

Peel Anti-Black Racism Project

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THREE GOALS OF THE PROJECT

01.

Addressing misconceptions
online regarding racism and
conceptualizing ways to combat
them

- Specifically, to combat
microaggressions within the Peel
community
-

02

To assess the level of misinformation on social media and other alternative news platforms

03.

To assess the susceptibility of individuals to believe information based on their primary news source

- Additionally, to assess how misinformation impacts individuals' views and perspectives on racism and racialized individuals
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LITERATURE REVIEW

LITERATURE REVIEW: OVERVIEW

LITERATURE REVIEW: MEDIA'S INFLUENCE ON
MICROAGGRESSIONS

LITERATURE OVERVIEW: MENTAL AND PHYSICAL IMPACTS OF MICROAGGRESSIONS

Mental Health

- Isolation, hopelessness
- Low self-esteem/confidence
- Anger and stress
- Depression, anxiety, PTSD, suicidal ideation
- Exhaustion and sleep dysregulation
- Black males likelier to develop more severe mental health conditions

Accessing Mental Health Services

- Stigma around mental health
- People from racialized communities face more cultural stigma for mental health struggles
- Lack of culturally appropriate services in the Region of Peel
- Criminalization of mental health by various organizations

Physical Health Impacts

- Direct correlation between mental health impacts from microaggressions leading to physical health difficulties
- Higher blood pressure
- Cardiovascular diseases
- Chronic pain
- 1.6x higher mortality rate for Black people compared to white populations

LITERATURE REVIEW: EDUCATIONAL, ECONOMIC & SOCIAL IMPACTS OF MICROAGGRESSIONS

- **Educational**
- Because of teacher apathy and microaggressions from students and staff:
 - Black students were streamed into applied and locally developed courses
 - Discouraged from pursuing higher education
 - Receiving harsher discipline
 - Disproportionate suspension and expulsion rates
 - High dropout rates
- Black girls received fewer resources and attention in academics and athletics
- **Economic**
- Driven towards precarious work and economic challenges
- Unstable employment and unlivable income
- **Social**
- Being followed, accused of wrongdoing, treated suspiciously when driving nice vehicles
- Asked where they were from and if people could touch their hair
- Refused bank loans and rentals, experienced unfair hiring practices, negative interactions with police, negative healthcare experiences
- Difficult work life resulting in exclusion from family activities and access to social services

LITERATURE REVIEW: RECOMMENDATIONS

01 **Ministry of Education's Anti-Racism Policy**

- Implement all 27 directives, with over 54 actions immediately
- As of September 2022, only 5 were implemented
- Expand policy to include microaggressions and subtle racism
- Increase frequency of reports

02 **Training**

- Anti-racism training combined with Equity, Diversity, and Inclusion/Inclusivity (EDI) training
- Training for school staff to school board

03 **Curriculum**

- Adjusting curriculum to reflect Black Canadian culture
- Focus on Black excellence and Black Canadian figures rather than Black pain
- Show content and teach courses developed by Black youth

