

Ontario's Anti-Racism Strategic Plan
SURVEY QUESTIONS

Link to survey: <https://www.ontario.ca/form/ontarios-anti-racism-strategic-plan-review>

Please add on responses to the questions below either in short sentence or bullet point format and highlight in **yellow for multiple choice responses.*

Tell us about yourself

1. I am answering:

As an individual

On behalf of an organization that represents or provides services to Indigenous people, Black and/or other racialized individuals

In another capacity, please state:

2. Do you identify as First Nations, Inuit or Métis, or if responding as an organization, does your organization provide services to individuals who identify as Indigenous? If yes, select all that apply.

No

Yes, First Nations

Yes, Métis

Yes, Inuit

Prefer not to answer

3. What is your ethnic or cultural origin(s) or if responding as an organization, the ethnic or cultural origin(s) of the population you serve?

For example: Canadian, Chinese, East Indian, English, Italian, Filipino, Scottish, Irish, Anishinaabe, Ojibway, Mi'kmaq, Cree, Haudenosaunee, Métis, Inuit, Portuguese, German, Polish, Dutch, French, Jamaican, Pakistani, Iranian, Sri Lankan, Korean, Ukrainian, Lebanese, Guyanese, Somali, Colombian, Jewish, etc.

Specify as many ethnic or cultural origins as applicable

Prefer not to answer

4. In our society, people are often described by their race or racial background. Which race category best describes you, or if responding as an organization, the population that you serve? Select all that apply.

Black – African, Afro-Caribbean, African-Canadian descent

East Asian – Chinese, Korean, Japanese, Taiwanese descent

Southeast Asian – Filipino, Vietnamese, Cambodian, Thai, Indonesian, other Southeast Asian descent

Indigenous (First Nations, Métis, Inuk/Inuit) – First Nations, Métis, Inuit descent

Latino – Latin American, Hispanic descent

Middle Eastern – Arab, Persian, West Asian descent (for example, Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)

South Asian – South Asian descent (for example, East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.)

White – European descent

Another race category (please specify):

Prefer not to answer

5. People can experience racism based on their religion, or perceived religion, which may lead to unique adverse impacts and unequal outcomes. In addition, there may be differences in experiences of systemic racism within and between religious groups.

What is your religion and/or spiritual affiliation? Or if responding as an organization, what is the religion and/or spiritual affiliation of the population you serve? Select all that apply.

Buddhist

Christian

Hindu

Indigenous Spirituality

Jewish

Muslim

Sikh

No religion

Another religion or spiritual affiliation:

Do not know

Prefer not to answer

6. Please select your age group, or if responding as an organization, the age group(s) of the population that you serve. Select all that apply.

Under 18

18-24

25-34

35-54

55-64

65+

Prefer not to answer

7. What is your current lived gender identity? Or if responding as an organization, the lived gender identity of the population you serve? Select all that apply.

Woman / Girl

Man / Boy

Transgender

Transgender Woman / Girl

Transgender Man / Boy

Gender Non-binary

Two-Spirit

Another gender identity

Do not know

Prefer not to answer

8. What is your sexual orientation, or if responding as an organization, the sexual orientation of the population you serve? Select all that apply.

Asexual

Bisexual

Gay

Heterosexual

Lesbian

Queer

Questioning

Two-Spirit

Another sexual orientation

Do not know

Prefer not to answer

9. In which part of Ontario are you located? Or if responding as an organization, what part(s) of Ontario do you serve? Select all that apply.

Eastern Ontario (for example, Kingston to Quebec-Ontario border)

Central Ontario (for example, Barrie, Collingwood, Orillia, etc.)

City of Toronto

Greater Toronto and Hamilton Area

Southwestern Ontario

Northern Ontario

Other region of Canada (please specify):

Prefer not to answer

Addressing systemic racism for equity of opportunities

Ontario is committed to creating conditions for economic empowerment: where every person has access to opportunities and can participate in, contribute to and benefit from economic growth. Ontario's Anti-Racism Strategic Plan guides the government's anti-racism efforts with the goal of removing systemic barriers and promoting racial equity.

