

Agenda

Diversity, Inclusion and Anti-Oppression Advisory Committee

The 6th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
September 24, 2021, 12:00 PM

Advisory Committee Virtual Meeting - during the COVID-19 Emergency

The City of London is committed to making every effort to provide alternate formats and communication supports for Council, Standing or Advisory Committee meetings and information, upon request. To make a request related to this meeting, please contact advisorycommittee@london.ca

Pages

1. Call to Order

- 1.1. Disclosures of Pecuniary Interest
- 1.2. Election of Vice-Chair for the remainder of the current term

2. Opening Ceremonies

- 2.1. Acknowledgement of Indigenous Lands
- 2.2. Traditional Opening

3. Scheduled Items

- 3.1. 12:00 PM - E. Yi and S. Bressette, London Arts Council - LAC Initiatives

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(Note: The websites for the following can be accessed through the links provided below

London Arts Council - <https://www.londonarts.ca/>

Indigenous London Arts - <https://www.indigenouslondonarts.ca/>)

- 3.2. 12:15 PM - R. Morris, Director, Anti-Racism Anti-Oppression Unit - Black Community Liaison Advisor Introduction

4. Consent

- 4.1. 5th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee
- 4.2. Discrimination Experienced by Immigrants, Visible Minorities and Indigenous Peoples in London and Middlesex, An Empirical Study by the London and Middlesex Local Immigration Partnership
 - a. CBC Article - Indigenous people in London experience more discrimination than other minorities, report finds

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(Note: The article is available on the CBC London website.)

5. Sub-Committees and Working Groups

- 5.1. Awards and Recognition Sub-Committee

a. 2022 Mayor's New Year's Honour List

5.2. Education and Awareness Sub-Committee

5.3. Policy and Planning Sub-Committee

a. Policy and Planning Sub-Committee Final Report

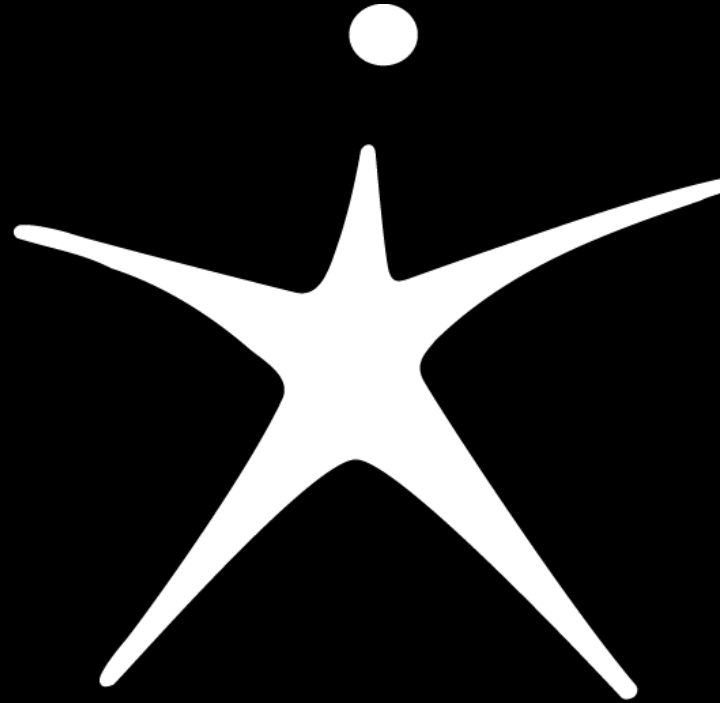
5.4. Community Diversity and Inclusion Strategy

6. Items for Discussion

7. Additional Business

8. Adjournment

Next Meeting Date: October 21, 2021



London **Arts** Council

Diversity, Inclusion and Anti-Oppression Advisory Committee Meeting

Friday, September 24, 2021 @ 12:00pm

Introduction:

Eunju Yi (she/her)
Executive Director



London Arts

Organization Overview:



London **Arts** Council

Who we are

What we do

Investments

Calls to Artists

STAY CONNECTED



London **Arts** Council

Organization Overview:

MANDATE

The London Arts Council (LAC) works with public, private, and community partners to build and sustain Londoners' awareness of, involvement in, and support for all artistic disciplines across the city. Our programs in education, health, and community provide paid opportunities for professional artists to create and deliver artworks as well as, support arts organizations in London, ON.



