

Overview Presentation



Project background

The Black Experience Project in the GTA

- A groundbreaking research study focusing on, and with, the Black community in the GTA
- <u>Purpose</u>: better understand the opportunities & challenges through the lived experience of individuals within the community, and factors leading to overcoming these challenges
- Outcome: provide valuable insight and direction in identifying policies/other initiatives that will address barriers and highlight contributions

Why a survey?

- Survey research is a powerful vehicle for giving voice to authentic narratives and hopeful scenarios for the future
- Focusing on lived experiences and authentic stories encourages individual initiative, better policies and investment of public, private and philanthropic resources
- Surveys can provide credible empirical evidence that is more broadly accepted than anecdote, as a basis for collective action
- Surveys provide a more nuanced understanding of diverse communities through analysis of key groups (e.g., age, gender, religion, national origin)

Lead partners



The Environics Institute for Survey Research

Non-profit. Founded in 2006 to sponsor original public opinion and social research on issues of public policy and social change.



Ryerson Diversity Institute

Undertakes research on diversity to inform fact-based change Strategies.



United Way of Greater Toronto and York Region

Leading charity working to advance the common good and create opportunities for a better life for everyone in our city.



YMCA of Greater Toronto

Leading charity offering opportunities for personal growth, community involvement and leadership.



Jean Augustine Chair in Education, Community & Diaspora

Engages in community responsive research and programs that promote equity and social justice

Collaborating partners

- African Canadian Development Council
- African Canadian Legal Clinic
- Atkinson Charitable Foundation
- Association of Black Law Enforcers (A.B.L.E.)
- Black Artists Network Dialogue (B.A.N.D.)
- Black Business Professional Association
- Black Leadership Health Network
- City of Toronto
- Jamaica Canadian Association (JCA)
- Macauley Child Development Services ("More than a Haircut" Project)
- Midaynta Immigrant Settlement and Somali Immigrant Services
- Ontario Black History Society
- Redemption and Reintegration Services (Youth)
- Region of Peel
- TAIBU Community Health Services
- Toronto Police Services
- Tropicana Community Services
- United Black Students Conference
- United Way Peel/Black Council Advisory Committee
- Urban Financial Services Coalition (USFC)
- York Centre for Education and Community
- York Regional Police
- Youth Challenge Fund

Study sponsors

Major sponsors





Un organisme du gouvernement de l'Ontario.



Regional sponsors













Media affiliates



ByBlacks

A study in three phases

Phase 1: Community engagement and outreach (2011 – 2014)

Proactive outreach to the Black community to identify issues of greatest relevance, and to build awareness of the project.

Phase 2: Research design and implementation (2014 – 2017)

Design and implementation of an in-depth survey with a representative sample of individuals across the GTA.

Phase 3: Post-study dissemination and engagement (2017 and beyond)

Public release, followed by active engagement with policy-makers and the Black community around implications and next steps.

Study approach

- Focus on the lives of individuals through an exploration of their experience, identities, values, and aspirations
- Conduct a respectful dialogue among this very diverse community to ensure that all voices are heard and understood
- Actively involve the Black community in all phases, including design, implementation, interpretation and implications
- Build upon the approach used successfully for the Urban Aboriginal Peoples Study (Environics Institute, 2008-10)

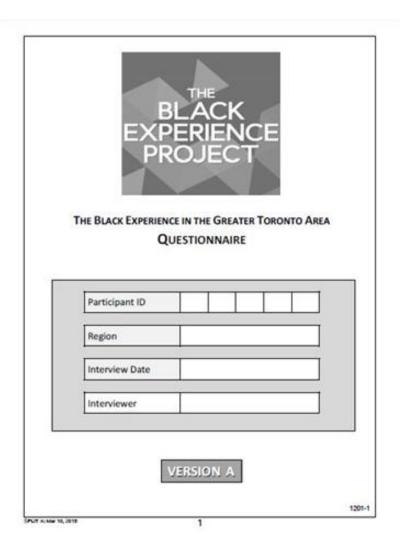
Research Advisory Group

- Dr. Carl James Chair (York University)
- Dr. Grace-Edward Galabuzi (Ryerson University)
- Dr. Uzo Anucha (York University)
- Dr. Lance McCready (University of Toronto/OISE)
- Dr. Jeffery Reitz (University of Toronto)
- Dr. Kwame McKenzie (Wellesley Institute)

- Dr. Michael Hall (YMCA GTA)
- Michelynn Lafleche (United Way Toronto & York Region)
- Mohamed Elmi (Ryerson Diversity Institute)
- Dr. Dominique Riviere (University of Toronto)
- Dr. Miriam Rossi (University of Toronto)
- Dr. Gervan Fearon Past Chair (Ryerson, Brandon University)

BEP questionnaire

- 8 month process with extensive community and expert input
- Two rounds of pilot testing
- Questionnaire includes 250 question items (interviews averaged 1.5 hours)
- 40 open-ended questions (yielding 60,000 discrete comments)



Survey themes

- 1. Black and ethnic identity
- 2. Experiences with the Black community
- 3. Personal aspirations and goals
- 4. Education and learning
- 5. Experience with institutions
- 6. Treatment and representation by the broader community
- 7. Employment and the workplace
- 8. Health and well-being
- 9. Neighbourhood
- 10. Connectedness and belonging to the broader community

Survey implementation

- Target population: GTA residents who self-identify as Black or of African heritage
- Sample set to match GTA Black population to extent possible based on region, age, gender, household income, and ethnic identification
- Recruitment of survey participants using quota sampling methods – extensive outreach across GTA through events, media, word-of-mouth

Final survey sample by GTA region

Region	Black Population*	Sample Distribution		
City of Toronto	218,160 <i>(53%)</i>	734 <i>(49%)</i>		
Peel Region	116,265 <i>(28%)</i>	373 <i>(25%)</i>		
Durham Region	41,890 <i>(10%)</i>	189 <i>(13%)</i>		
York Region	25,870 <i>(6%)</i>	175 <i>(12%)</i>		
Halton Region	10,970 <i>(3%)</i>	33 (2%)		
Total	413,155 <i>(100%)</i>	1,504 <i>(100%)</i>		

