

## Table of Contents

BACKGROUND INFORMATION .....	1
The Directorate's Mandate.....	1
Stakeholders' Asks .....	1
The OFL's Asks on the Directorate's Creation .....	2
Public Consultations on the Directorate .....	2
POLICY INFORMATION .....	4
The OFL's Asks on the Directorate's Direction .....	4
Short-Term .....	4
Long-Term .....	4
Focus on Creating Opportunities for Racialized Workers .....	5
APPENDIX .....	6
BIBLIOGRAPHY .....	7

## BACKGROUND INFORMATION

### *The Directorate's Mandate*

The Province has outlined the following mandate for the Directorate:

- decrease systemic racism in institutions governed or regulated by the Ontario government
- increase awareness and understanding of systemic racism among the public
- promote fair practices and policies that lead to racial equity
- collaborate with the community, business organizations, government and the Ontario Human Rights Commission

To achieve these goals, the following four key areas will be the focus:

1. Policy, research, and evaluation
  - use evidence to identify, monitor, and prevent systemic racism in Ontario
  - ensure an anti-racism perspective is applied in creating, implementing, and evaluating government policies, programs, and services
2. Public education and awareness
  - increase public education and awareness of systemic racism
3. Community collaboration
  - build relationships between government and racialized and Indigenous communities to better address issues of racism
4. Sustainable governance
  - develop a long-term accountable and transparent organization that helps the government address systemic racism

### *Stakeholders' Asks*

#### *Colour of Poverty - Colour of Change*

This coalition of community activists want the set up of the Directorate to be truly effective in addressing racism, accountable to racialized communities and most importantly, sustainable in the longer term.

As such, they have put forth 11 recommendations:

1. **Develop a public Anti-Racism Strategy** to guide the work of the Directorate
2. **Review and revise the Anti-Racism Strategy** at least once every five years
3. The Anti-Racism Strategy must contain **specific, objective and measurable targets** aimed at addressing systemic racism in the province
4. The Government must **consult with racialized communities and community groups** on the development, review and revision of the Anti-Racism Strategy
5. The Anti-Racism Strategy must **recognize the differential impact of racism as experienced by different racialized communities**, and must contain specific goals and consultation plans with respect to **Indigenous and Black communities**

6. The Government must **pass legislation** to buttress and support the work of the Directorate
7. The Directorate must **issue policies and directives to all provincial ministries, offices, agencies, boards, commissions and corporations on how to address systemic racism** and require all of them to **set targets with measurable goals and specific timetables**
8. The Directorate must make it mandatory for all ministries, offices, agencies, boards, commissions and corporations to **collect ethno-racially disaggregated data**, and to **conduct regular audits** to report on whether their targets are being met
9. As and **where possible and appropriate, funding to all ministries, offices, agencies, boards, commissions and corporations must be tied to meeting the targets and reporting requirements** as set out by the Directorate
10. **Performance measurements of all deputy ministers must contain an evaluation of the ministries' achievement of the targets and reporting requirements** as set out by the Directorate
11. The Minister must **report annually to the legislature** on the progress of the Strategy

### ***The OFL's Asks on the Directorate's Creation***

In the 2016-2017 Convention Action Plan, the OFL reiterated its commitment to pressure the provincial government to establish an Anti-Racism Directorate. This was also echoed in its 2016 pre-budget submission.

With the announcement of the Directorate in February 2016, the OFL immediately called on the government to "provide proper funding for the Anti-Racism Directorate and include Ontario's labour movement among the Directorate's key strategic partners."

- In July 2016, at the first public consultation, Minister Coteau announced that the government has committed \$5M this year and 32 staff. Meeting participants, however, were unimpressed by the amount, [calling](#) for "a serious budget...to make serious changes"
- It is important to note that this was not officially announced by the government (e.g., through a press release), suggesting that they may revisit this amount if lobbied by the public, labour and/or community groups

### ***Public Consultations on the Directorate***

In July 2016, the first meeting took place in Toronto.