04 **Hire staff reflective of student body**

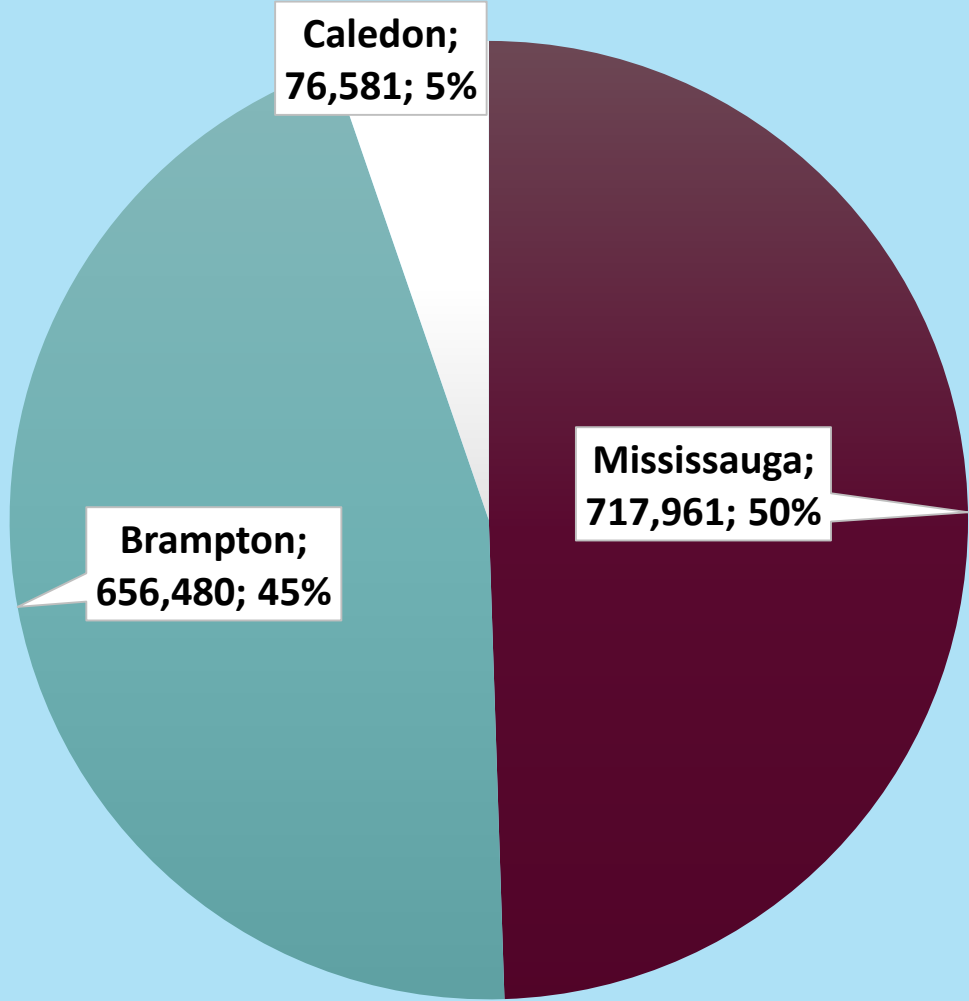
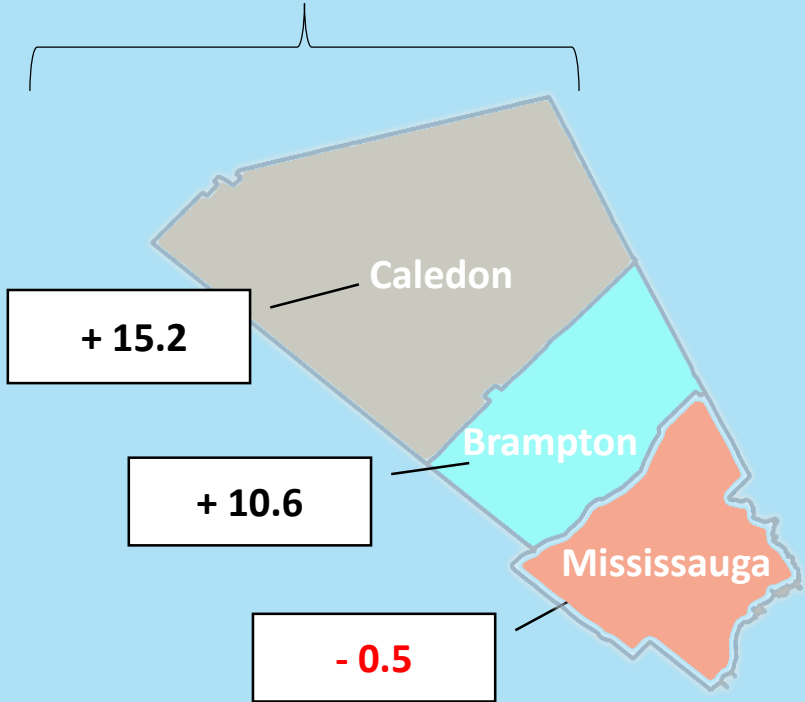
- In 2020, in the PDSB, 70% of the staff were white, when only 16% of the students were white
- Hire more Black teachers and guidance counsellors to promote achieving post-secondary goals and reduced microaggressions
- It also increases GPAs and retention of BIPOC students