Supporting economic empowerment and an inclusive recovery

The Ontario government is committed to working for workers and improving economic outcomes for all. This includes creating the environment for job-creation and new careers, removing barriers to economic opportunity and addressing immediate challenges that limit participation (for example, housing, health, and education).

The COVID-19 pandemic has exposed existing economic barriers faced by Indigenous, Black and other racialized communities and an inclusive approach to recovery is essential to long-term prosperity across the province.

Questions

1. From your understanding or experience, has systemic racism and/or individual acts of racism limited the ability of your community, or the communities you serve, to be economically empowered?

Yes

No

Not sure

Please explain.

Racial discrimination (including in education, hiring, and pay practices) contributes to persistent [earning gaps and economic inequality](#). Economic inequality is entrenched in our systems after decades of policies that support some communities while neglecting or marginalizing others. Systems that perpetuate racism, oppression and colonization also lead to income inequality and economic disempowerment.

For example, the surveillance, policing and criminalization of Black and Indigenous people, as a result of colonization and systemic racism leads to economic hardship as a result of individuals being incarcerated and/or having criminal records. Incarceration negatively impacts families – financially, mentally and emotionally.

In addition, international students/newcomers, many of whom are racialized, face economic hardship due to the cost of post-secondary education, the cost and limited access to health care services and the cost and time associated with education recertification processes.

2. From your understanding or experience, has systemic and/or individual acts of racism limited the ability of your community, or the communities you serve, to recover economically from the COVID-19 pandemic?

Yes

No

Not sure

Please explain.

Systemically marginalized communities were hit the hardest by COVID-19, and from an economic perspective, many [small business owners who are part of these communities](#) disproportionately suffered during the pandemic. Income loss tied to employment was also exacerbated by the pandemic for these communities who often had less to fall back on, such as temporary migrant workers. Since the economic impacts of COVID-19 were not uniform across communities, recovery should be equitable and provide added support to members of the hardest hit groups.

Long term, sustainable solutions that allow people to thrive with dignity must be prioritized. This includes strategies that address poverty, food insecurity, safe/affordable housing, reconciliation and inequities in education, health care and the legal system.

3. What types of opportunities or supports would help you and your community, or the communities you serve, to be economically empowered and recover from the COVID-19 pandemic?

- Action to strengthen equitable access to employment for Black, Indigenous, and racialized workers will help support economic empowerment
- Better employment standards and protection for workers (especially low-wage workers), acknowledging BIPOC individuals are disproportionately represented in low-wage work. This could include fair/adequate wages (addressing the racial pay gap), guaranteed benefits, job security, safe working conditions, protections against discrimination, and promotional opportunities, among others.
- Greater transparency in hiring, promotion and pay practices, policies and decisions
- Recruitment and retention strategies specifically targeting racialized workers
- Addressing inequity beyond economic dimensions that include the social determinants of health. In essence, addressing systemic racism for equity must include changes in policy across numerous areas such as safe, affordable housing; education; systemic racism and discrimination; gender; disability; immigration status; the impacts of colonization, police violence and the criminalization of Black and Indigenous people as these all impact economic empowerment

Addressing racially motivated hate

Ontario has seen an increase in racially motivated hate crimes and incidents across the province and online. These are expressions of bias, prejudice, bigotry and violence that are committed against a person or property based on:

- real or perceived race
- national or ethnic origin
- language
- color
- religion
- gender
- age
- mental or physical disability
- sexual orientation
- any other similar factor

Questions

Supporting children and youth

Everyone deserves the opportunity to succeed and feel that they belong.

The Ontario government is committed to addressing racial inequity for children and youth and supporting their needs, ensuring every child in Ontario can achieve their full potential.

Questions

1. From your understanding or experience, has systemic racism and/or individual acts of racism limited children's access to quality services (e.g. health care, mental health and social services) for your community or the communities you serve?

Yes

No

Not sure

2. From your understanding or experience, do you think the presence of systemic racism and/or individual acts of racism limit the opportunities for children and youth (and their families) in your community, or the communities you serve, to succeed?

Yes

No

Not sure

Please explain.