Programs:



Education

AECE (Arts Ed Classroom Experience)

CCY (Culture City Youth)



Community

Public Art

Poet Laureate

LAL (London Arts Live)

CCX (Culture City X)



Health

Belong to Song (BTS)

Healing through the Arts (HTTA)

Recovery through the Arts (RTTA)



Programs:



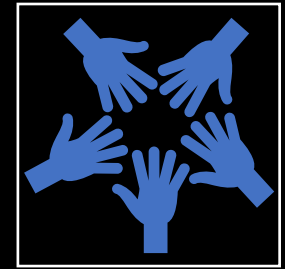
Investments

CAIP (Community Arts Investment Program)



Awards

Mayor's New Year's Honours List
LAC Endowment Awards



Diversity & Inclusion

Building Allyship



Building Allyship:

The London Arts Council is committed to confronting systemic racism and inequity that exists in London today. LAC works with many artists/creators from Indigenous, Black and People of Colour communities in support of equity, justice and human rights.

<https://londonarts.ca/building-allyship>



Introduction:

Summer Bressette
(she/her)
Curator, Indigenous
Programming



London Arts Council



Introduction:

Boozhoo! Niiobinesiik n'dizhinikaaz. Maang n'doodem, Wiiwkwedong miinwaa Aazhoodenaang n'doonjibaa. I am an artist, curator, educator, and community animator. I am passionate about the arts, education, and language revitalization.



Portfolio:

- Community Development and Public Art Portfolios – Team Member/Project Lead
- Work with the Public Art Team to coordinate Calls to Indigenous Artists, create an equitable process for curating selected works
- Liaise with artists, project partners, and community
- Research and identify potential community partnerships





Portfolio:

- Current and Ongoing Projects and Activations
- Indigenous London Arts Website
Co-curated with Designer Katie Wilhelm
<http://www.indigenoulondonarts.ca>
- Tourism London Welcome Centre
Installation/Exhibit
- We Are Still Here – Residential
School Survivors Public Art Project
- Consultation with Indigenous
Artists

Indigenous London Arts Website

Artists: Shawn Johnston and Hawlii Pichette.

Knowledge Sharing Through the Arts

SHARING STORIES

Indigenous London Arts Website

Artists: Shawn Johnston and Hawlii Pichette.



SHARING STORIES



Jun 16 • 1 min



Knowledge Sharing Through The Arts – Video

This video was created to showcase the art work and creations that are located at the Tourism London Welcome Centre on Wellington Road South



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<https://www.indigenouslondonarts.ca/post/knowledge-sharing-through-the-arts-video>



London Arts Council



London Arts Council



Zane Pate

Thank you!

For any questions, please contact:

Eunju Yi:

eyi@londonarts.ca

Summer Bressette:

summerb@londonarts.ca

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

The 5th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee
August 19, 2021
Advisory Committee Virtual Meeting – during the COVID-19 Emergency

Attendance PRESENT: M. Buzzelli (Chair), H. Abu Kakry, K. Arnold, B. Hill, B. Madigan, and M. Mlotha; A. Pascual (Committee Clerk).

ABSENT: N. Al-Farawi, M. Alder, and C. DuHasky.

ALSO PRESENT: F. Andrighetti, D. Antone-Mills, R. Armistead, S. Bressette, M. Dellamora, A. George-Antone, A. Hibbert, A. Husain, J. Jeresky, K. Koltun, R. Morris, L. Sanders, I. Silver, M. Stone, B. Westlake-Power, T. Whiteye, and E. Yi.

The meeting was called to order at 12:05 PM; it being noted that the following Members were in remote attendance: H. Abu Kakry, K. Arnold, M. Buzzelli, B. Hill, B. Madigan, and M. Mlotha.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

1.2 Election of Chair and Vice-Chair for the remainder of the current term

That M. Buzzelli BE ELECTED as Chair for the meeting held on August 19, 2021.

