

Guelph's Community Plan

Systemic Racism:

**Local Data and
Municipal Leadership**

April 19, 2021

A United Vision: Guelph's Community Plan

Created by our community, for our community

More than 15,000 residents, businesses and local organizations contributed to Guelph's Community Plan



Our values:

- Everyone's well-being
- Environmental stewardship
- Fiscal responsibility
- Integrity
- Innovation
- Inclusiveness
- Respect

Our focus themes:

- We are home
- We protect our environment
- We create value
- We feel well
- We play and explore
- We move around freely

Recap: Community Plan approach

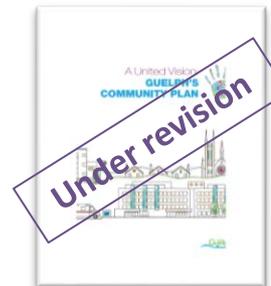
New integrated planning, data and partnership model to:

- Gain a holistic view of Guelph's bigger goals
- Support our own strategic planning (corporate and service area)
- Develop better strategic alignment between partners
- Strengthen our strategic relationships to take action

Community Plan Timeline



G



- Community conversations
- Council training
- LIP Survey
- GBHS Anti-Racism Summit

Discovery & partnership phase begins

Vital Focus series launch

Council introductory training

Coalition of Inclusive Communities

Action Plan co-creation

Present progress to Council



Aug. 2020

Oct.

Nov.

Jan. 2021

Mar. >> May

June >> Aug.

Sept.



Eliminating systemic racism

Community Plan in action

- Building relationships and trust with equity-seeking groups
- Supporting community-led conversations: Guelph Black Heritage Society, Black Lives Matter Guelph, Muslim Society of Guelph, Local Immigration Partnership, Immigrant Services
- Partner in Local Immigration Partnership survey on local experiences of race and discrimination
- Indigenous learning and engagement: Treaty partners, urban community, U of G, community partners
- Supporting the co-creation of the Coalition of Inclusive Communities action plan to eliminate systemic racism

Denise Francis

President
Guelph Black Heritage Society

Kween Gerber

Executive Director
Guelph Black Heritage Society





CHANGESTARTSNOW
Anti-Racism Summit

BLACK COMMUNITY TOWN HALL

Thursday, April 29th, 2021

6:00 PM EST



Exclusive events for pass holders:

- John Ware Reclaimed Movie Screening and Q&A with filmmaker Cheryl Foggo – Friday, Apr 30
- Children’s Book Reading with Valene Campbell – Saturday, May 1
- CIBC Banking Presentations – Saturday, May 1
- Queer BIPOC Representation in the Arts – Saturday, May 1
- Keynote Address: Robyn Maynard – Policing Black Lives – Saturday, May 1
- Freedom Fete with DJ Jinx – Saturday, May 1
- Nighthawks Panel Discussion – Sunday, May 2
- My Place In This World – A Black Heritage Curriculum Discussion – Sunday, May 2
- BIPOC Youth Improv with Velvet Duke – Sunday May 2
- unlearn. – Critical Thinking by Design – Sunday, May 2 or Thursday June 3

GuelphBlackHeritage.ca



CHANGESTARTSNOW
Anti-Racism Summit
SUMMIT PASSES

Regular Full Summit Pass

\$65.00

Senior Full Summit Pass

\$50.00



Leen Al-Habash

Project Manager

Guelph Wellington Local Immigration Partnership



Immigration in Guelph

Guelph Wellington Local Immigration Partnership – April
2021



Funded by:



Immigration, Refugees
and Citizenship Canada

Financé par :