^{*}Statistics Canada (2011)



Study results

Final report

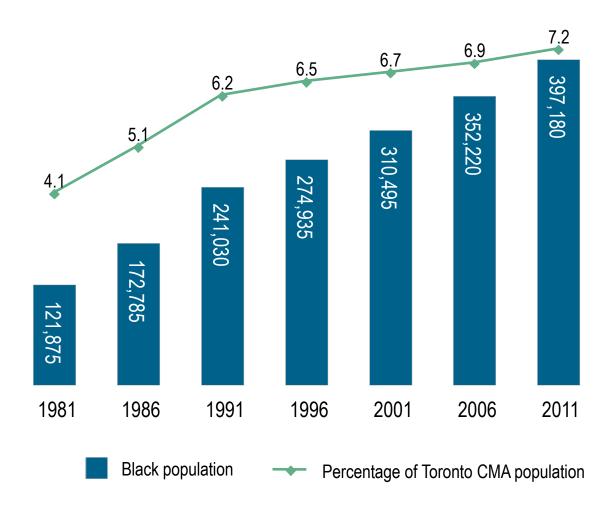
- Final project report will present a high-level overview –
 covering the main themes and key results
- Structured as non-technical (vs. a research report), with a broad range of audiences in mind
- Provides the foundation for further in-depth secondary research and analysis in Phase 3, by community researchers and other stakeholders

Final report in seven chapters

- 1. Demographic portrait of the GTA Black community
- 2. Identity
- 3. Community strength and engagement
- 4. Institutional and interpersonal racism
- 5. Experience with police services and the criminal justice system
- 6. Perspectives on Black youth and young adults
- 7. Worlds apart: Perceptions of the Black community

1. Demographic portrait

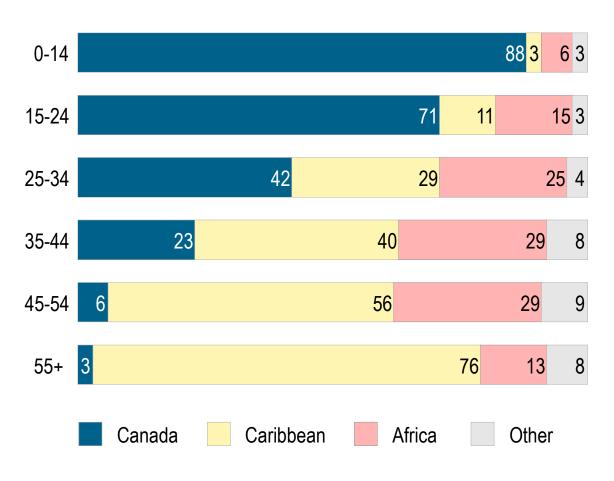
Black population in the Toronto CMA



Statistics Canada (2011)

Black population by country of birth

2011 Toronto CMA By age group



Statistics Canada (2011)

Household income

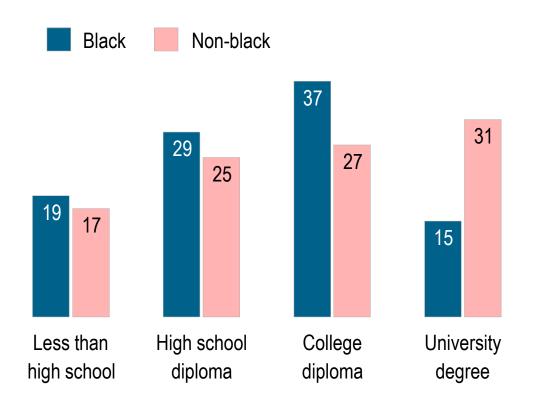
2011 Toronto CMA By selected ethnic/racial groups

Individual Income	Black	Latin American	Arab	Southeast Asian	West Asian	Korean	Non Visible Minority	TOTAL Population
Median Employment Income	\$ 43,090	\$ 41,299	\$ 46,897	\$ 41,051	\$ 44,015	\$ 40,170	\$ 56,543	\$ 50,787
Median Income	\$ 25,718	\$ 23,913	\$ 20,706	\$ 23,050	\$ 17,704	\$ 17,374	\$ 35,588	\$ 29,593
Median After- Tax Income	\$ 24,422	\$ 22, 805	\$ 20,068	\$ 21, 925	\$ 17,383	\$ 17,184	\$ 32,111	\$ 27,390
Prevalence of low income	25%	21%	28%	18%	33%	33%	11%	15%

Statistics Canada (2011)

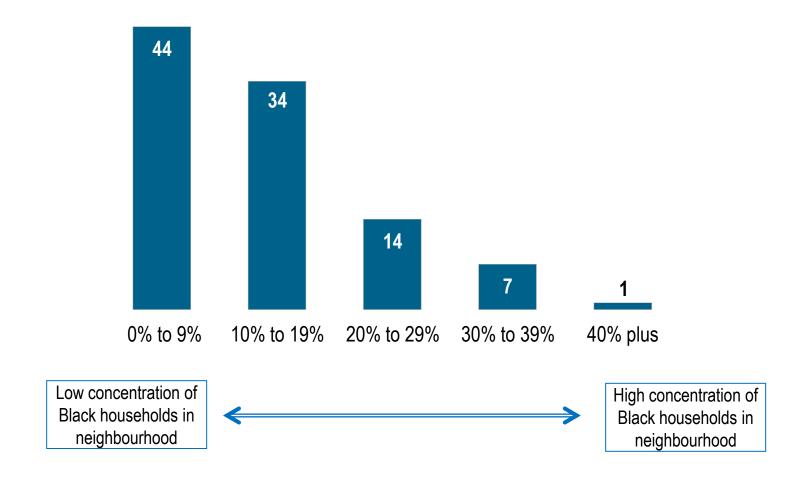
Educational attainment: Black and non-Black