- The meeting [focused](#) predominantly on anti-black racism, addressing the legacy of Black Lives Matter, the systemic and institutional racism against black and Indigenous people, the funding of the Toronto Caribbean Carnival, and Islamophobia (e.g., needing a charter for inclusive communities)
- Most [speakers](#) were frustrated with the government's poor performance on issues—including [employment struggles](#), [carding and racial profiling by police](#), and a systematic lack of representation by Blacks in the justice system and Ontario public service

- Many people also [called](#) for the increased collections of statistics on racialized minorities success in education, their experiences with the social welfare system, and their health care outcomes with an eye to drafting government policies to tackle the linger inequities in the system

The community meetings will take place on the following dates:

- Monday, September 26 in Hamilton  
7:00 p.m. – 10:00 p.m.  
McIntyre Performing Arts Centre  
135 Fennell Avenue West
- Tuesday, September 27 in Mississauga  
7:00 p.m. – 10:00 p.m.  
International Centre  
6900 Airport Road
- **Wednesday, October 5 in Scarborough (rescheduled from September 13)**  
7:00 p.m. – 10:00 p.m.  
Chinese Cultural Centre of Greater Toronto  
5183 Sheppard Avenue East
- Friday, October 7 in London  
Venue to be confirmed
- Saturday, October 15 in Sudbury  
Venue to be confirmed
- Monday, October 24 in Kitchener-Waterloo  
Venue to be confirmed
- Saturday, November 26 in Thunder Bay  
Venue to be confirmed
- Monday, November 28 in Windsor  
Venue to be confirmed
- Friday, December 2 in Ottawa  
Venue to be confirmed

## POLICY INFORMATION

### *The OFL's Asks on the Directorate's Direction*

The OFL has reviewed the Colour of Poverty – Colour of Change's 11 recommendations and endorses them. Their conceptual framework for action provides a comprehensive approach that has the potential to challenge individual, systemic and cultural racism in all its forms—if implemented properly.

In particular, we are eager to see the government immediately move on the actions outlined below.

#### **Short-Term**

1. Launch specific public education and awareness campaigns around Anti-Indigenous, Anti-Black, and Anti-Semitism racism as well as Islamophobia, and xenophobia immediately
2. Establish an Anti-Racism Advisory Council comprised of community and labour representatives. Which will **advise government** and **consult with racialized communities and community groups** on the development, review and revision of the Anti-Racism Strategy
3. Hiring of Directorate **staff must reflect the community.**

#### **Long-Term**

4. Establish **appropriate annual budget** to ensure the Directorate have the resources to carry out its mandate. Further all ministries have a budget line item to include anti-racism initiatives
5. Create an Anti-Racism Strategy, with the following in mind:
  - consult with racialized communities as well as labour and community groups
  - establish specific and measurable objectives and targets as well as accountability measures
  - recognize the differential impact of racism as experienced by different racialized communities—with specific goals and consultation plans for Indigenous, Black, Jewish, and Muslim communities (see **APPENDIX** for statistics)
6. Focus the Strategy on creating opportunities for racialized workers to thrive, through the following government actions:
  - make it easier for workers to join a union
  - raise employment standards
  - invest in social programs
  - increase the minimum wage

*For more information on Recommendation #3, please see below*

### 3. **Focus on Creating Opportunities for Racialized Workers**

#### Increase Access to Unions

- Racialized workers have a 30 per cent lower unionization rate than non-racialized workers. There is a similar gap for recent immigrants compared to the rest of the population.<sup>i</sup>
- “For low-wage workers, membership in a trade union is an effective way to have meaningful representation at work. Unionization provides resources and supports to help workers enforce their rights under the Employment Standards Act as well as other rights. It also is key to improved wages, better working conditions, and the availability of benefits beyond minimum standards.”<sup>ii</sup>

#### Raise Employment Standards

- The work that racialized individuals are able to attain is much more likely to be insecure, temporary, and low paying. In fact, racialized Canadians are overrepresented in a range of traditionally low-paid business services (e.g., call centres, security services, and janitorial services).<sup>iii</sup>
- These low-paying jobs are often characterized by fewer guarantees of paid leave, an unpredictable work schedule, and with less likelihood of union membership.