2. Opening Ceremonies

2.1 Acknowledgement of Indigenous Lands

That it BE NOTED that the meeting was opened with an Acknowledgement of Indigenous Lands by M. Buzzelli.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Scheduled Items

3.1 Residential School Survivors (RSS) Legacy Project

That the following actions be taken with respect to the Residential School Survivors (RSS) Legacy Project:

a) the Residential School Survivors (RSS) Legacy Project Team BE INVITED back to attend the Diversity, Inclusion and Anti-Oppression Advisory Committee meeting on October 21, 2021, to provide updates and additional information with respect to the project; and,

b) the verbal delegation from T. Whiteye, with respect to the above-noted matter BE RECEIVED.

4. Consent

4.1 4th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That the 4th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on July 15, 2021, BE RECEIVED.

4.2 Municipal Council resolution from its meeting held on August 10, 2021

That the Municipal Council resolution from its meeting held on August 10, 2021, with respect to the 3rd and 4th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee, BE RECEIVED.

5. Sub-Committees and Working Groups

5.1 Awards and Recognition Sub-Committee

That the following actions be taken with respect to the Awards and Recognition Sub-Committee update:

a) the request from the Awards and Recognition Sub-Committee for budget allocation of up to \$700.00 for the 2021 Diversity, Race Relations and Inclusivity Award, BE APPROVED; and,

b) it BE NOTED that the verbal update from A. Husain with respect to the Awards and Recognition Sub-Committee meeting was received.

5.2 Education and Awareness Sub-Committee

That it BE NOTED that no report was received from the Education and Awareness Sub-Committee.

5.3 Policy and Planning Sub-Committee

That it BE NOTED that the verbal update from B. Madigan and M. Buzzelli with respect to the Policy and Planning Sub-Committee meeting was received.

5.4 Community Diversity and Inclusion Strategy

That it BE NOTED that no report was received from the Community Diversity and Inclusion Strategy.

6. Items for Discussion

6.1 Election of Community Diversity and Inclusion Strategy Leadership Table Representative

That the following actions be taken with respect to the Election of a Community Diversity and Inclusion Strategy Leadership Table Representative:

a) M. Buzzelli BE ELECTED as the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) representative to the Community Diversity and Inclusion Strategy (CDIS) Leadership Table meeting scheduled on August 19, 2021; it being noted that the Committee will appoint a DIAAC representative for the CDIS Leadership Table meeting in October 2021 at their next meeting; and,

b) the presentation as appended to the agenda from K. Koltun, Supervisory, Policy and Strategic Issues, BE RECEIVED.

7. Additional Business

7.1 (ADDED) Election of Chair for the remainder of the current term

That M. Buzzelli BE ELECTED as Chair for the remainder of the current term ending on December 31, 2021.

8. Adjournment

The meeting adjourned at 1:29 PM.

Report to Community and Protective Services Committee

To: Chair and Members
Community and Protective Services Committee

From: Kevin Dickins, Deputy City Manager, Social and Health Development

Subject: Discrimination Experienced by Immigrants, Visible Minorities and Indigenous Peoples in London and Middlesex, An Empirical Study by the London & Middlesex Local Immigration Partnership

Date: September 21, 2021

Recommendation

That, on the recommendation of the Deputy City Manager, Social and Health Development, the following report, Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous Peoples in London and Middlesex, An Empirical Study by the London & Middlesex Local Immigration Partnership, **BE RECEIVED** for information.

Executive Summary

In March 2021, the London & Middlesex Local Immigration Partnership (LMLIP) partnered with the Network for Economic and Social Trends, Western University and Forum Research Inc. to conduct a rigorous survey on discrimination in the London and Middlesex community. The purpose of the survey and the empirical study attached as Schedule 1, are to understand local experiences of discrimination by Immigrants, Visible Minorities, and Indigenous Peoples, in comparison to those who do not belong to these groups. The LMLIP initiated this work with seven other regions of Southwest Ontario. The findings will be helpful in supporting the work of the London & Middlesex Local Immigration Partnership, London's Newcomer Strategy, and that of other LIPs, in our collective work to address discrimination in our communities.