Immigration, Réfugiés
et Citoyenneté Canada

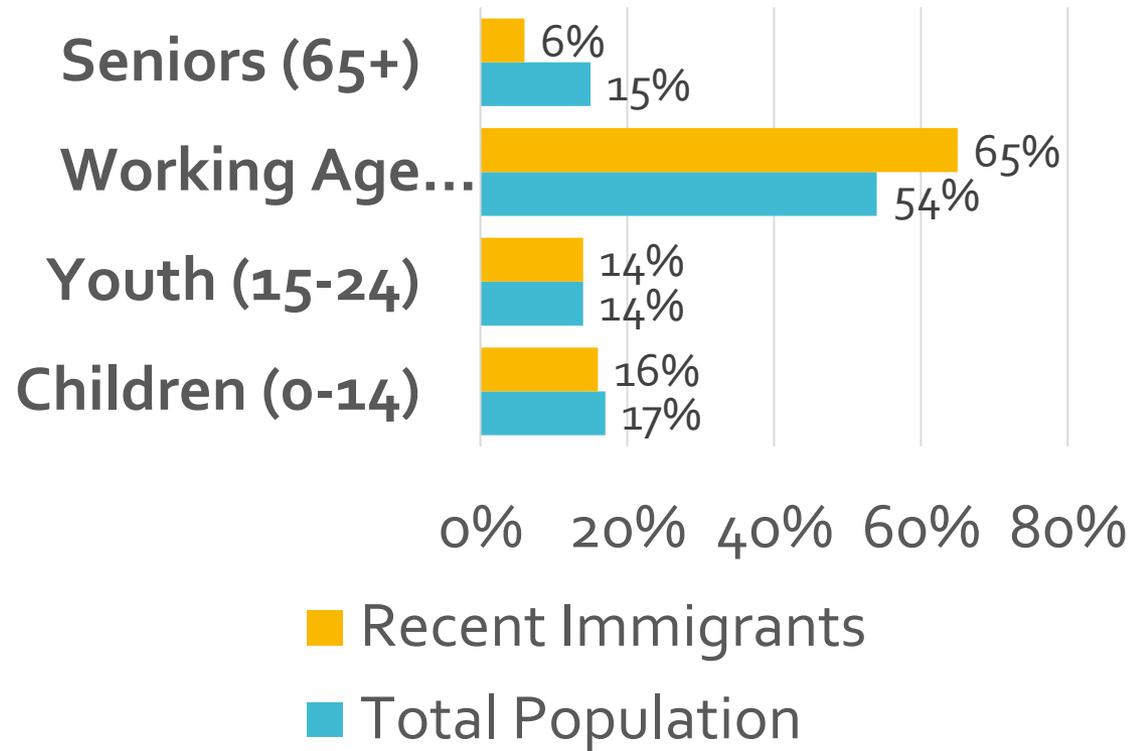
Outline

- Immigration in Guelph
- Income Disparity
- Localised Data and Experiences of Discrimination Survey

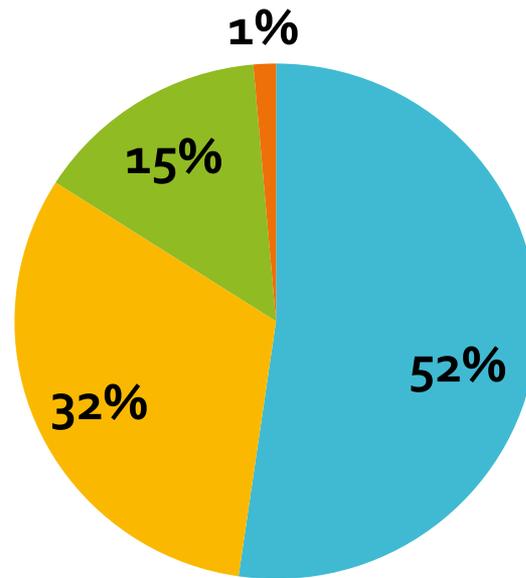
Immigration in Guelph - Overview

- Total Population 131,794 (2016 Census)
 - Immigrants: 28,090 (21.3%)
 - Recent Immigrants (2011-2016): 3,580 (2.7%)
- Top 3 Places of Birth of Recent Immigrants:
 - Philippines (22%)
 - India (13%)
 - China (10%)