*The Ontario government should use the opportunity of the Changing Workplaces Review to use an equity lens on employment in Ontario and make changes to the Employment Standards and the Labour Relations Acts that will help create the framework for decent work for all.*

#### Invest in Social Programs

- Poverty rates for racialized families are three times higher than non-racialized families.<sup>iv</sup>

*However, before the government makes funding commitments to policy areas—such as education and learning; health and well-being; employment; income levels and social assistance; justice and policing; immigration and newcomer settlement; housing and homelessness; and food (in)security—it should:*

- require all ministries to apply race-based analysis to the design, development, implementation, and evaluation of all government policies and programs (e.g., the Changing Workplace Review); and
- perform race responsive budgeting to account for race effects of public spending and revenues and to redress race inequalities through the allocation of public investments and resources.

#### Increase the Minimum Wage

- The incidence of recent immigrants<sup>1</sup> in the minimum wage workforce has risen sharply since 1998 when it was 6.9 per cent to 19.1 per cent in 2011 (a nearly three-fold increase). Comparatively, the incidence of minimum wage workers among all workers rose from 6.3 per cent to 9.0 per cent over the same period.<sup>v</sup>

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<sup>1</sup> Defined as having arrived in Canada within the past ten years

- Overall, racialized Canadians earn only 81 cents for every dollar paid to non-racialized Canadians. According to a 2011 report from the CCPA and the Wellesley Institute, “the income gap stems from disparities in the distribution of good paying, more secure jobs”.<sup>vi 2</sup>
  - Racialized women earned 55.6 cents for every dollar non-racialized men earn.
  - Racialized men made 77.9 cents for every dollar than non-racialized men earn.

## APPENDIX

### Targeted Racism

- According to 2014 Statistics Canada data<sup>vii</sup>, race/ethnicity (47 per cent) and religion (33 per cent) represented the vast majority of total police-reported hate crime in Canada.
  - Hate crimes aimed at Jewish populations were the most common religiously motivated crimes, representing half of all religiously-motivated incidents. Muslim Canadians represented about a quarter of these crimes.
  - Black populations were the most frequent target of hate crimes, with nearly 40 per cent of all racially-motivated incidents.
  - According to [data](#) obtained by the Toronto Star in 2015, black people in Brampton and Mississauga are three times more likely to be stopped by Peel police than non-racialized people.

### Incarceration

- Though they represent 4.3 per cent of Canadian society, 24.6 per cent of the current total inmate population is Indigenous; Indigenous women now comprise 35.5 per cent of the women in-custody population.<sup>viii</sup>
- Between 2005 and 2015, the Black inmate population grew by 69 per cent. The federal incarceration rate for Blacks is three times their representation rate in general society.<sup>ix</sup>

### Educational Attainment

- Black students are disproportionately placed in basic non-academic level and special needs programs, thereby limiting access to different levels of postsecondary education.<sup>x</sup>
- Although many immigrant groups are better educated than Canadian-born people, Latin American immigrants, Canadian-born Black people, Indo-Pakistanis and West Asians have been found to have lower educational attainment.<sup>xi</sup>

### Employment Opportunities

- Despite the fact that racialized Canadians have slightly higher levels of labour market participation, they continue to experience higher levels of unemployment and earn less income than non-racialized Canadians.<sup>xii</sup>

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<sup>2</sup> Unless explicitly indicated, data is based on 2005 figures.

- Compared to non-racialized Canadians, the unemployment rate was 95 per cent higher for those who identify as West Asian/Arab and 73 per cent higher for those who identify as Black.
- Those who identify as West Asian earn 70.4 cents for every dollar a nonracialized worker earns, with an annual earnings gap of \$11,053.<sup>3</sup>
- Those who identify as Black earn 75.6 cents for every dollar a non-racialized worker earns, with an annual earnings gap of \$9101.

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<sup>ii</sup> Ibid.

<sup>iii</sup> Ibid.

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<sup>xi</sup> Ibid.

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<sup>3</sup> It is important to note that these are selected figures. For examples, those that identify as Koreans have a higher pay differential (\$11,403).