Linkage to the Corporate Strategic Plan and the London Community Recovery Network

This report supports the City of London's 2019-2023 Strategic Plan and is aligned with the following strategic area of focus: Strengthening our Community, with the outcome: Londoners are engaged and have a sense of belonging in their neighbourhoods and community and the expected result: Increase the number who feel welcomed and included.

As the London Community Recovery Network has pointed out, the pandemic has had a disproportionate impact on vulnerable and marginalized communities including Immigrants, Indigenous Peoples and Visible Minorities.

Analysis

1.0 Background Information

1.1 Previous Reports Related to this Matter

None

2.0 Discussion and Considerations

2.1 Purpose

The purpose of this report is to gain an in-depth understanding of experiences of discrimination in London and Middlesex to inform future actions of the LMLIP in its work

to address discrimination in our community.

2.2 Background

The London & Middlesex Local Immigration Partnership is one of over 80 Local Immigration Partnerships across Canada, funded by Immigration, Refugees and Citizenship Canada since 2009. Local Immigration Partnerships are collaborative community initiatives designed to strengthen the role of local and regional communities in serving and integrating immigrants. LMLIP is co-chaired by the City of London and a community volunteer, and its work is guided by a Central Council and five issue-specific sub-councils, which include educational institutions, community services and volunteers across sectors.

The theme of creating a welcoming community is one of the LMLIP's five strategic priorities with the following vision: Encouraging the London and Middlesex community to appreciate diversity and actively work to attract, support, and retain immigrants. The aspiration is that all residents welcome the full participation of immigrants into Canadian society and work together to eliminate racism and discrimination in all forms.

For several years, the LMLIP has worked on projects addressing racism and discrimination, including an All Are Welcome Here lawn sign campaign, and an annual All are Welcome Here conference held to mark the United Nations Day for the Elimination of Racial Discrimination. In March 2020, the All are Welcome Here conference examined unconscious bias in housing and employment issues and in March 2021, the All are Welcome Here online conference included activities designed to increase awareness of the challenges and contributions of immigrants to our community. In light of the deadly attack of June 6th on an immigrant, Muslim family, the LMLIP is undertaking additional steps to address racism and discrimination.

While the media makes residents aware of high-profile incidents, data on everyday discrimination does not exist at the local level. The survey work, led by Western University's Network for Economic and Social Trends, was a natural extension of the LMLIP's cumulative work, and findings will be helpful in supporting the collective work in addressing racism and discrimination in London and Middlesex as well as other communities of Southwest Ontario. The following geographic areas of seven Local Immigration Partnerships are partnering with the LMLIP on similar investigations: Guelph and Wellington County, Hamilton, Huron-Perth, Niagara Region, Oxford County, Sarnia-Lambton, and St Thomas & Elgin County.

Survey methodology

A market research firm was retained to recruit participants, administer the survey, and collect the data. Respondents in the survey were contacted by telephone through random digit dialing of phone numbers in the region, and if they qualified to participate and agreed, were then sent the link to the survey to participate in either English or French. This process ensured a relatively representative sample of adults within each of the three groups. Targets of 300 Immigrants and Visible Minorities, 200 Indigenous Peoples, and 300 White Non-immigrants were set, and the final sample included 379 Immigrants and Visible Minorities, 164 Indigenous Peoples, and 286 White non-immigrants. Ethics approval was obtained from Western University's research ethics board. The results of the survey were analyzed by researchers of the Western University's Network for Economic and Social Trends, Mamta Vasvani, Ph.D, and Victoria M. Esses, Ph.D. Attached as Schedule 1.

2.3 Findings of the Survey

It is important to note that the survey was held in March 2021, prior to the June 6th attack on an immigrant Muslim family which resulted in the deaths of four innocent people.

Results of the survey showed that a greater number of Indigenous People in London-Middlesex report experiencing discrimination in the last three years compared to Immigrants and Visible Minorities and comparison White non-immigrants. Immigrants and Visible Minorities and Indigenous People perceived their experiences of discrimination as based on ethnocultural factors (i.e., race or skin colour, Indigenous identity, ethnicity or culture). In both the Immigrants and Visible Minorities group and the Indigenous Peoples group, the contexts for discrimination most reported included applying for a job or a promotion, at their job, while using public transit, in a store, bank, or restaurant, and when attending school. The most widely reported types of discrimination included inappropriate jokes, derogatory language, and verbal abuse. Immigrants and Visible Minorities also reported experiencing verbal threats and Indigenous People also reported experiencing physical threats. Perpetrators of discrimination were most reported to be middle-aged and White.

