

# Welcoming Communities Webinar

Addressing the Cuts Left Behind: Anti-Racism and  
Discrimination Initiatives for an Inclusive Northern Ontario

Tuesday, February 15 from 9:00 AM to 10:00 AM EST



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**WELCOME**  
**WELCOMING COMMUNITIES: FEBRUARY 15<sup>TH</sup>**  
SUDBURY LOCAL IMMIGRATION PARTNERSHIP  
NORTHERN POLICY INSTITUTE  
FEBRUARY 15, 2022  
SUDBURY, ON



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# Land Acknowledgement

- NPI and SLIP would like to acknowledge the First Peoples on whose traditional territories we live and work. We are grateful for the opportunity to have our offices located on these lands and thank all the generations of people who have taken care of this land.
- Each community is home to many diverse First Nations, Inuit, and Métis Peoples.
- We recognize and appreciate the historic connection that Indigenous people have to these territories. We support their efforts to sustain and grow their nations. We also recognize the contributions that they have made in shaping and strengthening local communities, the province, and Canada.

# About Northern Policy Institute

.... a **think tank** that conducts **independent** policy work, to provide **evidence-based solutions** to sustain and grow the regions of Northern Ontario

- Independent
- Non-partisan
- Evidence-based
- IN and FOR the North



# Northern Analyst Collective (NAC)

- The Northern Analyst Collective, a project of Northern Policy Institute, will allow members to “time share” a professional policy analyst. By merging our collective resources we can ensure that the smallest municipality or local charity can access high-end skills at an affordable price.

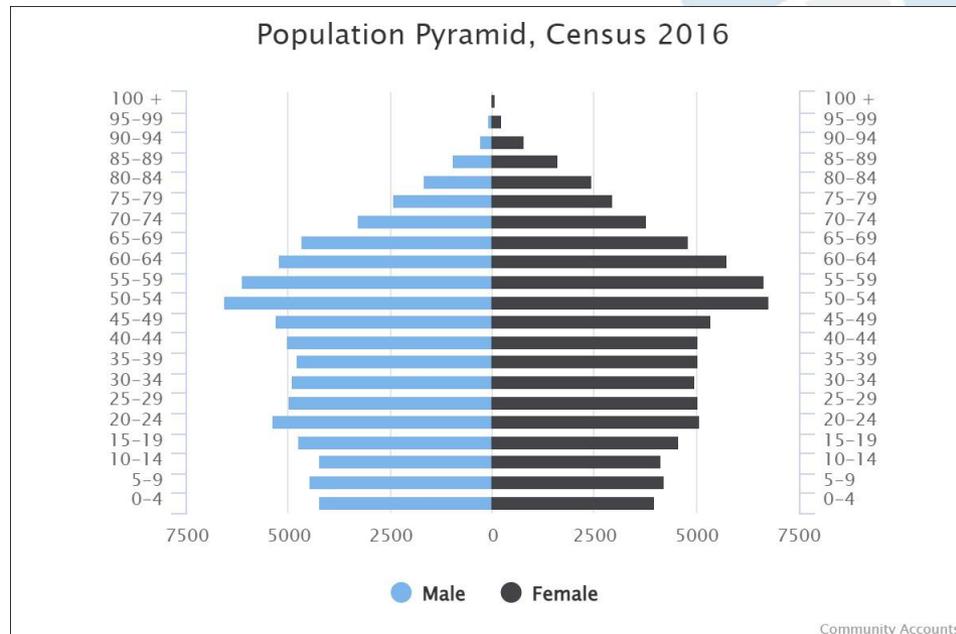


# About Sudbury Local Immigration Partnership

- The **Sudbury Local Immigration Partnership** (SLIP) focuses on the development of different initiatives to ensure that Greater Sudbury continues to be a welcoming community for newcomers of all walks of life.
- The SLIP fosters an inclusive, engaging and collaborative environment with local stakeholders to identify issues, share solutions, build capacity and preserve collective memory for the purpose of ensuring the attraction, settlement, inclusion and retention of newcomers in the City of Greater Sudbury.

# Background: Greater Sudbury, ON

- Based on the 2016 Census...
  - Total population: 161,645 people
  - Indigenous population: 15,055 peoples (9.5% of total population)
  - French as a mother tongue: 25.6% of total population
  - Immigrants: 9,290 people (5.7% of total population)
    - Non-permanent residents: 710



# WHY IMMIGRATION MATTERS IN GREATER SUDBURY

Out-migration, low immigration rates, rising life expectancy, and declining fertility rates have highlighted the continued need for a **strong population growth focus**.



