12% believe some races superior to others
- 25 % of Canadians feel more “cold” than “warm toward Muslims
- Canadian visible minority population increased from 5% 1980 to 34% 2021

# Racism & Discrimination - Indigenous

From Bob Joseph, Hereditary Chief, Thunderbird Clan, on Residential Schools:

- A question I've been hearing repeatedly is, "When are you going to get over it [residential schools]?" I normally don't answer these types of questions in the heat of the moment, but there was one instance in which I responded. I replied to the woman with another question, "Would you ever get over it?" Everybody in the room paused for a second, then I continued, "Would you ever get over it if someone took away your child, beat them, indoctrinated them and even murdered them, and then did the same thing to every child in your family, community and nation?"

# Racism & Discrimination - Indigenous (continued)

Bob Joseph on the *Indian Act*:

- Why do Indigenous people live on reserves?", "Why do many Indigenous peoples struggle with poverty?", "Why is there so much substance abuse in Indigenous communities?" Well, when you start to look at the systemic breakdown and context, you start to understand why and how we got to where we are today. Much of the trauma and devastation that Indigenous peoples endured is written right in the Indian Act. Learning more about it shows how entire cultures, communities and family groupings underwent genocide; the vast array of assimilation and indoctrination methods over generations; and the discrimination and prejudice that Indigenous peoples faced for hundreds of years

# Racism & Discrimination - Indigenous (continued)

- Canada: anti-Indigenous racism expressed in numerous ways: violence, stigma, stereotyping, social structures
- Stereotypes – drug/alcohol addiction, unemployment, violence, “wards”
- Non-Indigenous have created distinct “otherness” – reserves, Indian Act, life quality on reserves, news reports reinforcing challenges
- Outset: Halifax bounty 10 guineas for Mi’kmaq scalp
- Now: Indigenous men 3 times more likely experience violence;  
women experience racialized misogyny (hiway of tears, Downtown Eastside deaths, Pickton murders)



# Racism & Discrimination – Indigenous (continued)

## A national disgrace

*By almost every measurable indicator, Canada's Aboriginal population suffers a worse fate and more hardship than the African-American population in the U.S.*

	<b>Aboriginal Canadians</b>	<b>African-Americans</b>
Unemployment rate	<b>14%</b>	11%
Unemployment rate vs. the national rate	<b>2.1 times</b>	1.9 times
Median income	<b>\$22,344</b>	\$23,738
Median income vs. the national average	<b>60%</b>	74%
Incarceration rate (per 100,000 population)	1,400	<b>2,207</b>
Incarceration vs. the national rate	<b>10 times</b>	3 times
Homicide rate (per 100,000 population)	8.8	<b>17.3</b>
Homicide rate vs. the national rate	<b>6.1 times</b>	3.7 times
Infant mortality rate (per 1,000 live births)	11.7	<b>12.4</b>
Infant mortality rate vs. the national rate	<b>2.3 times</b>	2 times
Life expectancy (in years)	<b>72.8</b>	74.9
Life expectancy vs. the national average	<b>91%</b>	95%
Dropout rate*	<b>23%</b>	8%
Dropout rate vs. the national average	<b>2.7 times</b>	1.1 times

\*20- to 24-year-olds without a high school diploma, and not in school

**MACLEAN'S**

**Sources:** Statistics Canada; Office of the Correctional Investigator; The Lancet; Health Canada; U.S. Bureau of Labor Statistics; U.S. Census Bureau; U.S. Department of Justice; U.S. Department of Health; Centers of Disease Control; National Center for Education Statistics

