



Kirkland Lake Multicultural Group

Ontario 

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
- Unforeseen 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





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-Racism Anti-Hate project





Outdoor activity allows locals to take the lead to introduce newcomers to northern living

- Snow sledding party
- Snow shoeing
- Fishing

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



KL Multicultural Group

Adm Sandra Reygada Licuime · Dec 16, 2022 · 🧑

Wonderful evening!!!! ❤️ 🇨🇦 🇩🇪 🇹🇷 🇧🇪 🇸🇮 🇷🇺 🇮🇳 🇵🇪 ❤️ and amazing New Volunteers Welcome!!!!



Marjorie Johnson and 34 others 5 comments

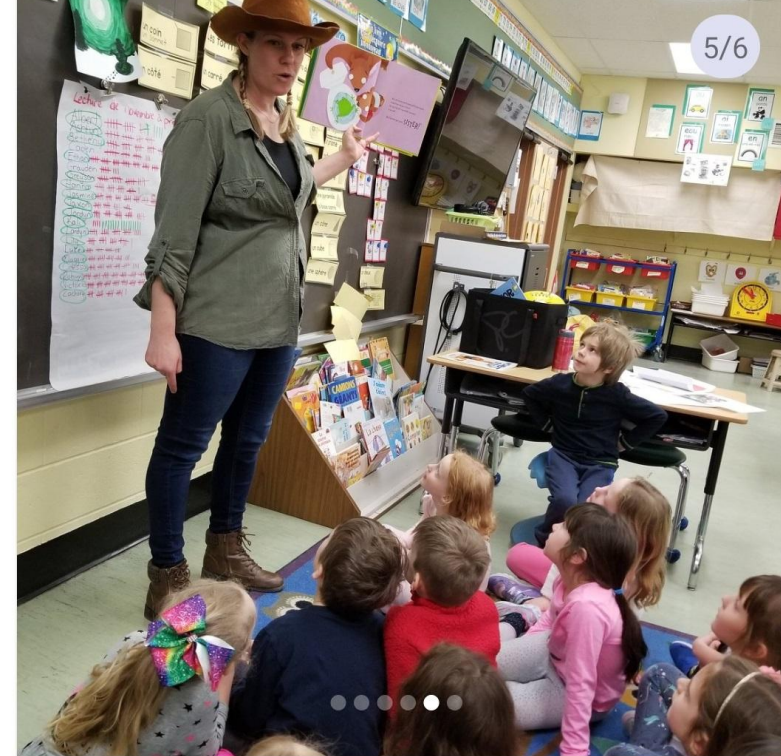
40+ countries and counting coming together in one community



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)



More cool animals and some jumping like a Kangaroo!



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



Racism in Kirkland Lake

June 26, 2022 · 🌐

Some body tonight damage my property because I am brown person try to doing business and they are not allowed to doing business in this city. Day by day they are try to stop me.



Charlie Angus NDP - NPD's Post



Charlie Angus NDP - NPD · Follow

June 26, 2022 · 🌐

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.

👍🙄 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

The Kirkland Lake Multi-Cultural Group

...the First Peoples on

A small informational card with text and a small flag icon.

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!

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Facebook: KLMG

FB private group: KL Multicultural