Because systemic racism operates in a way that is deeply embedded across healthcare, education, and social institutions, it limits opportunities for youth and families in a variety of ways. [For example](#), Black students and students from low socioeconomic backgrounds are disproportionately represented in school suspensions and expulsions, which results in a cycle of lower school performance and academic achievement. In addition, systemic racism manifests itself in the form of lack of representation within these same systems - when youth and their families do not see themselves reflected in positions of educational, medical, and societal leadership, this hinders feelings of safety in institutions, opportunities for children's growth, and self-assurance. Lastly, individual acts of racism, even in the form of small microaggressions, create a form of trauma that negatively impacts mental health and feelings of belonging for racialized youth in their communities.

3. What should the Ontario government do to ensure equitable opportunity for children and youth (and their families) in your community or the communities you serve? What are the tools, policies, programs, or supports needed?

The Ontario government should commit to funding and supporting organizations that are already doing work related to anti-racism, particularly anti-Black and anti-Indigenous racism, and supporting racialized youth and families. Enforcement of policies that legally mandate the collection of race-based data across all health and social services are needed to ensure that organizations can measure the impacts of racism within institutions before aiming to create solutions. At the same time, data is only one piece of the puzzle - we need to ensure the data is actioned and used in practice to address systemic racism.

Specific actions that can be taken within the educational system include:

- Train, hire, and retain Black, Indigenous and racialized teachers, administrators and decision makers
- Work with Black and Indigenous experts to decolonize the provincial curriculum
- Change discipline legislation that shifts from punitive punishment, which is rooted in white supremacy, to policies based in restorative/transformational justice that centre healing and relationships
- Investing more in education – smaller class sizes, more mental health supports, affordable, accessible and culturally safe childcare and afterschool programs
- Eliminate all forms of streaming from K-12
- Mandate Police-Free Schools Province Wide
- Comprehensive training and education programs for the school community – focusing on how to create an inclusive, anti-racist school environment
- Curriculum that reflects the truth about Canada's history and treatment of Indigenous peoples. It should also include the significant contributions of Indigenous Peoples throughout Canada's history.
- Enhancement of anti-racism curriculum & teaching of privilege in schools and workplaces; anti-racism and anti-oppression training for teachers

Policy, research and evaluation: Sustainability and accountability

Advancing racial equity and enabling real, lasting change requires a solid policy, research and accountability framework to examine government policy, legislation, programs and services. Passed in 2017, the **Anti-Racism Act** enables sustainable anti-racism action in Ontario, including publishing an annual progress report.

The Anti-Racism Act also legislated the implementation of Ontario's race-based data collection framework, which includes the **Anti-Racism Data Standards** that ensure race-based data is collected, protected and used in a standardized way to help identify and monitor systemic racism and racial disparities within the public sector.

Targets and indicators were also established to measure the effectiveness of the Anti-Racism Data Standards, and to monitor the collection of race-based data in three regulated priority sectors:

- child welfare
- education
- justice

The Anti-Racism Impact Assessment currently in development will support an anti-racism approach when a public sector organization develops, delivers, reviews and revises its initiatives, policies and programs.

Question

1. Do you think that the initiatives outlined in the paragraphs above are sufficient to support the government's efforts to advance racial equity?

Yes

No

Not sure

While the initiatives outlined above are a positive step towards advancing racial equity, there is a large gap in the healthcare sector, which must also be treated as a priority sector, particularly as we are emerging from the COVID-19 pandemic.

Public education and awareness: Community collaboration

Targeted public education and awareness initiatives aim to deepen the public's understanding of the many forms of racism. The government partnered with community organizations to support the development and delivery of community-based public awareness and engagement initiatives.

The government has also doubled its commitment to the Anti-Racism Anti-Hate Grant Program with an investment of \$3.2 million over two years. This program focuses on supporting community-led initiatives that will increase public education and awareness on the impact of anti-Indigenous racism, anti-Black racism, antisemitism, Islamophobia, anti-Asian racism and other forms of racism.

Every Ontarian deserves to feel safe where they congregate. That is why the government is providing \$25 million through the Ontario Grant to Support Anti-Hate Security Measures for Faith-Based and Cultural Organizations.

Community collaboration is central to identifying solutions and implementing the commitments under [Ontario's Anti-Racism Strategic Plan](#). Ontario has partnered with broader public service organizations, community leaders and population-specific organizations on strategic anti-racism initiatives.