2011



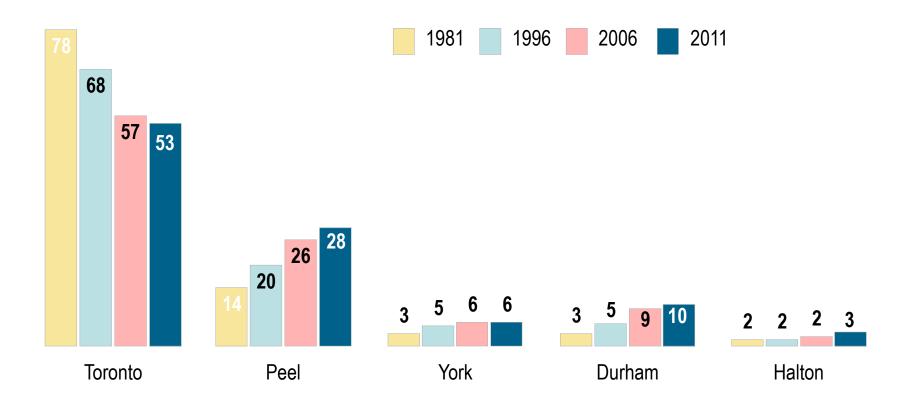
Concentration of Black households by proportion in census tract

GTA



Regional share of GTA Black population

1981 - 2011



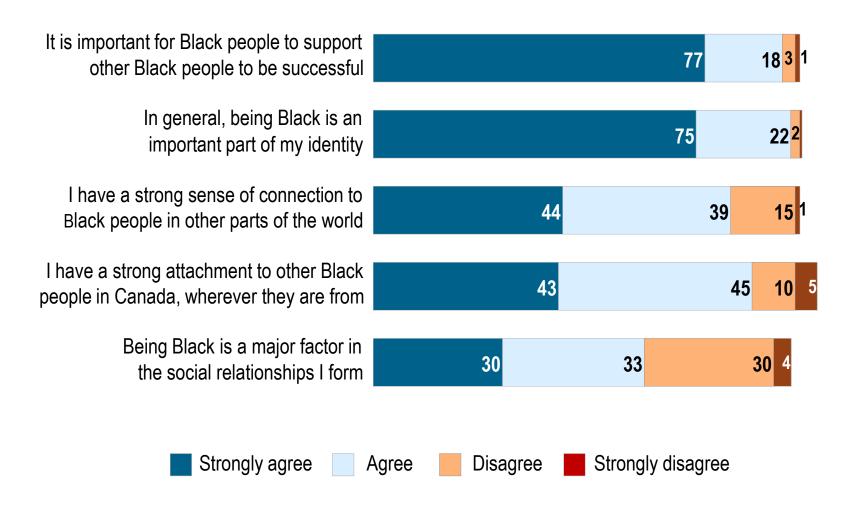
Statistics Canada (1981 - 2011)

2. Identity

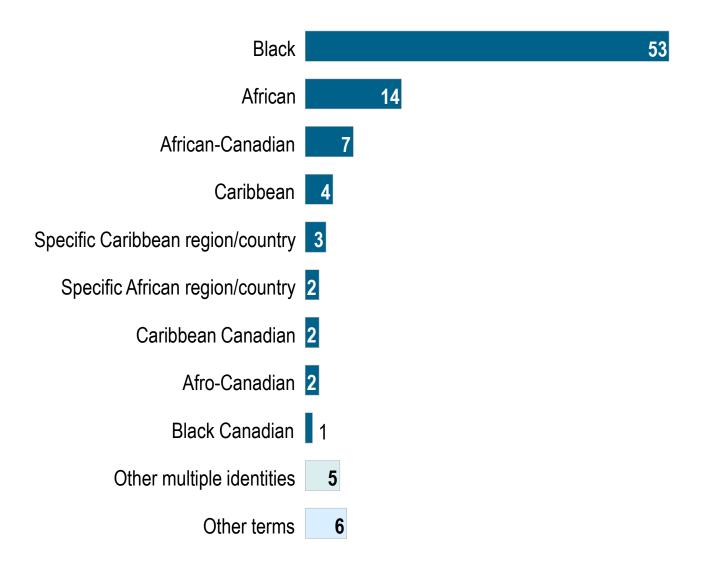
Identity: Diversity underpinned by shared attitudes

- Black population is diverse in terms of racial identity and ethnocultural backgrounds – no single identity predominates
- Significant inter-generational shift in background and identity from primarily Caribbean to a more diverse mix
- Remarkable degree of consensus on importance of being Black to one's identity and social relationships
- Common perspective based in part on shared attitudes and experiences with discrimination and racism

Importance of Black identity



Primary term used to identify racial identity



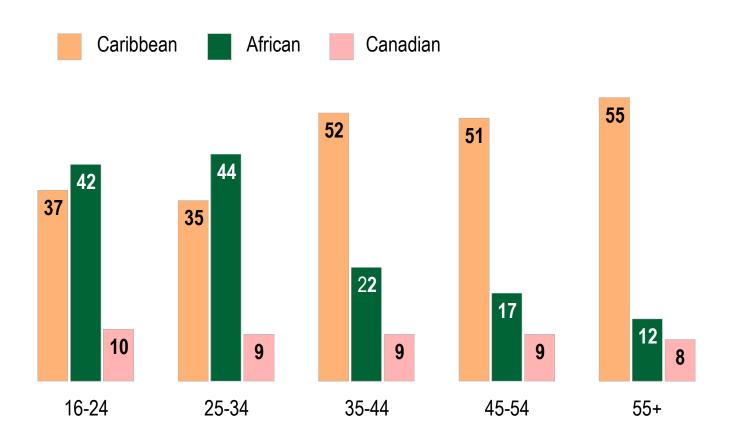
Please tell me why you use this term to identify your race or racial identity?

