From: michael kerr
To: Jennifer Forkes; Executive Committee
Subject: Re: missing attachments for deputation on Item 9.5 - TO Prosperity - Toronto Poverty Reduction Strategy
Date: Tuesday, October 20, 2015 8:22:25 AM

Jennifer (Tersem) - that's exactly right - - we are asking the Executive Committee members to well consider the ever growing inequality in the City (as well as right across the province) - and the nature of character of that inequality - in its being very much defined by ones ethnoracial background (among other critical dimensions) - and then drawing Committee members attention to the necessity of utilizing and applying data gathering tools and mechanisms that serve to measure, monitor and track those differential realities - so that change over time can be tracked that works to meaningfully and effectively address the all too real colour-coded and other inequities and disparities in the City !

Thanks very much - michael

Colour of Poverty - Colour of Change has developed a "new" research and organizational programming tool-template (with the support of the Atkinson Charitable Foundation) for wide application, adaptation and use - to help groups, governments, service providers, institutions and others gather, monitor and analyze needed disaggregated data - as well as to allow for the critical tracking of differential policy, program, service and other related experiences and outcomes !

This is the most current DRAFT version of the demographic survey tool with the various relevant categories and options - to be used on a stand-alone basis as well as to "front-end" or "back-stop" any intake form, program monitoring or survey exercise so that consistent disaggregated collection and analysis can flow from data sets in ways that best speak to each other and lend themselves to comparative, longitudinal and other critically needed outcome analysis - most especially in light of the loss of the mandatory long-form Census !

With respect to the human rights related issues and concerns - the Ontario *Human Rights Code* (the "*Code*") permits the collection and analysis of data based on race and other grounds, provided that the data is collected for purposes consistent with the *Code*, such as to monitor discrimination, identify and remove systemic barriers, address historical disadvantage and promote substantive equality.

It will often be appropriate for an organization to seek out the expertise of someone who is familiar with good data collection and analysis techniques. In other situations, it may be possible to rely on existing resources such as employment equity tools. Staff collecting the data should be given appropriate training. The Ontario Human Rights Commission (OHRC) recognizes that how data collection is done depends on the context, including the issue that needs to be monitored, and the nature and size of the organization. When collecting data, member agencies should ensure client privacy and confidentiality by restricting who has access to personal information, assuring anonymity and ensuring that client consent is obtained before sharing or releasing any personal information. Furthermore, industry-standard technology should be employed to ensure personal information is strictly protected.

For further information see the following OHRC resources -

Count me in! Collecting human rights based data - **Summary (fact sheet)**

Count me in! Collecting human rights based data - **Full Guide**

DEFINING RACE/RACIAL IDENTITY AND ETHNIC ANCESTRY

It is useful to define these categorizations for clients since there may be confusion between the two. Race/Racial Identity groups refers to broad self-identified socially constructed groupings - White/Caucasian, East Asian, South Asian, Black, Latin American, South-East Asian, Arab, West Asian, and Indigenous/Aboriginal. Other than Aboriginal/Indigenous and White/Caucasian these groupings are collectively equivalent to "peoples of colour" or the "visible minority" grouping as used both by Statistics Canada as well as in the federal Employment Equity Act. Ethnic Ancestry represents an expression of common heritage and a sense of peoplehood or identity based on descent, language, religion, tradition, and other common experiences. An ethnic group is a category of the population in a larger society whose culture is considered distinct or whose members have a common bond based on, among others, place, race, culture or nationality.

Gender - Are you: ☐ Male ☐ Female ☐ Transgender ☐ Transsexual ☐ Two-spirited

Year of Birth - [_____]

Disability Status - Do you have a disability? Disability is defined as a long term physical, mental, emotional/psychiatric or learning disability, which may result in a person experiencing disadvantage or encountering barriers to employment, public appointment or other opportunities for full participation in society.