Questions

1. Have you noticed increased awareness about racism and the impacts of racism in the general public?

Yes

No

a. Please explain.

Current events, particularly in intersection with the COVID-19 pandemic, have brought an increased awareness about racism and its impacts to the general public. Instances of police violence, hate crimes, and the discovery of mass residential school grave sites, have pushed the public and those in positions of leadership to reflect on, learn about, and address the impacts of racism, particularly anti-Black and anti-Indigenous racism.

Although there has been an increase in awareness about racism and the impacts of racism in the general public, swift action must be taken to create systems level change and divest from policies and practices that are rooted in white supremacy and legacy of colonization and continue to create harm.

2. To what extent do you think the government's anti-racism initiatives have contributed, if at all, to a change in awareness about racism and the impacts of racism?

Contributed a lot

Contributed somewhat

Not very much

Not at all

Don't know

a. Please explain why you gave this rating.

As previously stated, current events have brought an increased awareness about racism and its impacts to the general public. Instances of police violence, hate crimes, and the discovery of mass residential school grave sites, have pushed the public and those in positions of leadership to reflect on, learn about, and address the impacts of racism, particularly anti-Black and anti-Indigenous racism.

3. What is the best way for the government to continue collaborating and engaging with communities to address issues of racial equity and the impacts of racism?

The Ontario government should commit to funding and supporting organizations that are already doing work related to anti-racism, particularly anti-Black and anti-Indigenous racism, and supporting racialized youth and families. There must be a commitment to actioning systems level solutions that have long been proposed by communities most impacted by racism. Consultations and collaboration cannot be rushed and appropriate time should be given to meaningfully move forward with sustainable solutions.

Population-specific anti-racism initiatives

Population-specific strategies recognize the disparities faced by Indigenous Peoples, Black and other racialized communities in social, economic and health settings. Research and community consultations show that Indigenous and Black populations within Ontario especially, are experiencing critical forms of systemic racism and inequitable outcomes. It is essential that these disproportionalities be addressed, and the following three population-specific anti-racism initiatives are a start to this work.

Anti-Black Racism Strategy

Ontario's [Anti-Black Racism Strategy](#) was released in 2018 with the aim of reducing the:

- over-representation of Black children and youth within the child welfare system
- achievement gap between Black students and all other students within the publicly funded education system
- disproportionate number of Black males involved in the youth justice and justice systems

The government partnered with community organizations to organize and host conferences on Ontario's Anti-Racism Strategy and anti-Black racism, and worked with broader public sector organizations on anti-racism initiatives, including initiatives addressing anti-Black racism. There have also been further investments in programming focused on increasing opportunities for Black children, youth and families across the province.

In December 2020, the government announced an investment of \$60 million over three years for the Black Youth Action Plan, which supports Black communities to thrive and achieve economic success. Through consultations with the Premiers' Council on Equality of Opportunity (PCEO), an additional \$14 million was invested to expand government partnerships, increase economic inclusion and address barriers to labour market participation for Black youth.

The government is also increasing funding in One Vision, One Voice. The project supports the delivery of culturally appropriate services to address the disproportionate representation of African Canadian and Black children and youth in the child welfare system with a focus on prevention and early intervention.

Indigenous-focused Anti-Racism Strategy

Ontario continues to build relationships with and collaborate with First Nations, Métis and Inuit governments, organizations and communities on initiatives to specifically target anti-Indigenous racism:

- Since 2017, the Anti-Racism Directorate partnered with communities in Toronto, Ottawa, Kenora, Sioux Lookout and Thunder Bay to host preliminary engagement sessions and inform Indigenous-focused efforts to combat racism. The anti-Indigenous racism initiatives focused on community-led solutions, public education and awareness and programming to remove systemic barriers.
- The Anti-Racism Directorate worked with justice sector partners to scale initiatives and support community-based solutions that address systemic barriers faced by Indigenous people. Specifically, the Anti-Racism Directorate provided funding for initiatives related to discharge planning and restorative justice.
- In May 2021, Ontario released Pathways to Safety: Ontario's Strategy in Response to the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. This was developed in collaboration with Indigenous partners and addresses critical gaps in supports for Indigenous women, children, and Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, plus (2SLGBTQQIA+) people. The strategy includes 118 initiatives organized under six pathways that will help create the changes required to eliminate the root causes of violence and advance meaningful reconciliation.
- Through Ontario's Child Welfare Redesign Strategy and co-developed Ontario Indigenous Children and Youth Strategy, we are addressing the overrepresentation of First Nations, Métis and Inuit children and youth in Ontario's child welfare system by focusing on enhanced community-based prevention and early intervention services for families.
- Revisions to mandatory Indigenous-focused learning was introduced for the Social Studies, Grades 1–3 curriculum on September 29, 2021. These revisions will complement mandatory learning already present in Social Studies, Grades 4–6, and History, Grades 7, 8 and 10, introduced in 2018.

The government has invested \$5 million through the Racialized and Indigenous Support for Entrepreneurs (RAISE) Grant, which supports racialized entrepreneurs in Ontario to start and scale a business through culturally responsive supports.

Ontario is committed to strengthening relationships with First Nations, Inuit and Métis Peoples and will be collaborating with Indigenous leaders and organizations to seek community input on the Indigenous-focused components of the strategy.

Ontario Public Service Strategy

With over 60,000 staff, the Ontario Public Service is one of the largest employers in the province. The [OPS Anti-Racism Policy](#) was established in 2018 and commits the organization to create equitable human resources policies, procedures and practices for all employees, including Indigenous, Black and other racialized employees, through:

- identifying and removing systemic racism barriers in human resource policies, programs and practices
- making sure the diversity of the senior leadership reflects the Ontario labor force by 2025
- ensuring all staff have a foundational awareness and understanding of systemic racism and colonialism, and the skills to address it

In June 2021, the OPS also completed a third-party review of OPS Inclusive Workplace Policies and Programs, resulting in recommendations to address systemic racism within the public service.

Question

1. The paragraphs above outline some of the population-specific initiatives from the Ontario government to advance racial equity. What other populations and/or targeted population specific approaches should the Ontario government consider to improve racial equity in Ontario?

The government should commit to increasing funding, resources, and fair compensation for anti-racism and anti-Indigenous racism work in priority sectors, particularly healthcare. This includes creating job positions, committees, and training opportunities related to addressing racism and anti-Indigenous racism, and ensuring that racialized individuals have access to and are retained in leadership positions.

The Government should also take an intersectional approach to advance equity. Individuals are impacted by systems of oppression in different ways depending on their identity, therefore steps must be taken to address how all systems of oppression intersect, create harm, and marginalize people.

Consideration should also be given to strategies that combat Islamophobia and racism towards people of Asian and Arab descent.

Your privacy matters

The Anti-Racism Directorate (ARD) is collecting information through public consultations as part of the review of Ontario's first Anti-Racism Strategy. The Ontario government, including the ARD, is subject to the Freedom of Information and Protection of Privacy Act.

By completing the online survey or providing submissions, **you will be choosing to share your responses with the Government of Ontario** and acknowledge that we may share your responses with a third party vendor to assist us with analysis. Completion of the survey or the provision of submissions is optional. It is not required, and you do not have to answer all questions if you do

choose to complete the survey. You will not be asked to provide any information that would reveal who you are (for example, your name or phone number) or reveal any other person's identity.

Information about your race and other sociodemographic factors (for example, religion), as well as your views and experiences, is needed for the Anti-Racism Strategy review so that the ARD can understand the way race works and blends with other social identities (for example, gender identity) to impact your experiences. The ARD also needs this information to ensure that participants reflect the regional diversity of Ontario. Based on the ARD's analysis of your responses, including your sociodemographic information, population specific initiatives may be recommended to meet the needs of racialized groups, address the barriers identified, and otherwise advance racial equity in Ontario.

The information you choose to provide (for example, opinions and demographic data) and your feedback will be collected by the Anti-Racism Directorate, anonymized and shared with a vendor who is assisting the ARD with the review. Your responses will be reviewed by the ARD and the Vendor to inform the ARD's advice to government. Survey results, and information provided through submissions, may also be used in a summary report at an aggregate level.

If you have any questions about the collection, use or disclosure of your information, please contact:

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