I use the term Black because "African Canadian" sounds peculiar to me because African American is so widely used. It doesn't feel right. I feel like it takes away from people who are from Africa more recently than me. I don't know that culture nor have I any experience with it. So I don't feel comfortable saying "I'm African."

Female, 25 to 34, Durham Region

Most important ethno-cultural background

By age group

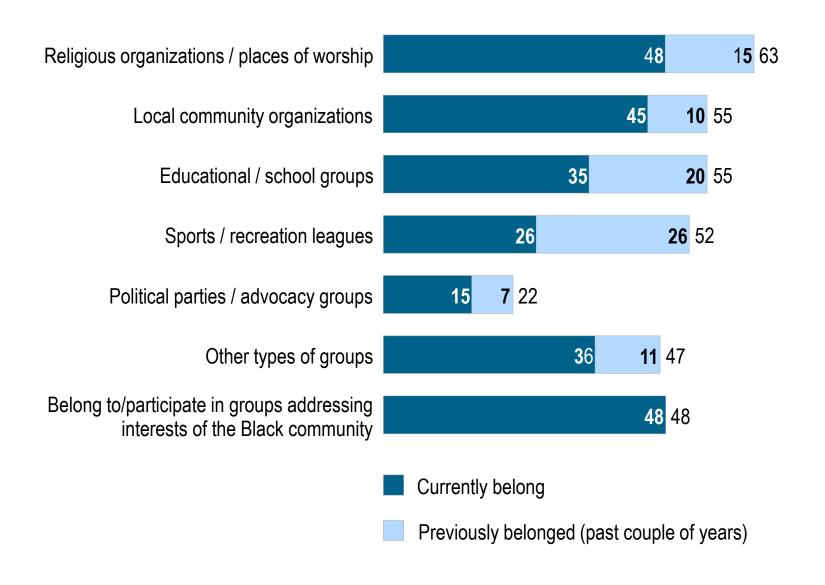




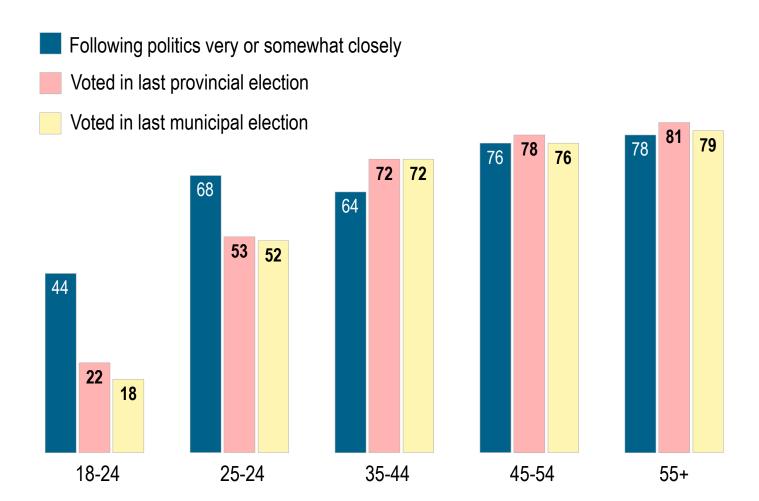
Community strength and engagement

- BEP participants are active in their communities as much or more so than other Canadians
- Engagement with Black organizations is complementary, rather than alternative, to involvement with other organizations
- Strengths of the GTA Black community include perseverance, culture and advocacy
- Challenges facing the community: racism/stereotypes, lack of unity, education, and lack of political clout

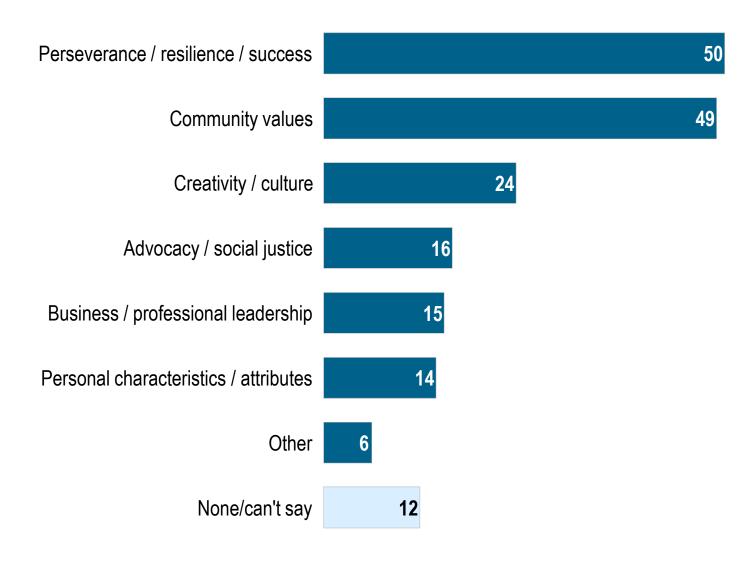
Participation in organizations and groups



Political engagement by age group



Strengths of the GTA Black community



Hopes for the Black community

MAJOR THEMES	%
Build a stronger community / culture (unity, support, inclusiveness)	
More political advocacy / social consciousness (equal opportunity)	35
Stronger education system / success	30
Less crime/violence / better policing	25
Stronger leadership / role models	21
Better media representation	20
Support for youth / future generations	19
More career development / employment opportunities	16
Better quality of life / standard of living	15
Stronger family / friend relationships	9
Stronger identity / sense of self	8
Improved community / government services	7
Better health care for black community	4

What gives you hope and confidence that the Black community will achieve its goals?