PEEL BLACK COMMUNITY DEMOGRAPHIC ANALYSIS

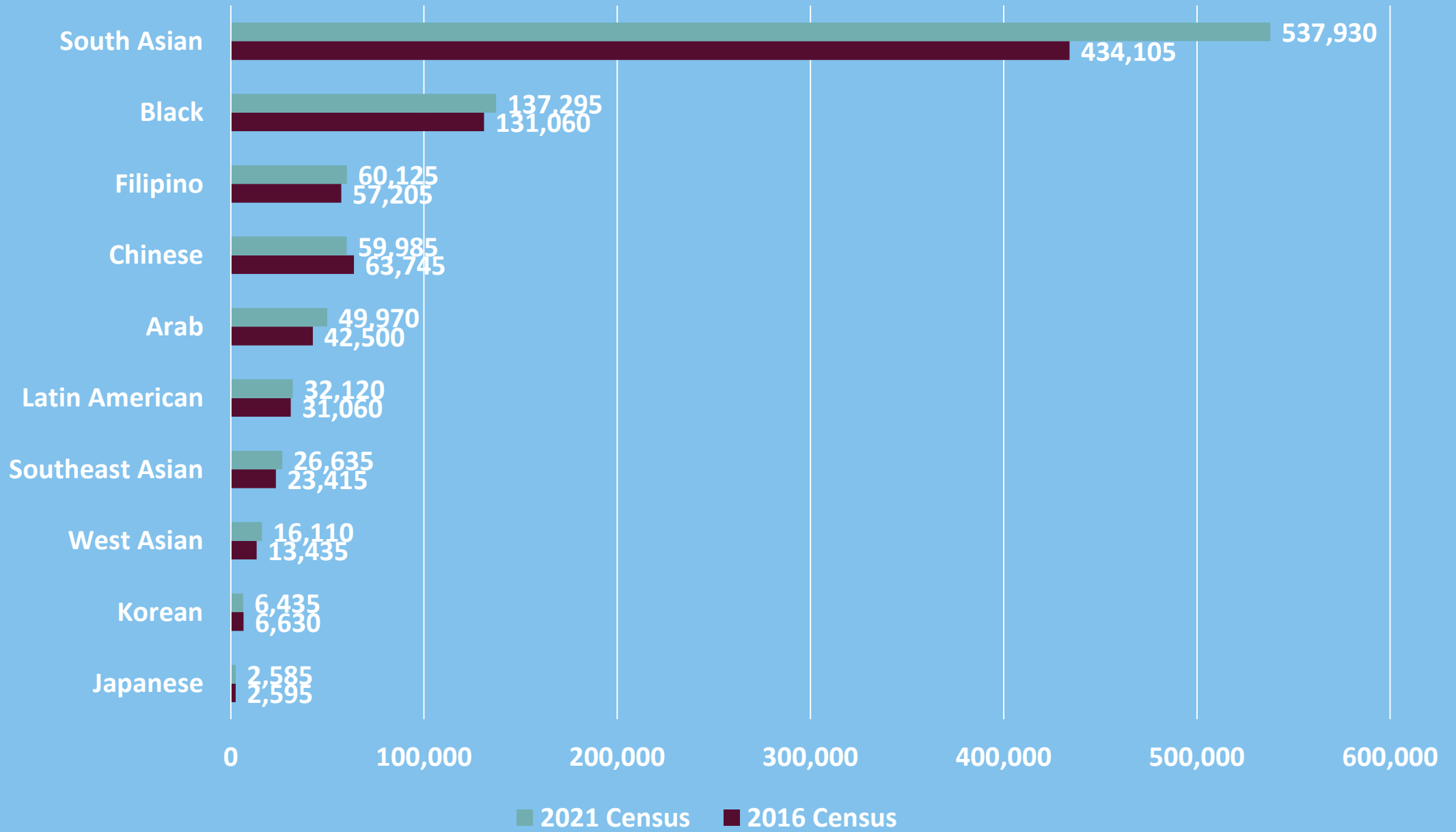
2021 Census - Region of Peel Total Population: 1,451,022

