



Reducing Racism Through Shared Experiences

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Magnetic North
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Outline



History of KLMG



Changing Landscape: Increase of Immigration



Learnings and Recommendations (Shared Experiences)



Summary

Kirkland Lake Multicultural Group (KLMG) was founded in 2008

- Small group of newcomers from non-English backgrounds are feeling isolated
 - Decide to meet regularly in each others homes to practice English
 - Becomes an invaluable support network, creating social connection and reducing isolation
 - Unforseen advantages included:
 - Sharing of culture
 - Feelings of cultural pride
 - Exchange of food
 - Exchange of stories
 - 'Family' away from home
 - Support group to navigate challenges of living in Northern Ontario









KLMG takes root in Kirkland Lake and was incorporated in 2015

Multicultural group takes root in KL

KIRKLAND LAKE - Kirkland Lake has a long history of being a multicultural community and on Sat. Oct. 13, from 1 p.m. until 4 p.m.,

This will be the first time mins. this type of event is being wanted to share their cul-

really exciting to have a event, Angus said, started at munity.

and shared their cultures Town of Kirkland Lake.

He said that in the earlier

As well Angus is very people from different cultion people will be given days, many immigrants pleased that Branch 87 of tures and they see first hand five tickets that they can came to Canada and were the Royal Canadian Legion how people help each other exchange for food sent North where they and a number of local busi- out in the community. ended up working in the encesses have stepped up to Chantal Bruneau, Con- wearing their cultural the many cultures that make ents did, he said, adding includes swashka Laborato fices, TD Canada Trust Kirk-gration work in the office That is what his grandpar-includes Swastika Laborato-said they do a lot of immi-questions the publichave. that 68 nations are repre- land Lake Branch, N L Traf- and they want to see people a number of ervice

with each other. Now that TD Canada Trust Manager event on Saturday, the big started the multicultural tures with others and at the the MP said, it is time for embraces multiculturalism.

KIRKIAND LAKE IS DOUBLING, the MP said, it is time for embraces multiculturalism. Kirkland Lake is booming, David Dickinson said the TD hall at the Legion will have group and they now have same time contribute to the Kirkland Lakers to get to He noted he too was an able to taste various foods.

He noted he too was an able to taste various foods.

group. This group has because the property of the noted he too was an able to taste various foods.

number of other communicery stores and they started noted a big portion of their Army's Food Bank.

sponsor the event. The list stituency Assistant for Angus clothes and will anser any sented in the mines in Tim-fic Management, Kirkland not just move in but to also providers will be set up giv-Lake Gold, OPP Association put down roots in the comheld in Kirkland Lake and it looked out for each other Repair, McDonalds and the belongs to them. Angus said the immigrants Branch 12N, Speedy Auto munity and feel like it services that are available in

immigrant 20 years ago and There is no admittance This multicultural day was accepted into the com- charge but people are asked multicultural day in Kirkthe grassroots level with

Lauren Bailey and Bailey
food item, which will be
The group is about starting
in the schools we live in
the schools we live in

land Lake, noting that a people meeting at the gronumber of other communinumber of other com

New Mining Act regulations kick in Nov. ration plans and apply for As well regulations con- include consultation of First licence will also have to take

KIRKLAND LAKE - Area prospectors are learning

permits. While the regula- cerning what is eligible for Nations. Another change to the course, Prospector have prospectors have until April released and again there are companies can voluntarily but if they want to sub-1, 2013 to comply. They will changes. Work recording do rehabilitation work on about the regulations in have to know the new regu-

tion goes into effect Nov. 1 assessment credit have been the new Mining Act is that two years to take the ourse





Growth in early years (2015-2019)

- Now run by coordinated volunteers with regularity
 - Place for volunteers to do outreach
 - Some activities were established
 - Actively reaching out to more newcomers
 - Meeting at local establishments
 - for better access (i.e. coffee shops)
 - for high visibility
 - to reduce barriers of engagement
- Focus is to attract new Canadians
 - To offer support
 - To have fun together
 - To reduce Isolation for families (i.e. children knowing others kids)
- Offering services and working with the community to raise awareness, fundraise and to continue the grow the KLMG







Taste of the world (Community Event)