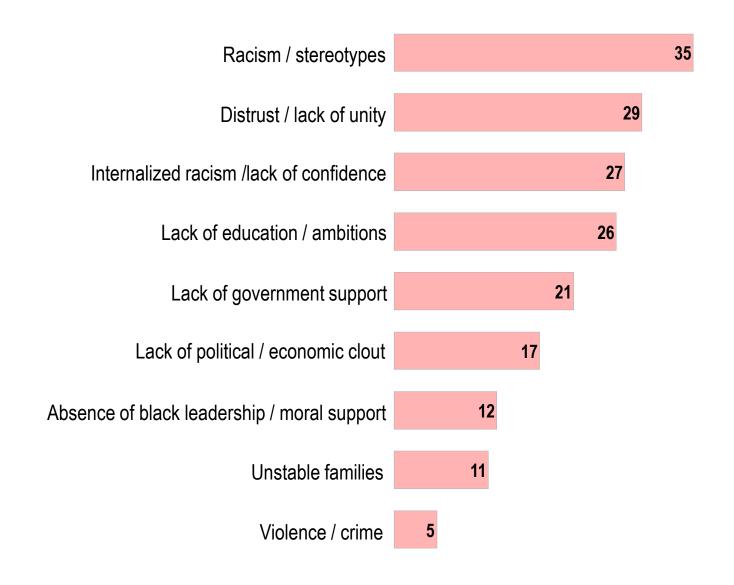
The community has tenacity, resilience and strength ... we need to pinpoint specific ways to galvanize support ... and people need to invest (politicians, companies, communities, broader societies)"

Female, 45 to 54, York Region

We're realizing the importance of Black roles. There are a few Black leaders running. We have to demonstrate for ourselves and take control of ourselves which will encourage others to do so. Mobilizing and growth within our groups.

Female, 45 to 44, York Region

Greatest challenges facing the Black community



What do you believe are the biggest challenges for the Black community in achieving these goals?

"Intense divides among black people and self-interest. It is very easy to turn a black person against another person. We have a lack of vision."

Male, 55 plus, Durham Region

"Systemic racism ... Historical traumas and beliefs keep many Black people trapped in certain mindsets. It's hard to break the cycle. No mental or emotional support in our communities or families."

Female, 45 to 54, Peel Region

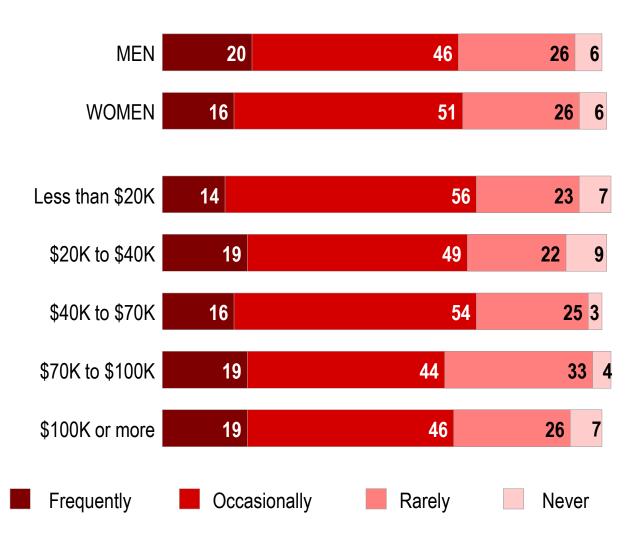


Institutional and interpersonal racism

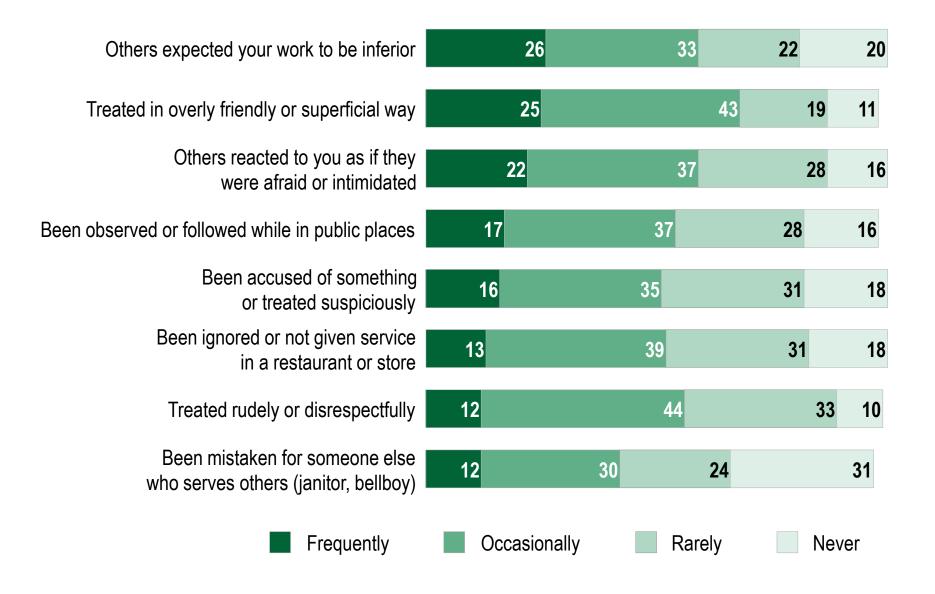
- Discrimination due to race is a an underlying common experience across the GTA Black population
- Participants from all backgrounds are affected those with lower socio-economic status are most disadvantaged, but income does not insulate from racism
- Black students experience challenges in high school presence of Black teachers makes a difference
- Personal impact of racism varies some are bothered; some are inspired to rise to the challenge