The empirical study leads to three recommendations to counteract discrimination. First, the report recommends promoting an environment that encourages victims of discrimination to report their experiences, with an online platform such as has been initiated in other locations referenced. Second, the results suggest that it is important to help victims of discrimination to use effective coping strategies so that they do not internalize the discrimination they experience. And third, and most important, is the recommendation to focus on strategies for preventing and counteracting the discrimination reported in London-Middlesex. The researcher findings recommend several anti-discrimination initiatives that take a multi-level approach to address the individual perpetrators of discrimination, bystanders, and organizations and systems.

2.4 Future activities of the LMLIP

Researchers involved in the study plan to present the findings on London-Middlesex in several forums, including LMLIP's Central Council, a meeting of NEST, and other community meetings. Once the seven other participating Local Immigration Partnerships of Southwest Ontario have reported on the data from the surveys in their own regions, they plan to work together to publish a joint report. These reports will provide recommendations for joint activities to address discrimination at the local and regional levels.

3.0 Financial Impact/Considerations

3.1 Funding

All funding for the survey and report was provided by Immigration, Refugees and Citizenship Canada. There is no municipal financial impact.

Conclusion

The empirical study commissioned by the London & Middlesex Local Immigration Partnership provides valuable information on the experiences of discrimination in the broader London and Middlesex community. The analysis from this study includes recommendations to address discrimination that are useful not only for the LMLIP but also for the community at large. The findings of the study will be widely disseminated to the media, and to community groups with a particular interest in addressing discrimination in London-Middlesex.

Prepared by: Jill Tansley, Manager, Strategic Programs & Partnerships

Recommended by: Kevin Dickins, Deputy City Manager, Social and Health Development

Appendix A

Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous Peoples in London and Middlesex

**An Empirical Study by the London & Middlesex
Local Immigration Partnership**

Mamta Vaswani, Ph.D. and Victoria M. Esses, Ph.D.
Network for Economic and Social Trends (NEST), Western University

August, 2021



Western
SocialScience

Network for Economic
and Social Trends (NEST)

Co-led by:



Funded by:



Immigration, Refugees
and Citizenship Canada

Financé par :

Immigration, Réfugiés
et Citoyenneté Canada

Acknowledgments

We would like to express our appreciation to the Southwestern Ontario Local Immigration Partnerships Discrimination Survey Working Group for their collaboration on this project. We would also like to express our gratitude to Dr. Zenaida R. Ravanera, Shelley Hill and Tehya Quachegan for their input. Additionally, we would like to thank Annie Liu for her help preparing portions of this report.

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Executive Summary

This report provides insight into the discrimination experiences of immigrants, visible minorities, and Indigenous Peoples in London-Middlesex in order to support the development of evidence-based anti-discrimination initiatives at the local level. To this end, a representative survey (N = 829) was conducted in March 2021 to examine the extent and context of discrimination experienced by immigrants, visible minorities, and Indigenous Peoples in London-Middlesex, in comparison to people who are not members of these groups. The survey also investigated the presumed basis for this discrimination, who is perpetrating these acts of discrimination, and whether specific forms of discrimination are taking place. In addition, the survey examined how individuals respond to these experiences of discrimination, including how they cope with discrimination and feel about it, and their more general feelings of acceptance and welcome in the community.

A methodological strength of this research was the targeting of substantial numbers of immigrants, visible minorities, and Indigenous Peoples for inclusion, and the recruitment procedure that used random digit dialing, ensuring relatively representative samples. Immigrants and visible minorities were combined for the majority of analyses because of the substantial overlap between these two groups in London-Middlesex (though we of course acknowledge that not all immigrants in London-Middlesex are visible minorities and not all visible minorities in London-Middlesex are immigrants). In our Immigrants & Visible Minorities group, over 60% of respondents were both immigrants and visible minorities.