In Greater Sudbury, it is estimated that adding **500 new immigrants to our workforce** earning just average incomes would generate **41 million in new spending**:

**\$4 Million**



Grocery and restaurants

**\$5.5 Million**



Transport

**\$7 Million**



Rent, mortgage, electricity and property taxes



Healthy immigration rates can help to **fill demand** for occupations such as **crane operators, drillers and blasters, physicians, dentists and veterinarians**, which are projected to increase by **3-4% every year by 2026**

## 36,000

people in Greater Sudbury are estimated to **retire** from the workforce in the next 15 years, but only **25,000 people** will be available to replace them.

Immigrants in Greater Sudbury **contribute a higher stock of collective skills**, knowledge, and abilities compared to Canada as a whole. This has **positive effects on economic growth**.



In 2016, **165 different ethnic origins** made up the Greater Sudbury community



Almost **1 in 5 people** in Greater Sudbury were either **born or their parents were born outside of Canada**

Through **diversity**, our community can continue to draw on a larger range of skills and experiences to **help solve issues**.



## #GreaterTogether



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# Welcoming Initiatives for an Inclusive Northern Ontario – Best Practices

- These cases exemplify various tactics employed in a variety of cities and towns that represent **different population sizes, geographic locations**, and both **individuals, organizations**, and **municipalities**.
- Although these cases all applied different approaches to creating more welcoming communities they all focused **on highlighting lived experiences** and recognized how **multi-dimensional racism** is, requiring multiple strategies to confront.

# Srimoyee Mitra – Glenhyrst Art Gallery of Brant

- This exhibit, *Crossing Lines: An Intercultural Dialogue*, explores how **Indigenous peoples** and **newcomers** co-exist and experience racism together
- The exhibit's goal was to mount an exhibition that demonstrated the **common themes** and **experiences** of both groups, hoping that the attendees would learn something from the **shared hardships** represented in the art pieces.
- In this sharing of art and dialogue, it was found that **both demographics** often **experienced mislabeling** and had similar experiences and **histories** of **marginalization** and **colonization**.



Source: Stamps School of Art and Design

# City of Saskatoon – “I am the Bridge” Campaign

- The City of Saskatoon recognized that racism could take many forms and combatting it requires **conversation** to **confront** the **misconceptions** that locals have toward newcomers
- In 2016, the city invited residents to **submit videos** in which they talk about their **personal experiences with racism** in the community, and how they propose the city and its residents eliminate it.
- In 2019, the City of Saskatoon undertook construction to transform a pathway under a bridge into a place where people could gather and celebrate culture and difference through music, film, art, and conversation



Source; PAVED Arts

# Hamilton Centre for Civic Inclusion – #HamiltonForAll Campaign

- The **#HamiltonForAll** social media initiative aimed to **address misconceptions** and **stereotypes**, drawing attention to similarities while still celebrating differences.
- The hashtag was used on **positive social media posts** about newcomers in Hamilton.
- Although the #HamiltonForAll campaign has officially ended, it resulted in several new programs and services inspired by the dialogue that occurred about racism and community exclusion.



# LUSO Community Services – Cultural Awareness & Sensitivity for Housing Program

- Introduced in 2016, the program targets representatives of the housing and rental sector in London to provide better support, **resources**, and **training** so that the sector is able to create and maintain **positive relationships with newcomers**
- The program **works directly with landlords**, superintendents, and other housing representatives to help them **develop awareness of the needs** of the **newcomer community** to **prevent discriminatory practices**