# Racism & Discrimination - Indigenous

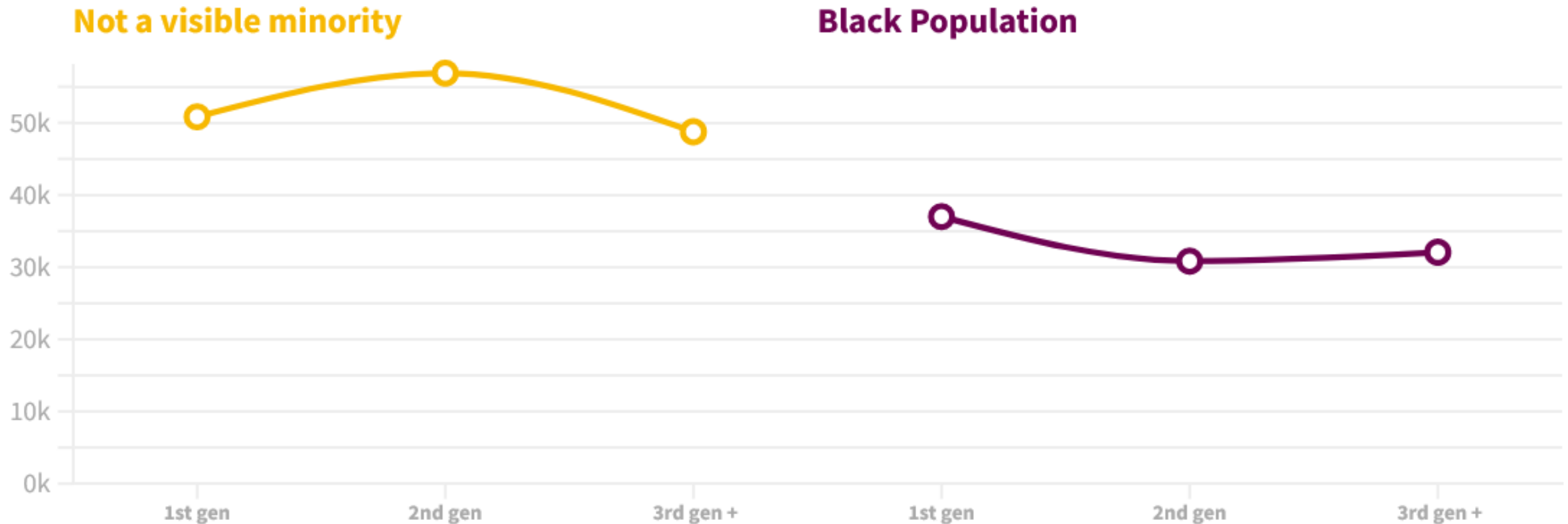
- UBCM, FCM, Canada recommend Anti-Indigenous Racism training
- What is required is dismantling racist structures over several generations
- Beyond training, local governments may adopt programs and policies to respond to Calls to Action/Truth & Reconciliation
- Consider meaningful meetings and agreements, not just MOU templates

# Black Canadians & Racism

- Systemic racism exists in Canada
- Five charts from Statistics Canada are scientifically derived:

# Average total income

Black Canadians make less annual income than non-racialized Canadians, both for new immigrants and third-generation Canadians.



Source: [Statistics Canada, 2016 Census of Population](#)

# Expectations for higher education

Although 94 per cent of Black youth aged 15 to 25 said that they would like to get a bachelor's degree or higher, only 60 per cent thought that they could, according to data from 2016