Experiencing unfair treatment because you are Black

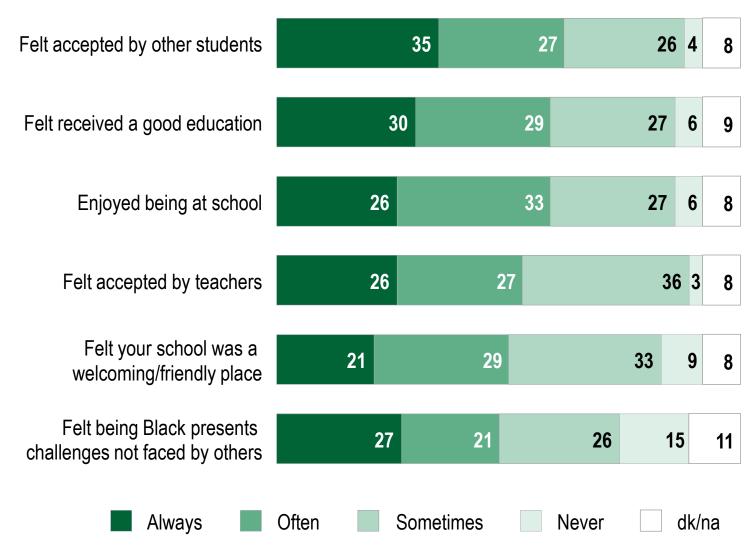
By gender and household income



Day-to-day personal experiences because of your race

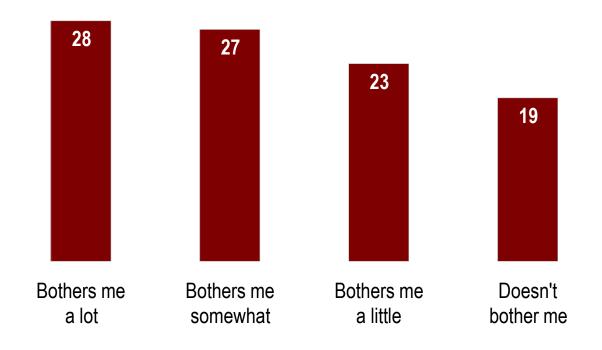


High school experience*



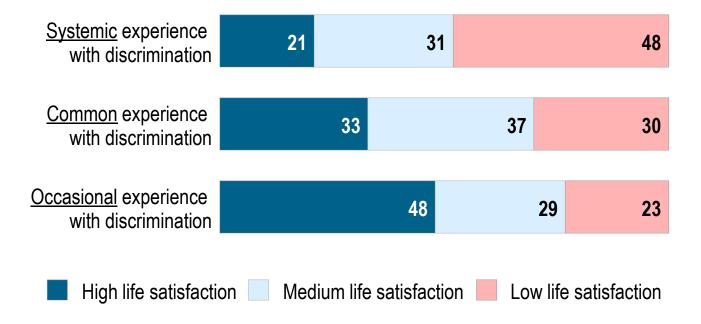
^{*} Currently in high school or completed high school in Canada 1994 or later

How your day-to-day experiences of discrimination bother you?



Frequency of day-to-day discrimination (micro-aggressions)

By overall life satisfaction



Frequent personal experiences because of race

By adequacy of household income

- Fully adequate (Income is good enough, and you can save from it)
- Very inadequate (Income is not enough, and you are having hard time)



5. Experience with police services & the criminal justice system

Relations with police services: A special case

- Across institutions, it is relations with police that stand out as the most problematic for the Black community in the GTA
- Participants have had both positive and negative encounters with police, but the latter is more common
- Negative experiences are most widely experienced by men aged 25 to 44, but commonplace across the population, regardless of socio-economic status
- Participants distinguish between overall performance of police, and how they treat Black people

Personal experience with police in community and GTA

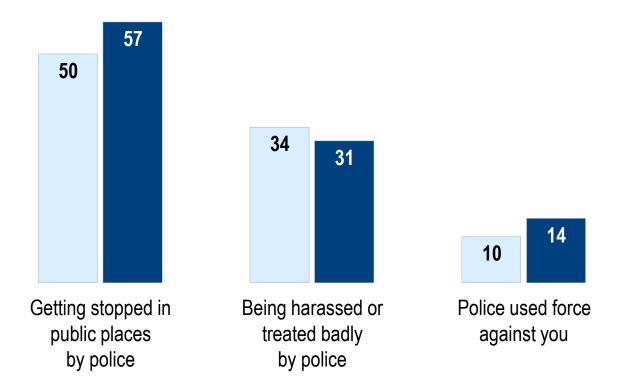
GTA - Total and men aged 25 - 44

Have you ever had an experience of?	TOTAL %	Men aged 25 to 44 %
Getting stopped in public places by police	55	80
Socializing with police at social, cultural or official functions	53	63
Being helped by the police	44	42
Requiring police assistance	42	36
Being harassed or treated rudely by police	38	64
Being interviewed by police as a witness to an incident	36	42
Police not responding promptly when you need them	18	26
Being arrested	15	35
Police using force against you	11	24

Personal experiences with police

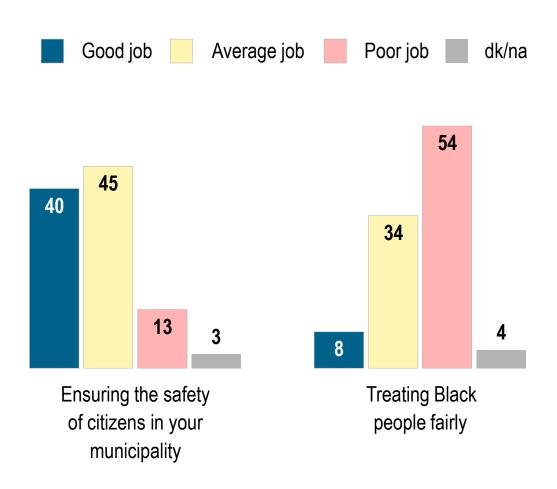
By adequacy of income

- Fully adequate (Income is good enough, and you can save from it)
- Very inadequate (Income is not enough, and you are having hard time)