☐ Yes ☐ No   If yes, pick all that apply:

☐ Hearing ☐ Learning ☐ Mental/Emotional Health ☐ Mobility (e.g. body movement

☐ Speech ☐ Vision ☐ Other (Please Specify): [_____]

Sexual Orientation - How do you identify your sexual orientation? ☐ Not sure

☐ Bi-sexual ☐ Gay ☐ Heterosexual (straight) ☐ Lesbian ☐ Queer ☐ Questioning

Aboriginal Status - Are you of Aboriginal background? ☐ Yes ☐ No

If yes, pick <u>one</u> of the following: ☐ Aboriginal/Indigenous from outside Canada
☐ First Nations (or Indian as defined by the Indian Act) ☐ Inuit ☐ Metis
☐ Non-status Indian ☐ Other (Please Specify): [_____]

Race/Racial Identity - Racial groups are defined by race or colour only – not by country of birth, citizenship or religious affiliation. Do you consider yourself to be (pick all that apply):

☐ Arab ☐ Black ☐ East Asian ☐ Latin American ☐ South Asian ☐ South-East Asian

☐ West Asian ☐ White / Caucasian ☐ Other (Please Specify): [_____]

Ethnic Ancestry - To what ethnic or cultural group(s) do your ancestors belong? (pick all that apply):

☐ Aboriginal/Indigenous ☐ Arab ☐ Canadian ☐ Caribbean ☐ Chilean ☐ Chinese ☐ Dutch

☐ East Indian ☐ English ☐ Filipino ☐ French ☐ German ☐ Ghanaian ☐ Irish ☐ Italian

☐ Korean ☐ Mexican ☐ Pakistani ☐ Polish ☐ Portuguese ☐ Salvadoran ☐ Scottish ☐ Somali
☐ Tamil ☐ Ukrainian ☐ Multiple ethnic ancestries ☐ Other (Please Specify) [_____]

Country of Birth - In what country were you born?

Year of Immigration - If you were not born in Canada, what year did you first come to Canada? (if born in Canada, mark Not Applicable)

Language - What is/are the language(s) that you first learned at home in childhood and can still understand? If you can no longer understand the first language learned, choose the second language learned. Pick all that apply:

☐ Arabic ☐ Bengali ☐ Cantonese ☐ English ☐ Farsi (Persian) ☐ French ☐ Gujarati ☐ Hindi

☐ Italian ☐ Korean ☐ Mandarin ☐ Polish ☐ Portuguese ☐ Punjabi ☐ Russian ☐ Serbo-Croatian

☐ Somali ☐ Spanish ☐ Tagalog ☐ Tamil ☐ Urdu ☐ Other (Please Specify) [＿＿＿＿＿]

Religious Background/Faith - What, if any, is your religious background/faith? Pick all that apply:

☐ No Religion ☐ Buddhist ☐ Catholic ☐ Confucianism ☐ Hindu ☐ Jewish ☐ Muslim

☐ Orthodox and other Christian ☐ Protestant ☐ Sikh ☐ Traditional Aboriginal/Indigenous

☐ Other Religion (Please Specify): [＿＿＿＿＿]

RECOMMENDATIONS FOR IMPLEMENTATION

The survey questions should be translated into a number of commonly spoken languages and piloted with member agencies in order to test for cultural sensitivity. Lastly, it is recommended that personal information be collected after services are provided in order to reduce refusal rate and alleviate client concerns.

Working for racial equity, human dignity and social justice by helping to build community based capacity to address systemic racism, the growing racialization of poverty and the resulting increased levels of social exclusion and marginalization of racialized communities in Ontario

As is well documented the gap between rich and poor in Ontario (and Canada) is widening generally, but what is much less well understood is that the impact of this growing gulf is being much more profoundly felt by racialized group members – both First Peoples and peoples of colour. The increasing "racialization" of all the major social and economic indicators can be gleaned not only from the statistics on income and wealth, but also from any one of a number of different measures – such as the increasing rate of incidence and ethno-racial differentials with respect to targeted policing, inequalities with respect to health status as well as learning outcomes (eg. higher drop out rates among racialized learners), and the re-emergence of racialized residential enclaves. All of these are products of the growing social and economic exclusion of racialized groups from the so-called mainstream of society.

The growing exclusion of racialized group members in Ontario in particular has in fact led to what some social scientists have described as the racialization of poverty. In the words of Prof. Grace-Edward Galabuzi of Ryerson University, we're creating an "economic apartheid" in Canada, and the trend will continue until and unless action is taken to address and redress the underlying structural and systemic inequity.

Colour of Poverty – Colour of Change is working to build concrete strategies, tools, initiatives and community-based capacity through which individuals and NGO's (especially those reflective of the affected racialized communities) can begin to develop coherent shared action plans, including creating effective coordinated strategies for collaborating with mainstream policy analysts and institutions, anti-poverty advocacy groups, governments, funders and the media so as to best work together to address and redress this disturbing and growing structural or systemic ethno-racial inequality.