Population Percentage Change 2016 to 2021

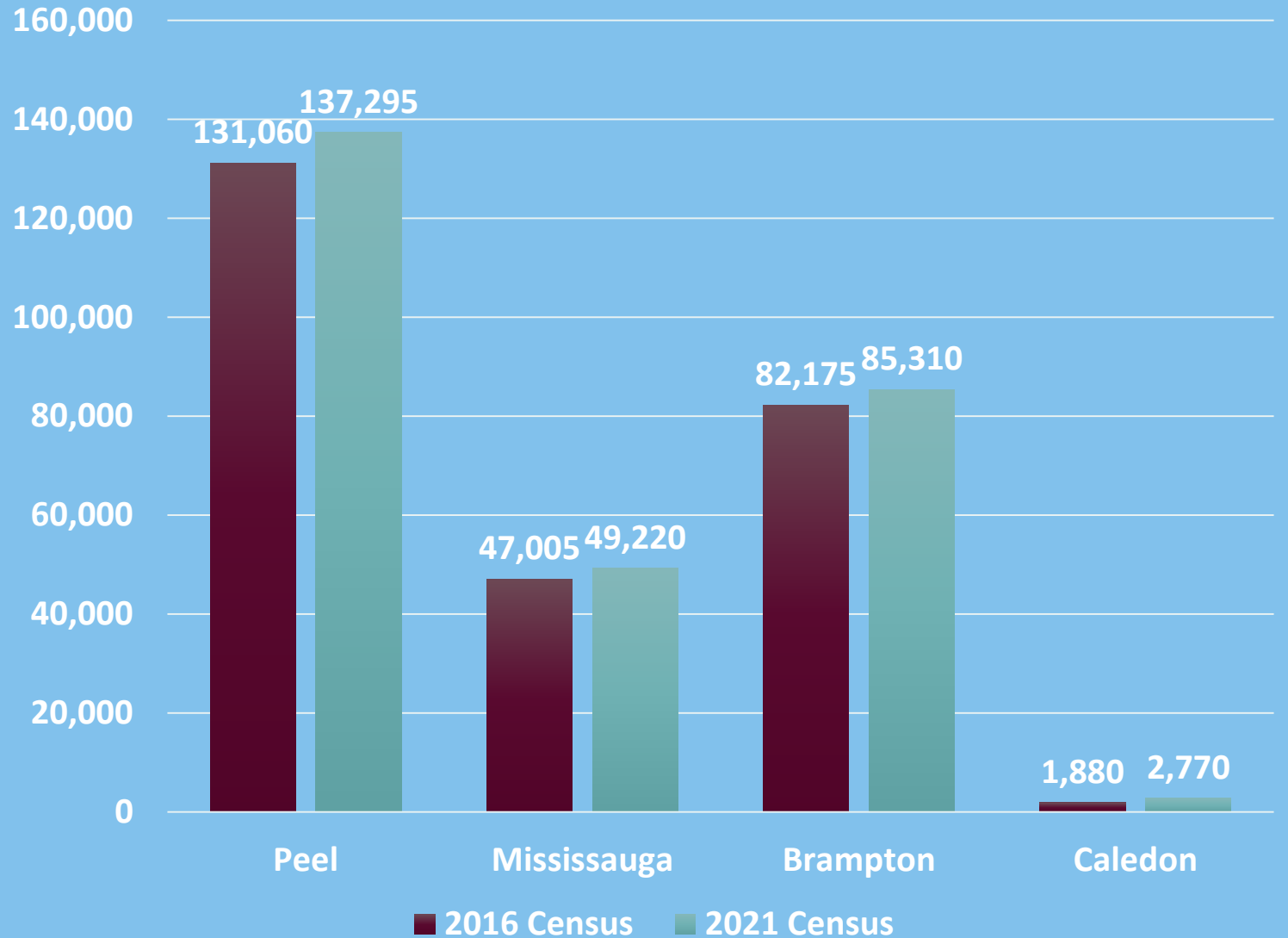
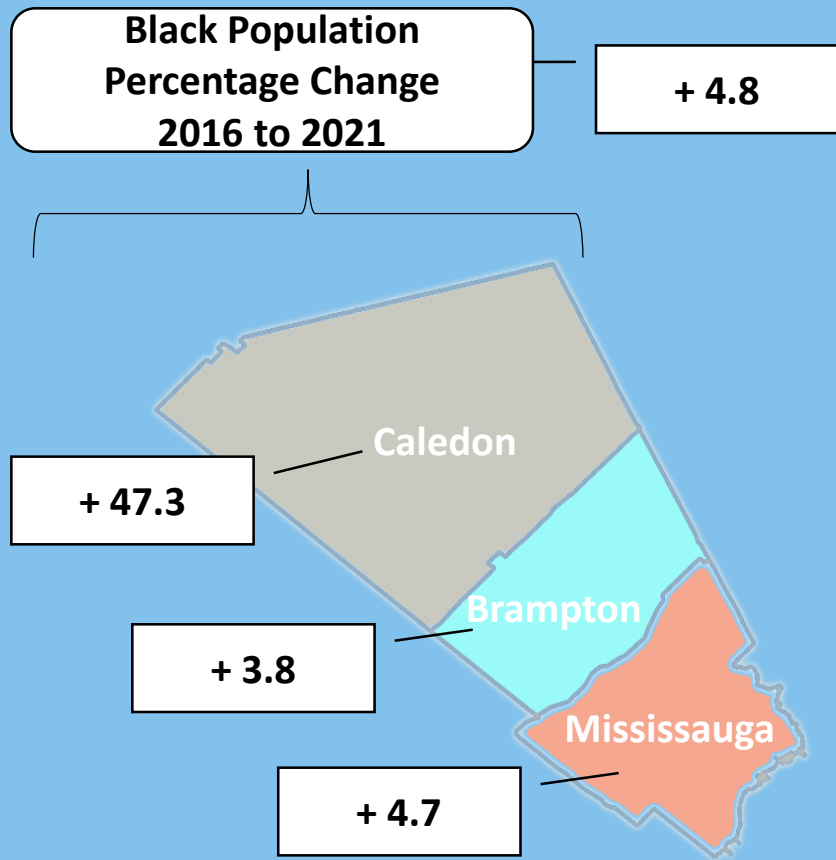
+ 5.0