Performance of local police force

GTA



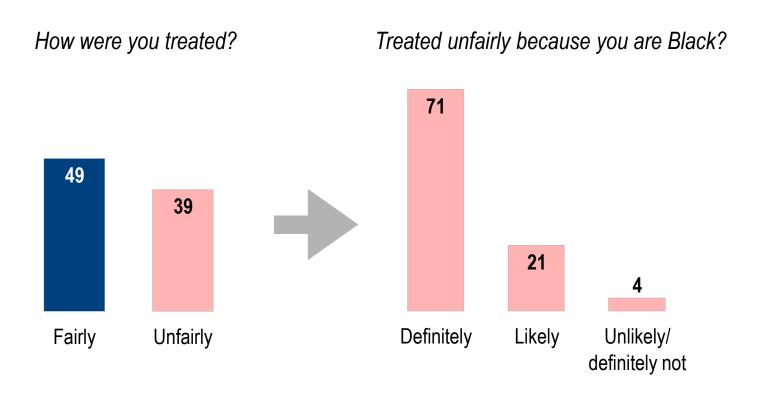
Personal involvement with the criminal justice system - GTA

GTA and men aged 25 to 44

Personal involvement in the Canadian criminal justice system in past 10 years	TOTAL %	Men aged 25 to 44 %
Through public information or consultation session	26	35
By visiting people in jail	19	33
As a witness to a crime	16	19
As a victim of a crime	16	19
Working in the justice system yourself	10	8
Being charged with a crime	8	23
As a juror	4	2
By being in prison or incarcerated	4	13

Treatment by the criminal justice system

Those with personal involvement in past 10 years



What one piece of advice or comment would you personally like to give to the Chief of Police in your Region?

"Learn to see us as people and not hide behind the institution of the police...not everyone is to be treated suspiciously...something in their training that causes them to treat us with such lack of respect, dehumanizing ways."

Female, 55 plus, City of Toronto

6. Perspectives on Black youth and young adults

Black youth and generational change

- Young Black adults are majority Canadian-born, and do not share their parents'/grandparents' immigrant experience
- Young generation distinguished by more diverse identities, friendship networks, and higher educational attainment
- Youth have distinct views about the community's strengths and challenges
- Black youth are more, not less, affected by racism

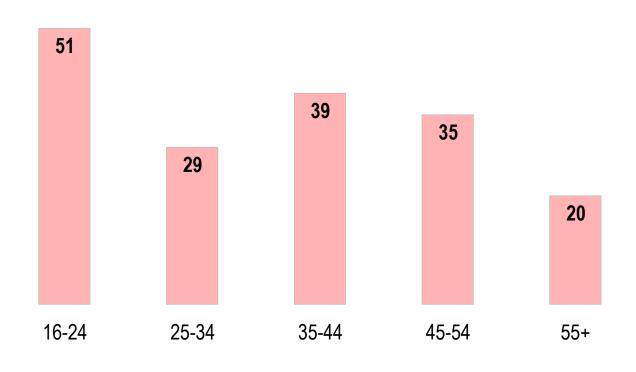
Racial mix of friendships

Racial mix of friendships	TOTAL %	Age 16-34 %	Age 35-54 %	Age 55+ %
Predominantly Black Most or some close friends Black + a few or no close friends non-Black	53	44	58	64
Mix of Black and non-Black Most or some close friends Black + most or some close friends non-Black	38	44	36	29
Predominantly non-Black A few or no close friends Black + most or some close friends non-Black	6	9	5	2
Other combination A few or no close friends Black + a few or no close friends non-Black	2	3	1	4

Biggest opportunities for Black youth today

Biggest opportunities for youth	Age 16 – 24 %	Age 25+ %
Education system (access/affordability)	58	54
Community programs/resources (employment)	66	42
Potential of youth themselves (strength/creativity)	7	17
Leadership / mentor support	14	14
Technology / social media	19	10
Diversity/inclusiveness in the GTA	13	7
Sports leagues	11	4
Other opportunities	23	21

Racism/stereotypes as greatest challenge facing the community



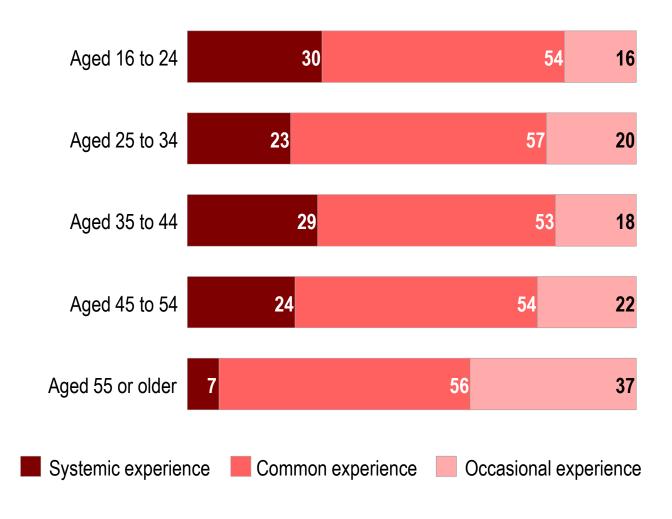
What do you see as the most notable challenges facing Black youth s they grow up and prepare themselves to be part of today's society?

"The government system. It wasn't meant for Black youth to succeed, even as much as we exceed expectation; those constant barriers and all of the "no's" we endure. Also the generational cycle of being broken down, so many broken spirits, dreams. Parents are finding it hard to motivate their youth because they have endured hardships themselves."

Female, 25 to 34, Peel Region

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Frequency of day-to-day discrimination (micro-aggressions)