The **Colour of Poverty – Colour of Change** Steering Committee membership currently includes Access Alliance Multicultural Health & Community Services, the African Canadian Legal Clinic, the Canadian Arab Federation, the Chinese Canadian National Council - Toronto Chapter, the Council of Agencies Serving South Asians, the Hispanic Development Council, the Metro Toronto Chinese & South East Asian Legal Clinic, Midaynta Community Services, the Ontario Council of Agencies Serving Immigrants (OCASI), the South Asian Legal Clinic of Ontario, the Thorncliffe Neighbourhood Office - with two research and academic members - Prof. Grace-Edward Galabuzi, Ryerson University, Toronto and Uzma Shakir, Economic Justice Fellow, Atkinson Charitable Foundation.
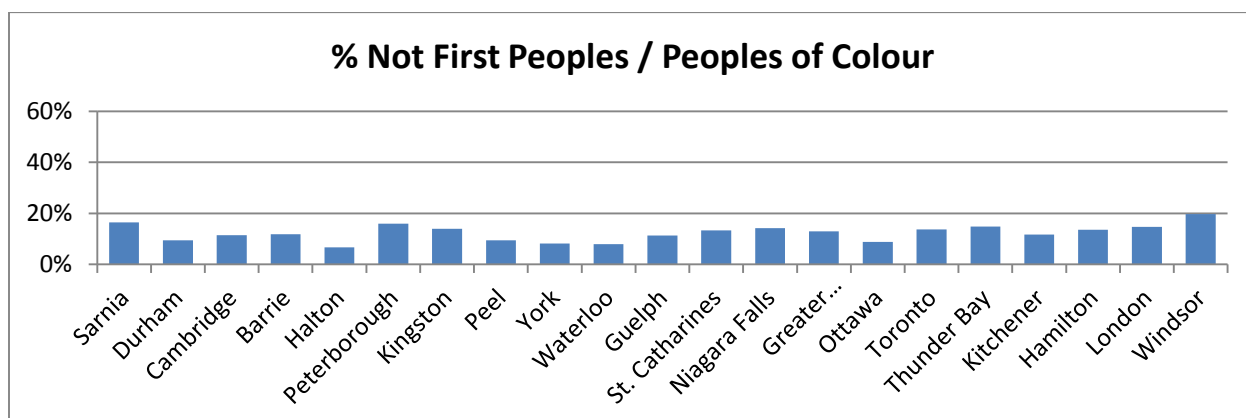

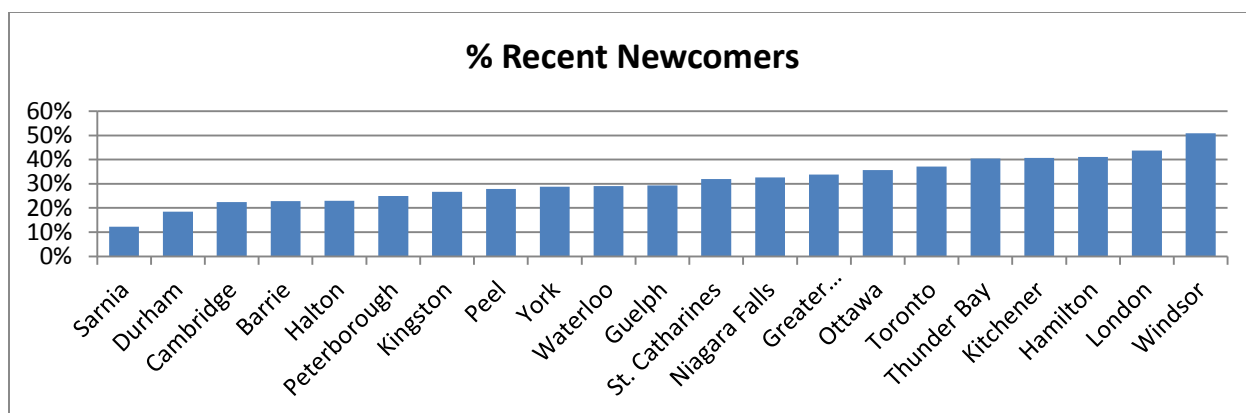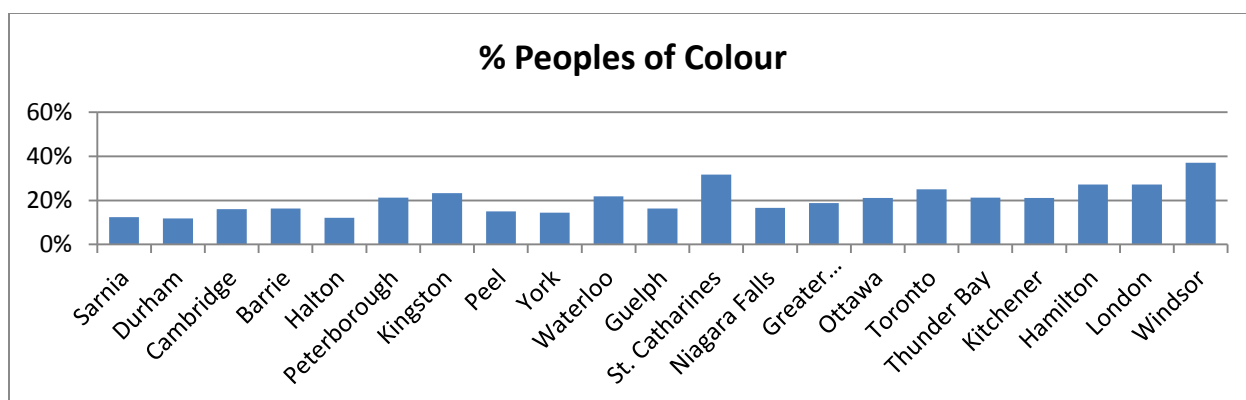**Colour of Poverty – Colour of Change**
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Racial Equity   Human Dignity   Social Justice