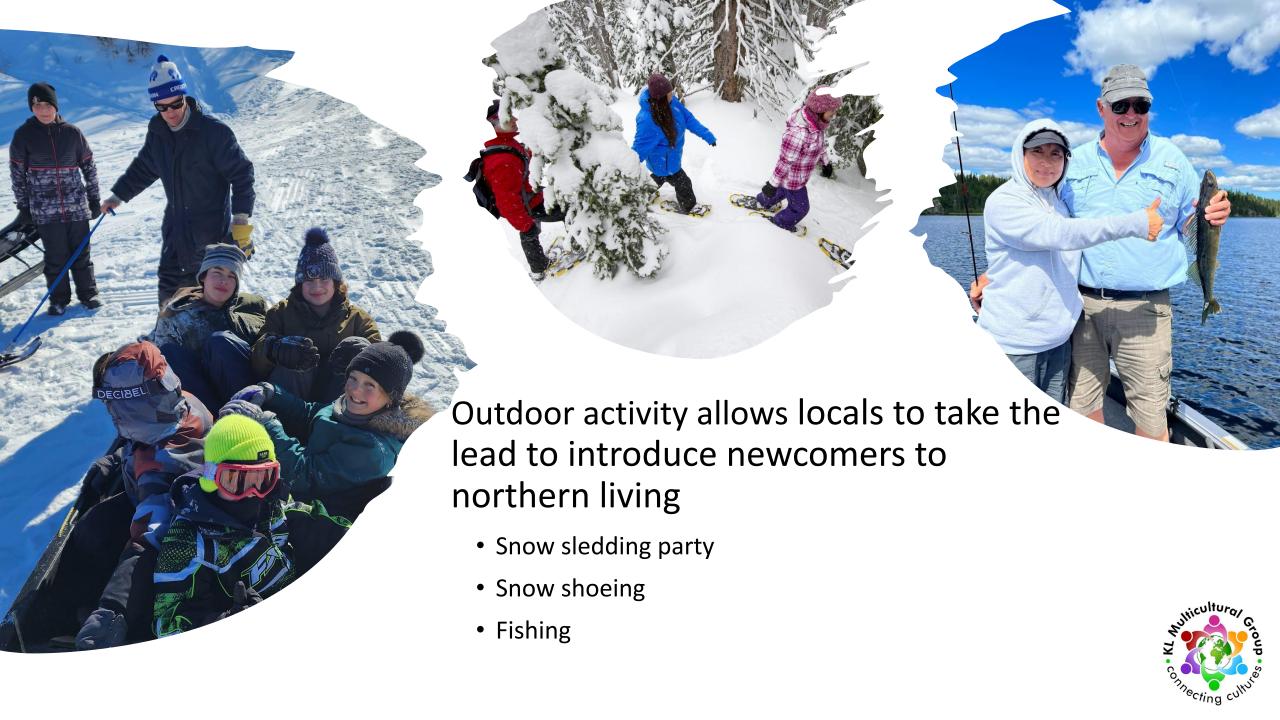
- Even if you cannot speak English well, sharing food can lead to positive experience
- Connecting/serving as a link to foster positive relationships between newcomers and locals
- Serves as fundraising event





The Stope (2019-Present)

- KLMG moves to a highly visible safe space
- Unofficial welcome center of Kirkland Lake
- Regular planned activities
 - Opportunity for members to share their passions
- First Grant awarded(2022) for Anti-RacismAnti-Hate project



Newcomers and Locals celebrating together

Weddings, Local events, holidays











Expansion- KLMG Connecting the community

- In **welcoming** all newcomers (i.e. Canadians and immigrants) in Kirkland Lake and surrounding areas
- Connecting/serving as a link to foster positive relationships between newcomers and locals
- Giving short and long term support in the community through orientation, help in settlement, integration and social connection and education opportunities
- Networking with institutions and local chambers, schools and other community group driving positive change in the community







World Chats-Connecting Cultures





One multicultural family





40+ countries and counting coming together in one community







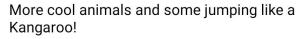
Education through shared experiences

Neutral space, non threatening and positive experiences:

- Tea Time around the World
 - (What does 'tea time' mean in different countries)
- Stories from Around the World
 - (Stories and craft, for children and families)
- The Blanket Exercise
 - (Education opportunity to understanding Indigenous History)













Partnering with the community



Changing Landscape due to immigration

- Due to the workforce shortage, there is a targeted immigration policy that needs to be recognized
- Hence, the population increase will come from immigration
- As a consequence, minorities are now becoming more visible in Northern communities
- Increased risk of racism and prejudice if not engaging and considering the community





June 26, 2022 · 😝

Racism in Kirkland Lake







Charlie Angus NDP - NPD · Follow
June 26, 2022 · ❸

I was sickened to see the race hate and vandalism targeting a business in Kirkland Lake. This language is unacceptable. Vandalism and threats are unacceptable. These are crimes and must be treated as such.

Our region has worked so hard to be a welcoming community. The KL Multicultural Group is a model for bringing people together.

We cannot let intimidation, race hatred and slurs define who we are. We are better than these knuckleheads.

Ose Anna McPherson, Irina Poljakov and 136 others

13 comments 10 shares

- -Local incidence of racism toward newcomer's business
- -Community and local businesses rally behind victims
- -KLMG collaborates with St Cyr and Associates for the Photography exhibit "Neighbors"



"Neighbors"- people in the area born outside of Canada

Shared experiences to combat racism

- The winning formula for KLMG is to break down barriers and create a positive community by creating opportunities for newcomers and locals to have a positive shared experience
 - Negative experiences □ positive experiences and fun
 - Limited understanding
 education and curiosity
 - Unfounded fears □ dispel myths and prejudice
- This has become an organic way to bring awareness to other cultures - our similarities and differences and celebrate them all
- These shared experiences allows everyone to listen, learn and respect





Stakeholder promoting shared experiences

- Leadership and cultural shift within your own establishments to drive acceptance and connection for newcomers
 - Celebrate differences and similarities within your own workplace (ex. Potlucks, tea times, cultural/religious celebration)
 - Undertaking cultural awareness accreditation courses
- Recognizing employees who could benefit from social support
 - Sponsoring KLMG membership
 - Including social supports as the orientation package
 - Actively introduce new employees to social /community /interest groups
- Bridge the gap between newcomers and the community
 - Bringing community groups to the table
 - Partnering in events
 - Financial support
 - Giving time and attendance to events
 - Supporting, encouraging and recognizing employees that contribute to the community



Summary

- Kirkland Lake is a diverse community with a growing and visible minority
- Kirkland Lake Multicultural Group becomes a shared cultural platform for newcomers and locals to support and learn from each other
- KLMG's activities are good catalyst to reduce racism through shared experiences
- Leaders, members of the community can support activities or organizations that promote shared experiences by:
 - Leadership and cultural shift within your organisation
 - Recognising Employees
 - Bridging the Gap
 - Support Community groups

Thank you for your time, we hope you will join us!

KLmulticultural@gmail.com Facebook: KLMG

FB private group: KL Multicultural