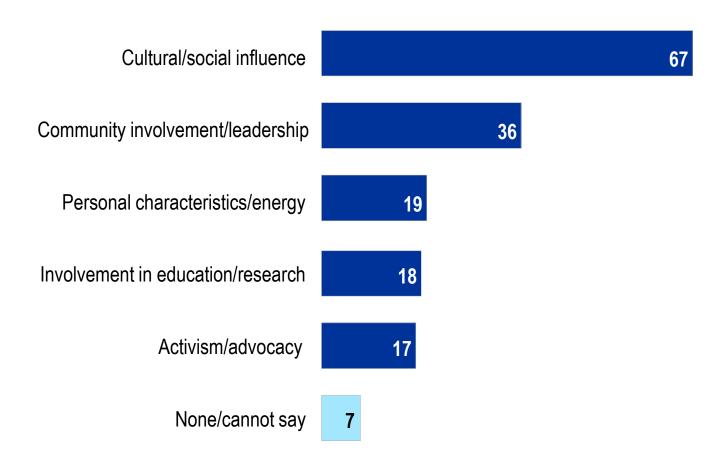


7. Worlds apart: Perceptions of the Black community

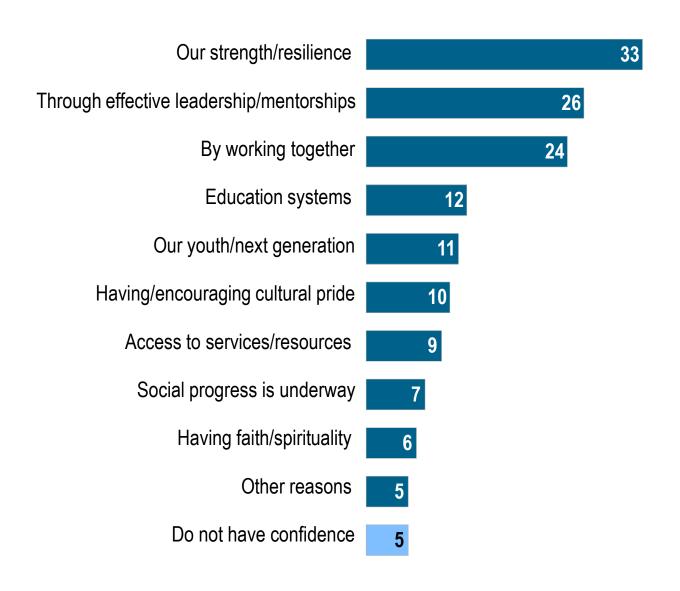
Worlds apart: Perceptions of the Black community

- Large gap between how Black participants see themselves and their community, and how they feel they are seen by non-Black people
- Participants take great pride in the distinctiveness of Black people and the community's contributions to the GTA: culture, diversity, heritage, leadership, education, advocacy
- Almost everyone believes non-Black people hold negative impressions of Black people, and have seen little change in the past decade
- Media portrayal of Black people is seen to be mostly negative and driven by stereotypes

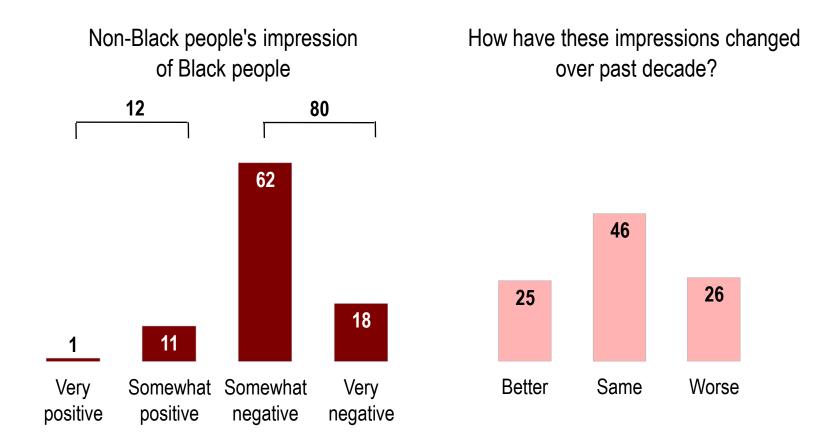
Black community's most important contribution to the GTA



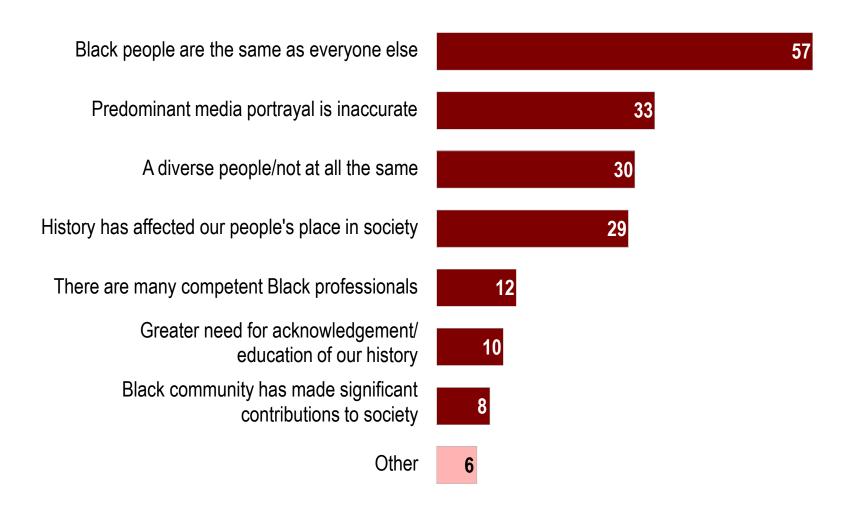
Basis of hope and confidence in achieving community goals



How non-Black people in the GTA view Black people



What broader society should understand about Black people



What do you believe are the most common beliefs that non-Black people hold about Black people?

"Still afraid. In my cafeteria there is a table where all the black people sit called 'Cafrica.' A student did a small sample study of school cliques of which clique would be the most accepting of newcomers. The hypothesis was that 'Cafrica' would be the least accepting. Results showed that 'Cafrica' were the most accepting, welcoming of several cliques surprising most students and teaching staff."

Female, 16 to 24, Durham Region

Is there one thing you wished the broader society understood about Black people?

"That we too are human beings and understand that to the depth of what it truly is so that we can all be treated equally."

Female, 25 to 34, Peel Region

"They need to know Black is beautiful. Simply put."

Male, 25 to 34, Peel Region



Next steps

Black Experience Project – Next steps

- Completion of the final report
- Pre-release briefings (sponsors, community leaders)
- Dedicated website
- Public launch July 17, 2017
- Phase 3 outreach and dissemination
- Public data access through the Jean Augustine Chair at York University