The results show that approximately 6 out of 10 Indigenous Peoples reported experiencing discrimination in London-Middlesex in the last three years compared to about 4 out of 10 Immigrants & Visible Minorities and comparison White Non-immigrants. Immigrants & Visible Minorities and Indigenous Peoples perceived their experiences of discrimination as based on ethnocultural factors related to different minority group statuses (e.g., race or skin colour, indigenous identity, ethnicity or culture). In contrast, comparison White Non-immigrants tended to perceive their experiences of discrimination as based on more universal factors (e.g., gender, age, physical appearance, income level).

On average, Indigenous Peoples reported experiencing discrimination in more contexts than Immigrants & Visible Minorities and White Non-immigrants. In both the Immigrants & Visible Minorities group and the Indigenous Peoples group, contexts for discrimination that were most frequently indicated included when applying for a job or promotion, at their job (e.g., from supervisors, co-workers, clients), while using public transit (e.g., buses, trains or taxis), in a store,

bank, or restaurant, and when attending school or classes. For Indigenous Peoples, a top context for experiencing discrimination was also while using public areas such as parks and sidewalks.

In terms of specific types of discrimination that were experienced, from the list provided, respondents in all three groups were most likely to indicate inappropriate jokes, derogatory language, and verbal abuse. Immigrants & Visible Minorities also reported experiencing verbal threat, and Indigenous Peoples also reported experiencing physical threat. Furthermore, in all three groups, respondents identified perpetrators as male and female, although females were mentioned more often than males by Immigrants & Visible Minorities, whereas males were mentioned more often than females by Indigenous Peoples and White Non-immigrants. Also, perpetrators were most commonly reported to be middle aged and White.

In all three groups, respondents reported that experiencing discrimination was more likely to lead to feelings of discouragement, exclusion, and powerlessness than shame. On average, respondents in all three groups also reported experiencing anxiety and depression to some extent as a result of their discrimination experiences. Of note, however, Indigenous Peoples tended to experience more negative emotions and psychological distress than respondents in the other two groups. To cope with their discrimination experiences, respondents reported using both active and passive coping strategies, though they tended to use passive coping strategies more. Finally, White Non-immigrants tended to report, on average, higher feelings of acceptance and welcome in London-Middlesex than the other two groups.

Recommendations for counteracting this discrimination focus on three areas. First, it is important to promote an environment that encourages victims of discrimination to report their experiences. Only experiences that are acknowledged can be addressed. Second, the findings suggest that it is important to help victims of discrimination to use effective coping strategies so that they do not internalize the discrimination that they experience. As a primary focus of the recommendations, the third recommendation focuses on strategies for preventing and counteracting the discrimination reported in London-Middlesex. These strategies should take into account the findings of the current research in terms of the context and nature of discrimination in London-Middlesex, as well as the research literature on effective anti-discrimination strategies. In this way, London-Middlesex can work toward becoming a more welcoming community in which all groups are treated with respect, and discriminatory treatment becomes an exception rather than an everyday occurrence for members of certain groups.

Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous Peoples in London and Middlesex

An Empirical Study by the London & Middlesex Local Immigration Partnership

Overview

This report describes the results of a representative survey (March 2021, N = 829) examining discrimination experienced by immigrants, visible minorities¹, and Indigenous Peoples in London-Middlesex. Although there have been a number of previous large-scale national surveys on discrimination conducted in Canada (e.g., Environics Institute, 2010; Ibrahim, 2018), small sample sizes at the local level have precluded the ability to examine results of these surveys for specific communities outside of the large metropolises. The study described in this report fills this gap by examining local experiences of discrimination within the London-Middlesex area. Gaining insight into these experiences is crucial as a basis for developing anti-discrimination evidence-informed initiatives for the community that target where discrimination is occurring, who is most likely to be perpetrating and experiencing discrimination, and how to reduce its negative impact. These anti-discrimination initiatives would help make London-Middlesex a more just and equitable community, and would protect its residents from the harmful negative outcomes that experiencing discrimination can produce. Additionally, relationships between people of different groups would be improved as a result of anti-discrimination initiatives, making London-Middlesex a more neighbourly community. Furthermore, anti-discrimination initiatives would help make London-Middlesex a more welcoming community that could attract, integrate, and retain diverse individuals, an integral part of Canada's strategy to sustain the economy (Government of Canada, 2020; Morency et al., 2017).