## LUSO making a difference

466

housing  
representatives  
received tools  
developed

1,615

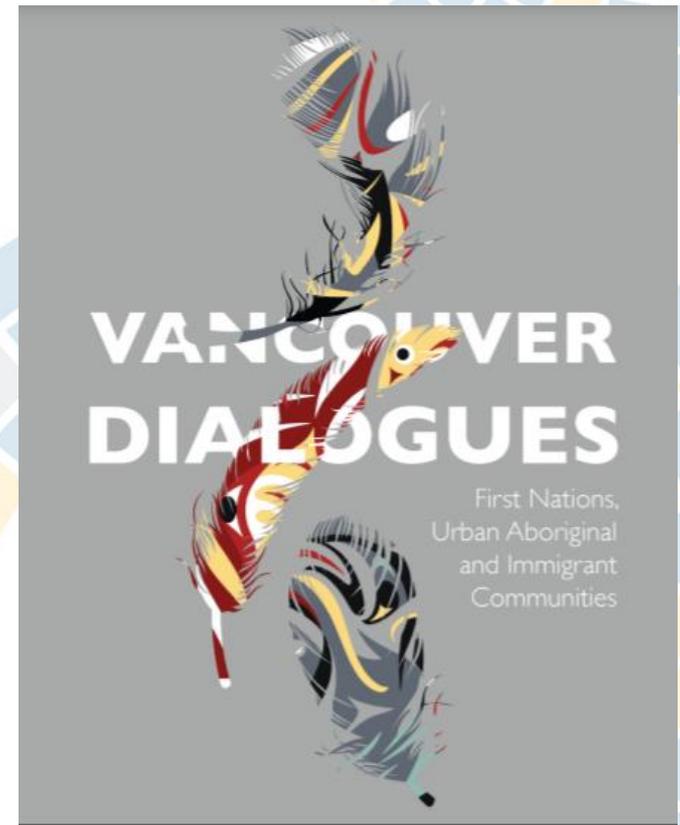
newcomers  
benefited from  
resources  
created

15

tools developed  
to support 3  
different cultural  
groups

# City of Vancouver – Dialogues Project

- A series of **dialogue circles** to bring together **newcomers** and **Indigenous peoples** to share stories and perspectives on social **inclusion**, social **exclusion**, and **community relations**.
- The circles were hosted at significant locations across Vancouver, including First Nations land and newcomer settlement organizations
- Common themes and concerns arose in the circles, including **racism**, **identity**, **language**, and **healing**.
- Participants, regardless of their origin, realized that they had **many shared experiences**, which prompted an understanding and appreciation of one another



# Key Findings

## 1. Individuals, community organizations or services, and municipalities can organize successful anti-racism initiatives.

- Community change requires **wide-scale** and **long-term** efforts to reduce the barriers and create truly welcoming communities.
- Anti-racism initiatives and programming must be accompanied by **larger institutional change**.

# Key Findings

## 2. Dialogue needs to be made a priority in anti-racism programming and initiatives.

- **Dialogue**, whether structured or not, helped participants overcome confusion and negative feelings toward one another.
- It also presented what appeared to be a much-needed **opportunity** for **asking questions**.

# Key Findings

## 3. Instances of racism need to be dealt with and victims supported.

- Municipalities can promote the values of anti-racism and anti-discrimination in their communities by **promptly** and **actively responding to incidents**.
- They should do this by **collaborating** with community organizations and law enforcement bodies to **establish and support** ways to **identify, monitor** and **respond** to acts of racism, such as hate crimes

# Key Findings

## 4. Newcomer retention and reconciliation efforts need to occur side by side.

- By recognizing the unique benefits of **participation** from **newcomers** and existing **diverse communities**, cities looking to improve welcoming efforts will do so in a more effective manner, thereby minimizing systemic racism against Indigenous peoples and all those who identify as marginalized
- The **experiences** of Indigenous peoples **vary** from that of racialized communities and, thus, **feedback** and **active participation** from both groups is necessary.

# Key Findings

- 5. Anti-racism policies and programs need to be continuously developed and reviewed with participation from Indigenous communities and those who identify as marginalized, AND must be accompanied by larger institutional change**
  - Municipalities should review old and new by-laws to make sure they conform to human rights principles and the Ontario Human Rights Code.
  - **Establishing by-laws** is among the most powerful tools available to municipalities.

# What's Next?

- These cases can be used to steer the direction of Greater Sudbury and Northern Ontario communities
- These best-practices can be used to complement and strengthen ongoing initiatives. If the efforts don't already exist, this information can be used to implement new initiatives
- Of course, these initiatives must be coupled with other efforts at the community, provincial, and federal levels

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Merci. Miigwech.

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# Measurement Month

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Collaborating to collect  
comparable data in  
Northern Ontario



Coordinated by Northern Policy Institute  
with partners from across Northern Ontario

Master survey landing page:  
<https://www.northernpolicy.ca/measurement-month>