Population of the Top 10 Visible Minorities in the Region of Peel - 2021 and 2016 Census

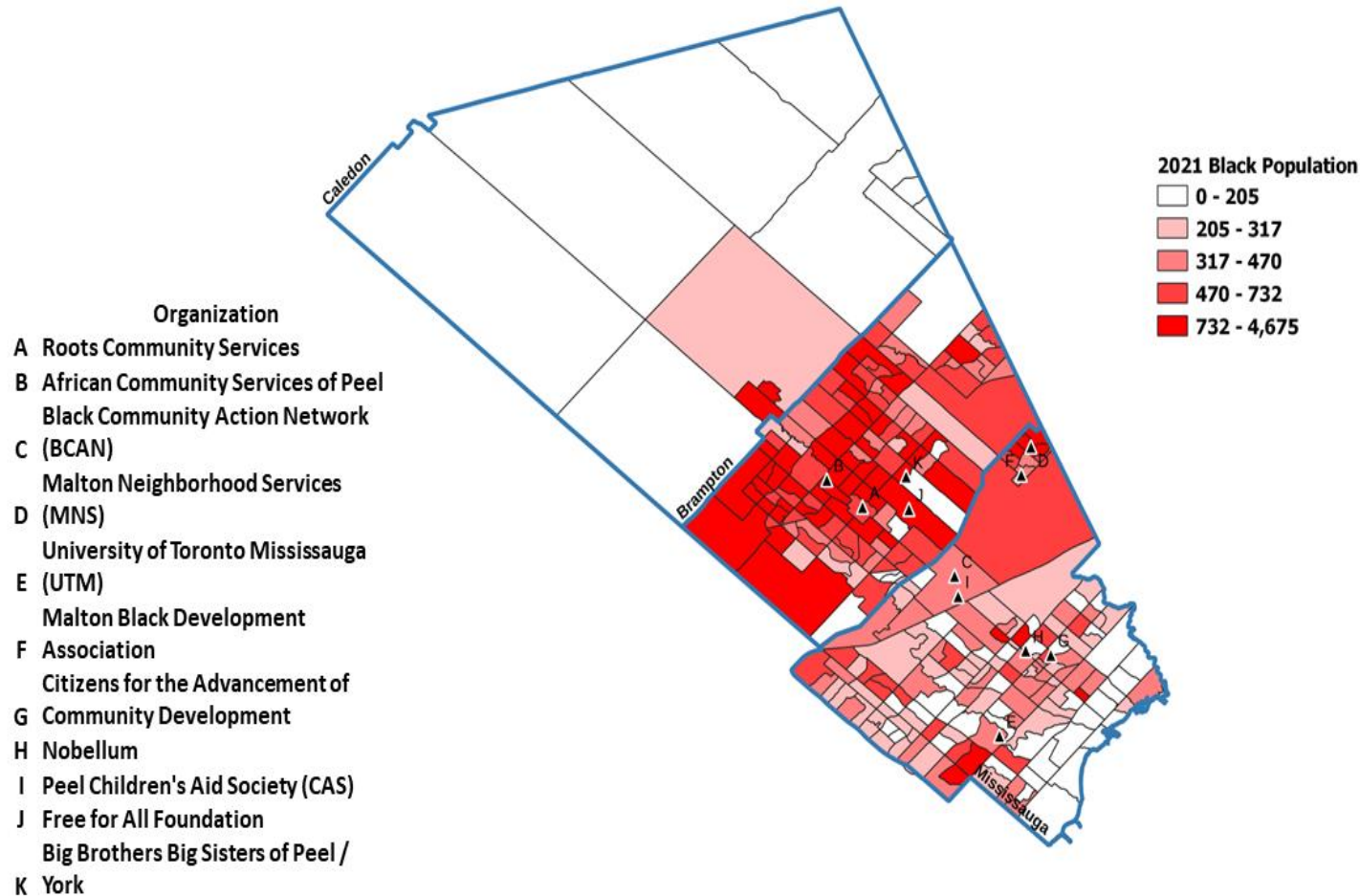


Black Population in the Region of Peel by Municipalities - 2016 and 2021 Census