The study described in this report examined the extent and context of discrimination experienced by immigrants, visible minorities, and Indigenous Peoples in comparison to people who are not members of these groups, whether specific forms of discriminations are being experienced, the presumed basis for this discrimination and its perpetrators, and how targets of discrimination respond to these experiences (how they cope with those experiences and feel about them). In

¹ This report uses the term 'visible minorities' as utilized by Statistics Canada (2020a). However, we acknowledge that in the current discourse, the term racialized persons may be preferred in public discussions of the findings. Indigenous Peoples are not included in this category.

the following sections we provide background and context for the need for this research, describe the results of the survey, and provide recommendations that are informed by these results.

Discrimination

Discrimination refers to inappropriate and unfair treatment of people simply because they belong to certain groups. Discrimination includes both negative behaviour toward a member of another group based on their group membership, and less positive behaviour toward them than toward a member of one's own group in comparable situations (Dovidio et al., 2010). Discriminatory treatment can occur as a result of cultural understandings, policies, and practices that deny members of certain groups equal treatment, referred to as institutional discrimination (Dovidio et al., 2010). For instance, European understandings, policies, and practices related to governance, land ownership, and education have resulted in significant mistreatment and injustice experienced by Indigenous Peoples throughout Canada's history, the impact of which still persist today (Neylan, 2018). Additionally, immigration related policies and practices have historically denied or made it difficult for people from visible minority groups to enter Canada (Dench, 2000). These examples of unfair treatment towards immigrants, visible minorities, and Indigenous Peoples describe how institutional discrimination can become a systemic form of mistreatment experienced by people who belong to certain minority groups.

Discrimination also occurs between individuals. At an individual level, discrimination refers to behaviour that disproportionately favours or provides an advantage to people belonging to some groups while disadvantaging or harming people belonging to other groups (Dovidio et al., 2010). Discriminatory behaviour can be overt or take more subtle forms. Overt forms of discrimination are clearly recognizable as unfair, are generally viewed as unacceptable, are often unlawful, and are for the most part intentional (e.g., verbal and physical assault; Jones et al., 2016). Subtle forms of discrimination (e.g., being avoided or ignored, inappropriate jokes; Jones et al., 2016) can appear as though they are harmless, can be viewed as acceptable, are typically lawful, and are more likely to be seen as unintentional. Therefore, people may experience discrimination in a variety of ways: through institutional systems as well as through overt and subtle discriminatory behaviour perpetrated by individuals.

Discrimination in Canada

In Canada, immigrants, visible minorities, and Indigenous Peoples tend to experience discriminatory behaviour on an individual level, and unequal access to employment, housing, education, and private and public services on a more systemic level (Environics Institute, 2010; Environics Institute for Survey Research, 2019; Esses, 2021). These experiences are based on a variety of factors including their ethnicity, race, and religion, factors which typically do not

disadvantage their native-born White counterparts. Furthermore, they experience discrimination across a variety of settings as they attempt to engage in day-to-day life such as when walking in the streets, using public transit, frequenting stores and restaurants, in the workplace, in educational settings, when accessing health care, when engaging with the police and criminal justice system, when attempting to rent places to live, and when travelling across borders and through airports (Environics Institute for Survey Research, 2019; Nangia, 2013; Novac et al., 2002). A recent national study revealed that the majority of Indigenous (53%) and Black (54%) Canadians have personally experienced discrimination based on their race or ethnicity, with South Asian (38%) and Chinese (36%) Canadians, and Canadians of other racialized groups (32%) also reporting experiences of discrimination (Environics Institute for Survey Research, 2019).

