



Diversity and Inclusion in Canada

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The Indigenous People of Canada

- The very first settlers who inhabited and established a living in Canada
- There are 3 categories of Indigenous people in Canada
 - ◆ First Nations
 - ◆ Métis
 - ◆ Inuit



First Nations



Métis



Inuit

The History



→ Residential Schools

- ◆ Government-sponsored religious institutions, in partnership with Christian churches/missionaries
- ◆ Their existence dates back to the 1830's, and the last residential school was closed in 1996 - only 24 years ago
- ◆ According to the Truth and Reconciliation Commission (TRC), at least 3,200 Indigenous children died in the overcrowded residential schools

→ Sixties Scoop

- ◆ Indigenous children were forcibly taken to be adopted into non-Indigenous households
- ◆ Children were left with a lost sense of their cultural identity, while the physical/emotional separation from their families also affected them negatively
- ◆ It is reported that more than 20,000 First Nation, Métis and Inuit children were removed from their homes.

The Facts Today

→ Suicide Rates

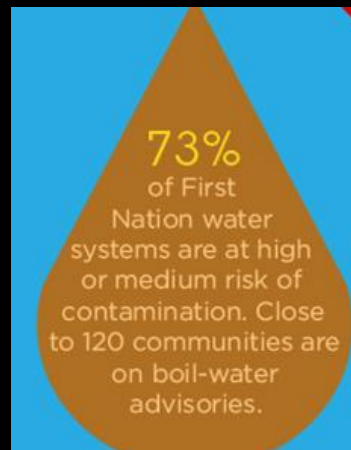
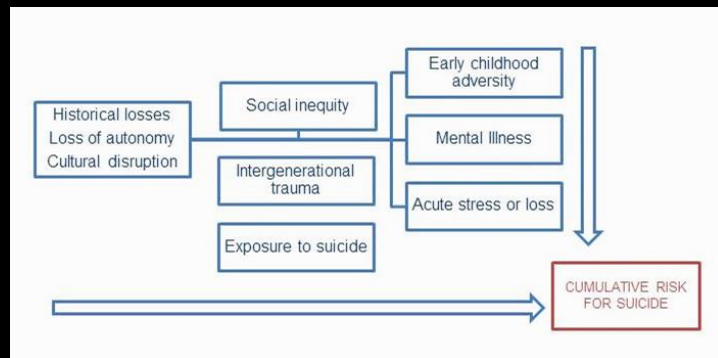
- ♦ Suicide rates are 7x higher among Indigenous youth

→ Water Inaccessibility & Advisory

- ♦ There are more than 100 drinking water advisories in First Nations across Canada

→ Missing & Murdered Indigenous Women/Girls

- ♦ Indigenous women represent 10% of the total population of missing women in Canada



Indigenous women

are 12 times more likely to be **murdered or go missing** than any other women in Canada.

Source: Reclaiming Power and Place: The Final Report of the National Inquiry Into MMIWG.

Immigration in Canada



Immigrant: a person who comes to live permanently in a foreign country

Refugee: a person who has been forced to leave their country in order to escape war, persecution, or natural disaster

CANADA

21.9% immigrants

Total population =
35.15 million

TORONTO

46.1% immigrants

Total population =
2.732 million



Immigration Timeline (Early 1900's-Present)



1903 - Chinese head tax was increased to \$500

1913 - Canada was welcoming over 400 000 immigrants while rapid economic growth continued

1917 - Clifford Sifton brings North western Europeans (ex. Germans, Scandinavians, etc.) to work in the Prairies

1966 - Canada became increasingly diverse with each census as number of european born immigrants declined

1970 - Pierre Trudeau introduces the multiculturalism act which recognized the importance of cultural diversity in Canada

Post 1990 - Immigration points system searches for global talent (educated/wealthy individuals) attracting attention from South Asia



The Immigrant Struggle + Facts & Statistics



By 2015, the average income for self-employed immigrant men with 10+ years in Canada was **46.7%** of what self-employed Canadian-born men earned in Toronto”