Immigration in Guelph - Demographics



Immigration in Guelph – Recent Immigrants, Admission Category



- Economic immigrants
- Immigrants sponsored by family
- Refugees

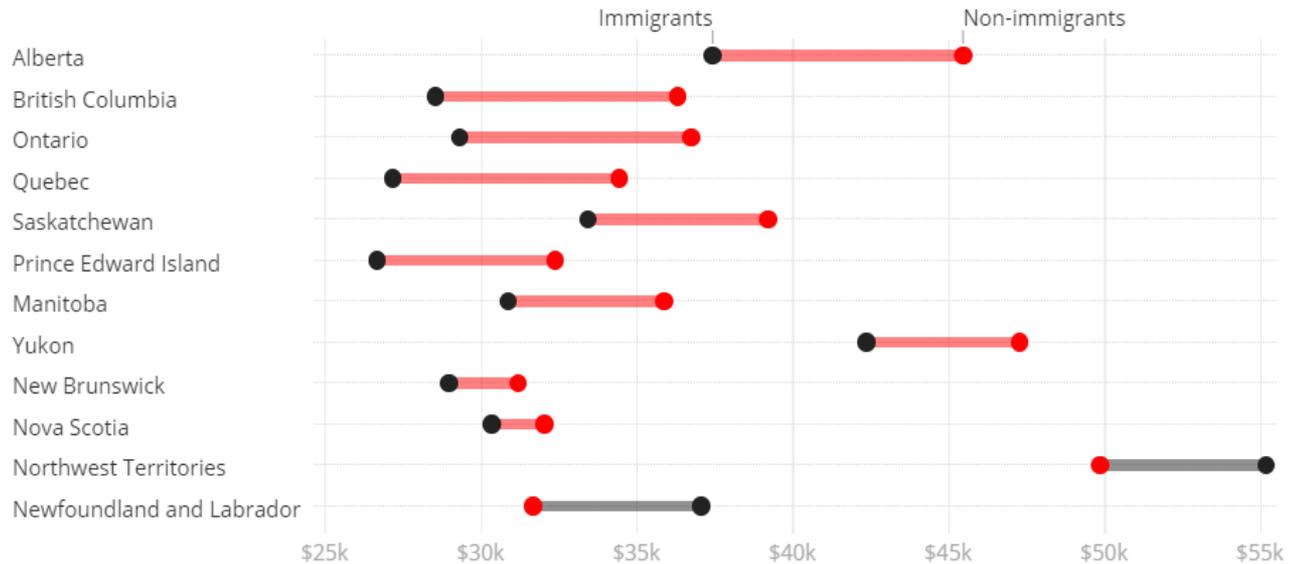
Immigration in Guelph – Education vs. Occupation

- 60% of immigrants to Guelph (age 25-65) have a post-secondary certificate, diploma, or degree.
- Most of the newcomers:
 - hold degrees in Management, Health, and Engineering.
 - Work in Manufacturing, Sales, and Services.

Immigrants' Income Disparity

- National data suggests that immigrant wages are rising, but gaps with Canadian-born earners persist

Median income in 2015 for immigrants and non-immigrants. Sorted from largest to smallest wage gap.



Source: 2016 census, Statistics Canada

Immigrants' Income Disparity

- According to the Conference Board of Canada:
 - The hourly wages of university-educated immigrants living in Canada are, on average, one-fifth lower than those of their Canadian-born peers.
 - the immigrant wage gap for women is higher than for men (23.2 % for women Vs. 19.2% for men, in 2015)

Data and Discrimination

- The first step to address discrimination is having better data to provide better understanding of the situation.
- Localised, racialized data to allow for analysis and comparison.

Experiences of Discrimination Research

- Community-led process
- Feeds into the community engagement and community conversations (the Community Plan)
- Followed with qualitative research to widen the conversation.
- Focusing on action that will follow the results.

Experiences of Discrimination Research

- Examining experiences of discrimination in Guelph and Wellington.
- Randomised survey (visible minorities, indigenous, non-visible minority/ non-indigenous) covering the City and the County (urban/rural).
- LIPs from South Western Ontario joint initiative.
- Funded jointly by the City and Federal Government (IRCC).



guelphwellingtonlip.ca

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Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Panel: Municipal leadership and collaboration

- **Marva Wisdom**
Community Plan External Advisor
- **Denise Andrea Campbell**
Executive Director of Social Development, Finance and Administration at the City of Toronto
- **Dr. Cara Wehkamp**
Special Advisor to the Provost on Aboriginal Initiatives at the University of Guelph
- **Mohammad Mousa**
Coordinator of the Coalition of Inclusive Municipalities at the Canadian Commission for UNESCO
- **Steve Anderson**
Manager, Transportation Engineering at the City of Guelph



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Discussion

- Questions for presenters and panelists
- What information or additional learning would Council like to receive?
- What role would Council like to take as we work with community to eliminate systemic racism?

Wrap up and next steps

- Continue community-led, city supported conversations
- GBHS Anti-Racism Summit
- Local Immigration Partnership survey analysis
- Indigenous community learning and engagement
- Coalition of Inclusive Municipalities Action Plan
- Council Information Report in June

Thanks