■ Black population ■ Rest of the population

## Think they will obtain a university degree



## Would like to obtain a university degree

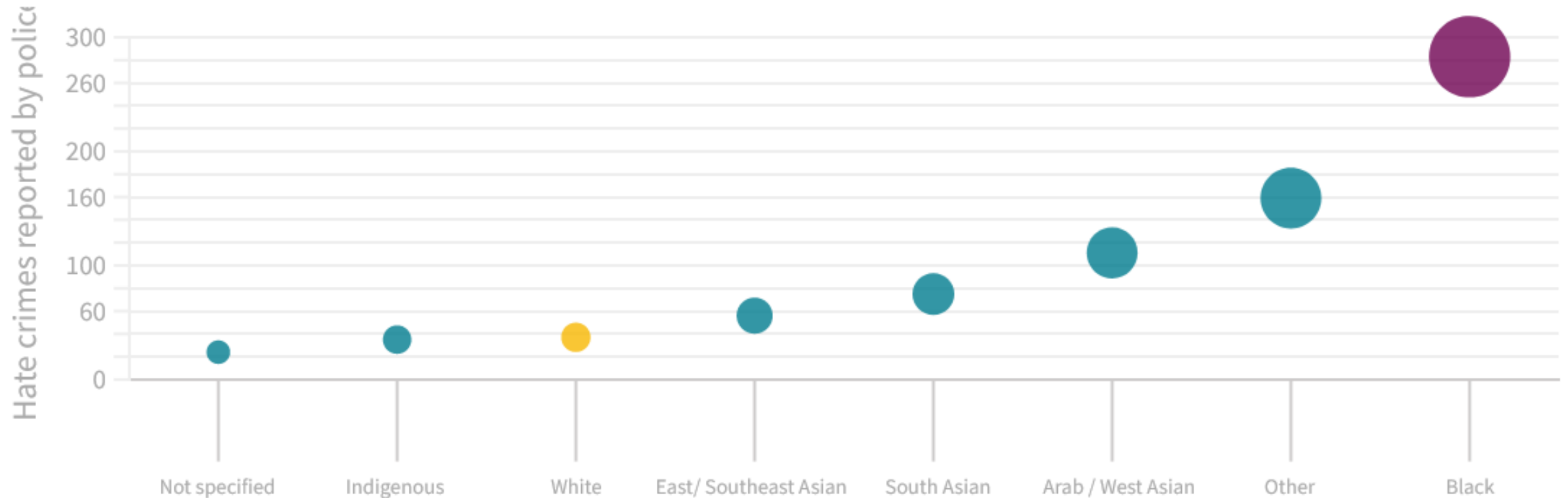


0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

Source: [Statistics Canada, General Social Survey \(Canadians at work and home\), 2016](#). • Data for youth aged 15 to 25

## Hate crimes by motivation based on race or ethnicity

In 2018, Black Canadians were more likely than any other racial group in Canada to be the victims of a hate crime, according to data reported by police.



Source: [Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Incident-based Uniform Crime Reporting Survey.](#)

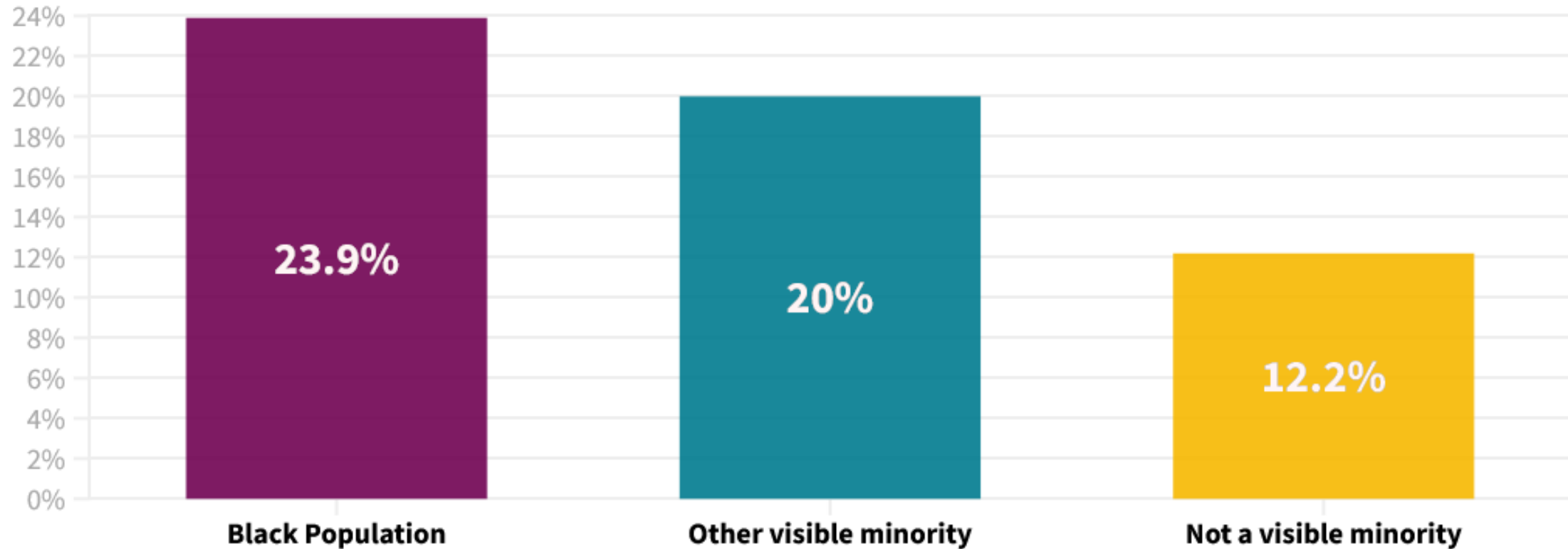
# Average income



Black Canadians make significantly less annual average income than non-racialized Canadians, according to Statistics Canada data. (Area of square represents values.)