2021 – CENSUS BLACK POPULATION DISTRIBUTION BY CENSUS TRACK

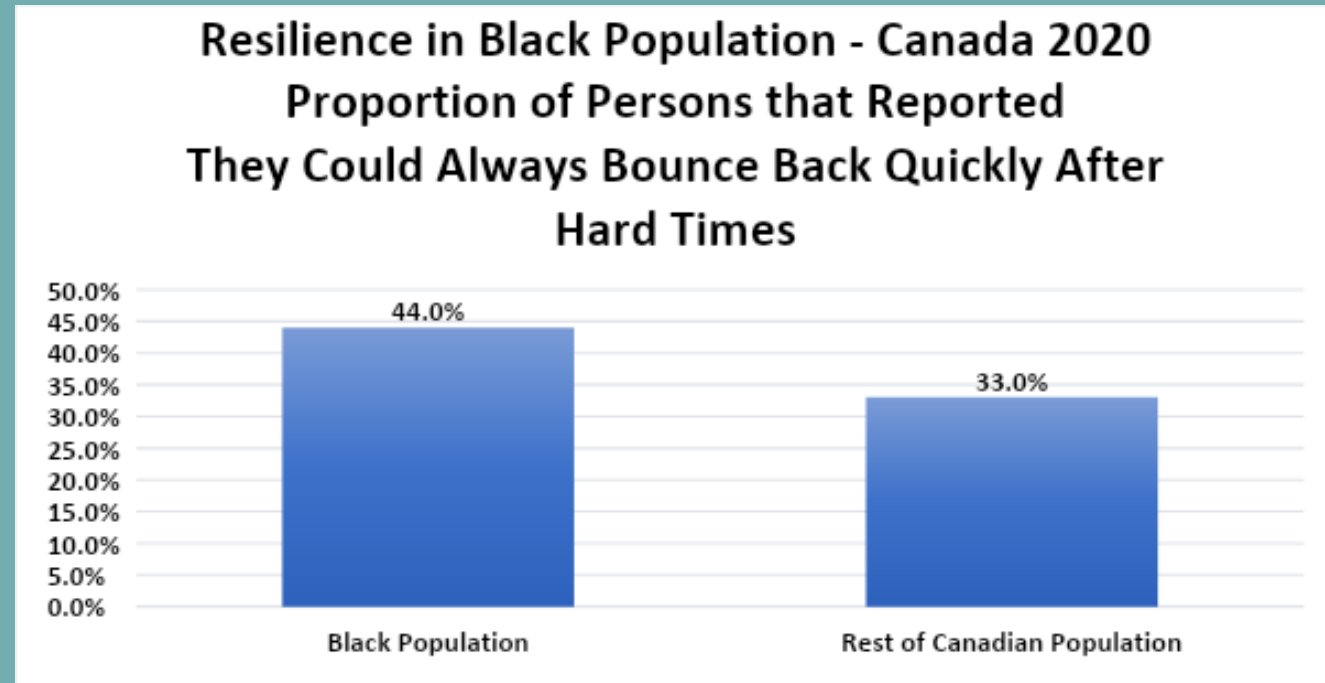
Social Services Specific for Black Population in the Region of Peel