Municipal Rates of Poverty in Ontario for Select Groups (LIM-AT 2011*)

% Indigenous Identity / First Peoples

% Peoples of Colour

% Recent Newcomers

% Not First Peoples / Peoples of Colour
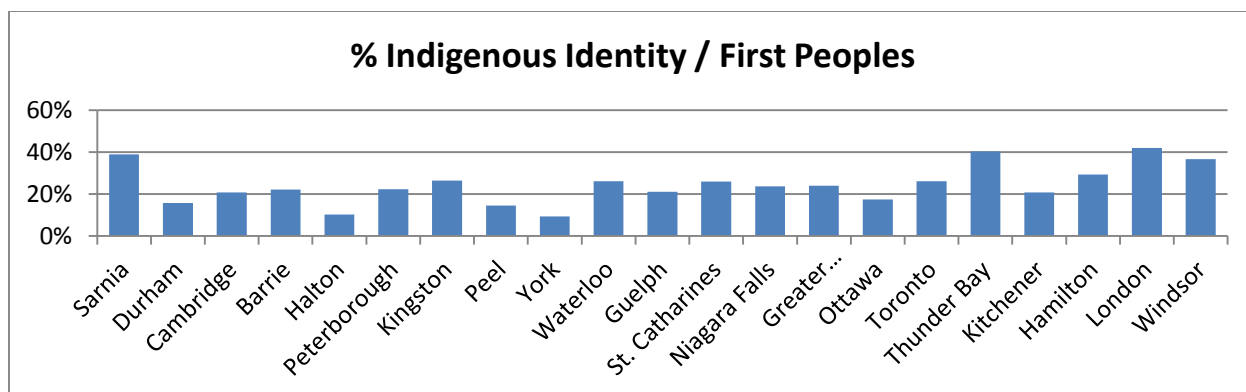
* LIM-AT = Low Income Measure – After Tax (2011 taxation year)

% Low Income by Ethno-Racial Group – Ontario 2006

% Low Income by Ethnic Groups, Ontario 2006

Ethnic Group	% Low Income
Somali	70
Afghan	56
Bangladeshi	49
Ethiopian	49
Pakistani	43
Korean	43
Iraqi	41
Arab, n.i.e.	40
Iranian	36
Black	34
African, n.i.e.	28
Sri Lankan	26
Lebanese	25
Vietnamese	25
Jamaican	24
Chinese	24
East Indian	19
Spanish	18
Russian	17
Filipino	14
Greek	14
Japanese	13
Canadian	12
Portuguese	12
Ukrainian	12
Polish	11
British Isles, n.i.e.	11
English	10
Italian	9

Source: Statistics Canada 2006 Census. Graph by D. Patychuk 10/2010