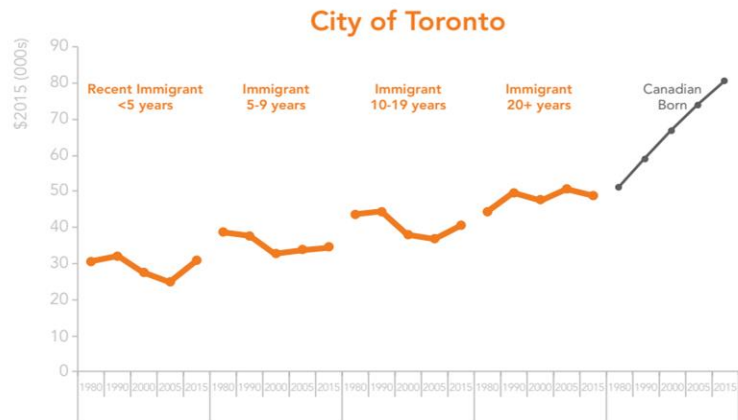
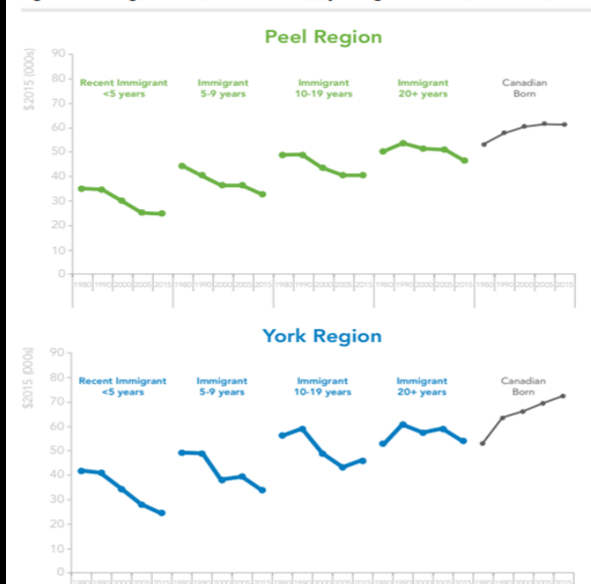


Figure 6: Average income (constant \$2015) by immigration status, 1980–2015, cont'd



“Immigrants form **over half** the population of Toronto’s low-income neighbourhoods, with established immigrants making up the majority of that group”



Canada's Black Community

- Given their movements such as Black Lives Matter (BLM), the black community has a history of oppression
- Their movements mostly stem from prejudice shown towards them; while times have changed, the black community still suffers from racism



Black History in Canada



Harriet Tubman

Activist against black enslavement in the southern US, brought several former slaves to Canada



Viola Desmond

Nova Scotian mentor to young Black women; got arrested for sitting in “whites only” section of a theatre



Charles Sager

Barber residing in a town of Prince George BC; called out the municipality for their city plans to force out blacks



George Floyd

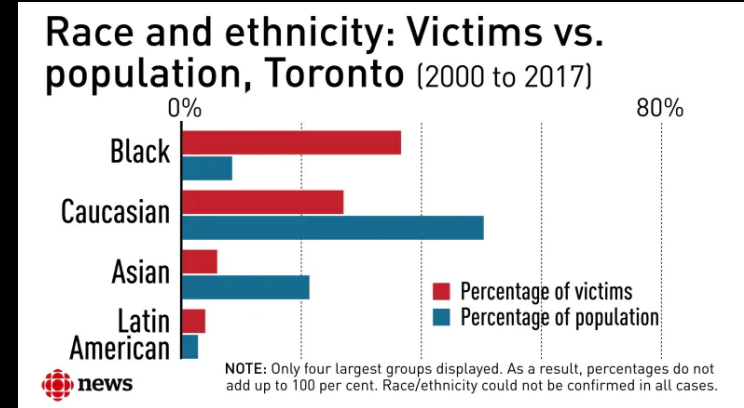
Killed by a police officer on the basis of 2nd degree murder; sparked worldwide protests against police brutality





Status of the Black Community

- A study conducted by the CBC News found that portion of black victims involved in police brutalities accounted for 36.5%
- Despite this, the black community in Toronto makes up about 8.3% of the population
- According to the Ontario Human Rights Commission, black Torontonians are 20 times more likely to be shot by police compared to those who are white



Video on Racism and Canada



A large, solid red maple leaf is centered in the background of the slide. It is a stylized representation of the Canadian flag's leaf.

Thank you for listening!