- This map shows where the Black population is concentrated throughout the Region of Peel
- It also shows Black-focused services within the region
- We found that the location of services reflected areas with high concentrations of Black people in the region, yet accessibility gaps remain

DEMOGRAPHIC ANALYSIS: RESILIENCE

- Despite difficulties, Black people reported higher levels of resilience and optimism than the rest of the Canadian population.
- 65% of the Black population aged 15 and older felt that they always learned something after difficult experiences, compared with 48% of the rest of the Canadian population.
- 44% of the Black population aged 15 and older reported that they could always bounce back quickly after hard times, compared with 33% for the rest of the Canadian population.



DEMOGRAPHIC ANALYSIS: CONCLUSIONS

The Black population in the Region of Peel is growing, and new Black immigrants make the Black population younger than the total population.

The data analysis in this report presents robust evidence about the inclusion and exclusion of the Black community in critical areas such as employment, housing, and education and portrays inequities in institutions such as police, health, and education.

This is a work in progress, and further demographic analysis will be done once Statistics Canada releases further information about the Black population in the Region of Peel.

Considering the lack of race-based data on the Black youth population of the Region of Peel, more efforts need to be made to ensure this information is collected to identify the most vulnerable communities, oppose racism, and provide accessible and equitable services.

STAKEHOLDER INTERVIEWS

METHODOLOGY

- 10 researcher-led stakeholder interviews
- Intended to gather information on areas we identified gaps in the literature review and demographic analysis
- Interviews scheduled to be facilitated at Brampton Multicultural Center
- Interviews will be transcribed

STAKEHOLDER INTERVIEWS

SAMPLE QUESTIONS

- From the clients in the Black community that you serve, do you know of any racialized experiences that your clients have had? If so, what were they?
- What impacts do these microaggressions and racial encounters have on the community you serve that you are aware of?
- Where do you see the majority of these microaggressions taking place? For example, in the community, workplace, or in schools?

NEXT STEPS

FOCUS GROUP

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graph TD; A[FOCUS GROUP] --- B[Who: The Youth Advisory Committee and the staff ABR committee]; A --- C[What: They will review the survey data and share their thoughts on how they believe it should be interpreted based on their experiences as a Black person in Peel]; A --- D[How: All interviews will be transcribed];
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Who: The Youth Advisory Committee and the staff ABR committee

What: They will review the survey data and share their thoughts on how they believe it should be interpreted based on their experiences as a Black person in Peel

How: All interviews will be transcribed

DEVELOPMENT OF TRAINING

- Use data and analysis from Anti-Black Racism & Youth Advisory committees
- Create a training module on anti-Black racism and how to combat it

SYMPOSIUM

- Training module will be delivered in a symposium to the staff and community partners
- This will happen at the end of March/beginning of April

FINAL REPORT

- Data will be transcribed into a document to accompany the training
- This will be the final report

Peel Anti-Black Racism Project

Of the many ventures championed by the Anti-Black Racism Committee of Family Service of Peel, the most significant was the submission of a proposal entitled, "Peel Community Anti- Black Racism Social Action Response" to the Digital Citizen Contribution Program to examine the behavioral and psychological underpinnings of the spread of disinformation and other harmful content in Canada as it relates to Black youth.

The purpose of the project is to document the existing expertise of individuals and community organizations regarding misinformation as it relates to racism in the media, particularly on social media, and to encourage and identify innovative responses to build awareness and change attitudes.

As a part of our work, we will develop a Knowledge Translation Plan to disseminate knowledge accumulated from this project. This project will result in outcomes that will assist organizations working with the target population to ensure that critical needs are met, evidence-based services and programs are developed, evidence-based policies are implemented, and a research agenda is considered.

Visit our website for updates: <https://fspeel.org/peel-institute/research-development/research/peel-anti-black-racism-project/>

THANKS