## Proportion of population with low-income status

Black Canadians are nearly twice as likely as non-racialized Canadians to be considered low-income.

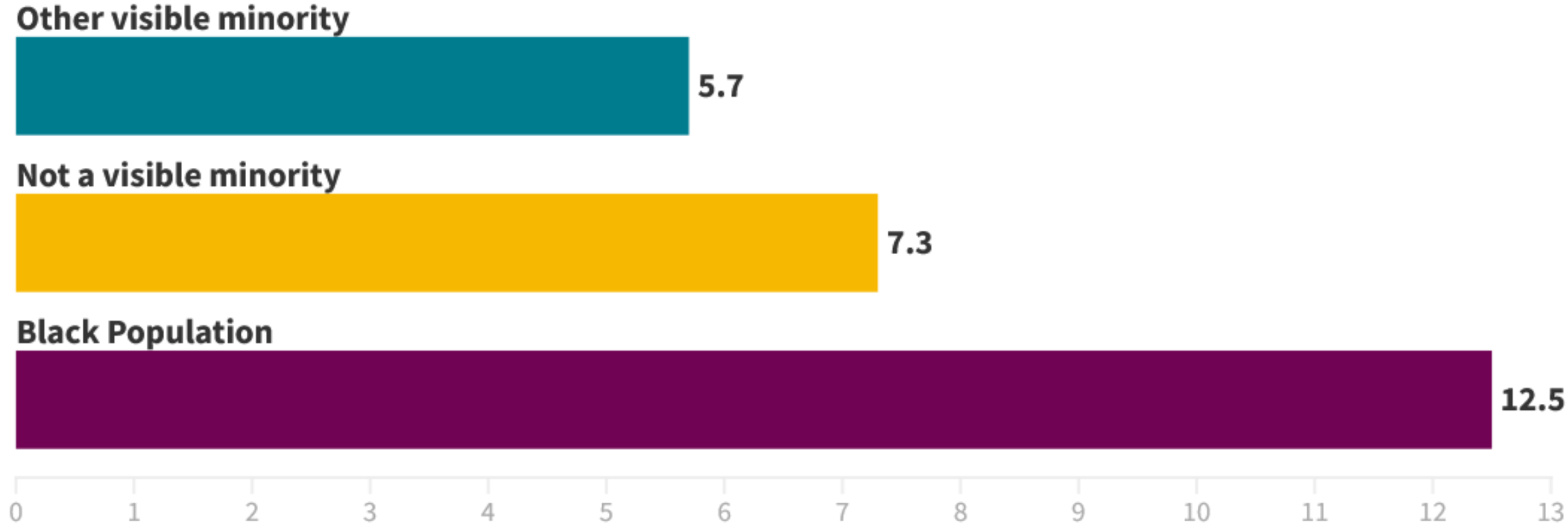


Source: [Statistics Canada, 2016 Census of Population](#) • Based on Income data for 2015



# Unemployment rate

Black Canadians are far more likely than non-racialized Canadians and other visible minorities to be unemployed.



Source: [Statistics Canada, 2016 Census of Population](#)

# Anti-Racism Policy

- 2020 – numerous local governments reached out for advice regarding racism, discrimination, hatred, triggered by George Floyd death, community demonstrations/processions
- Drafted by Lidstone & Company's Labour and Employment lawyers
- Provided free to communities in BC and Alberta
- Adopted by many in past year, including White Rock, Terrace, Port Coquitlam, Mission, Columbia Shuswap, and places like Innisfail in Alberta

# Systemic Racism in Canada



## Anti-Racism Policy (continued)

- Public acknowledgement of racism
- Recognition of racial diversity
- Respect for fundamental rights, worth, dignity of people of colour/indigenous
- Governance/operations free of racism/discrimination
- Breaking down barriers, deconstructing biases, fostering inclusivity
- Separate from bullying/harassment policy

# Legal matters – Other reasons for racism policies

- Workplace policies
- Services
- Procurement
- Policing
- Facilities users
- Public statements
- Human rights cases
- Charter of Rights & Freedoms cases