Discrimination experienced by immigrants, visible minorities, and Indigenous Peoples has unfortunately been on the rise over the last decade. For instance, hate crimes (criminal offenses motivated by hate that target specific populations such as particular ethnic, racial, and religious groups) have been increasing. Data collected by Statistics Canada reveal that approximately 2,000 hate crimes in Canada were noted by police in 2019, a marked increase from the approximately 1,200 noted in 2013 (Moreau, 2021). Of the hate crimes reported in 2019, most (46%) were motivated by hate based on race or ethnicity, followed by a large portion (32%) motivated by religion. The data also reveal that the most common types of hate crimes being committed include general mischief, uttering threats, and assault. Additionally, the data reveal that Black and Jewish people are the targets of most hate crimes, while Indigenous youth are the youngest population to be victims and to sustain injuries from the incidents. Furthermore, the data reveal that hate crimes targeting Arab or West Asian populations, the Black population, and Muslims are on the rise. These hate crimes tend to occur in public spaces such as the street or parks, educational and religious institutions, and commercial businesses (Moreau, 2021).

Hate-based behaviours are also prevalent on social media. A recent study conducted for the Canadian Race Relations Foundation revealed that Canadians are concerned about hate speech occurring online and would like to see more being done to address the issue (Abacus Data, 2021). In that study, racialized people were found to experience online hate more so than non-racialized people. Results of that study also revealed that online hate was occurring in the form of offensive name calling, racist comments, comments inciting violence, and threats of physical harm. Similarly, data collected by Statistics Canada reveal that online hate crimes tend to target Muslim, Jewish, and Black populations and tend to occur in the form of uttering threats, public incitement of hatred, and harassment (Moreau, 2021).

Immigrants, visible minorities, and Indigenous Peoples in Canada also experience everyday discrimination as they attempt to build secure lives. In the context of employment, immigrants

who do not have English sounding names, who are religious minorities (e.g., Muslim), and who are visible minorities (e.g., Black, South Asian), are given fewer opportunities to interview for jobs, and when they do interview, they are evaluated less favourably than Canadian-born applicants (Esses et al., 2014; Oreopoulos, 2011). Similarly, the results of a large-scale Canadian survey conducted by Statistics Canada revealed that immigrants tend to experience discrimination at their places of work and when applying for a job or a promotion (Ibrahim, 2018). Immigrants, visible minorities, and Indigenous Peoples also experience discrimination when attempting to secure housing. A study conducted by researchers in collaboration with the Canada Mortgage and Housing Corporation found that immigrants, visible minorities, and Indigenous Peoples tend to be denied access to rental units by landlords more often than White Canadian-born people (Novac et al., 2002). Additionally, high-profile incidents highlight Indigenous Peoples' experiences of discrimination when attempting to access health care. Recently, one Indigenous woman fell victim to demeaning racial slurs, swearing, and neglect from hospital staff and ultimately passed away in their care (Shingler, 2020).

There is also evidence of systemic injustices and disadvantage experienced by immigrants, visible minorities, and Indigenous Peoples in Canada. For instance, many immigrants are admitted into Canada based on their skills and credentials; however, after they immigrate, their foreign credentials and experience are often not recognized by employers and they often do not qualify for licensure from Canadian regulatory bodies (Ertorer, et al., 2020; Ng & Gagnon, 2020). That lack of recognition leaves immigrants unemployed or underemployed (i.e., in jobs for which they are overqualified), particularly if they are visible minorities (Esses et al., 2007; Ng & Gagnon, 2020). Rooted in a long history of oppression, Black and Indigenous populations tend to be disproportionately overrepresented in the criminal justice system, have poorer economic and health conditions, and lower educational attainment (Truth and Reconciliation Commission of Canada, 2015; United Nations Human Rights Council, 2017). Canada's historical Indian residential school policy physically removed Indigenous children from their homes and families in an attempt to remove their Indigenous cultures and assimilate them to European ways of thinking and being, and included experiences of psychological trauma and physical harm, resulting in substance abuse, poor family dynamics, violence, and self-harm passed down over generations (Loppie et al., 2014; Palmater, 2014).

A recent Statistics Canada survey (2020b) revealed that immigrants, visible minorities, and Indigenous Peoples reported experiencing more discrimination during the COVID-19 pandemic than the average reported incidents by all respondents. Again, these incidents were often based on race, ethnicity, and culture. Most incidents of discrimination experienced by these groups occurred when frequenting a store, bank, or restaurant, while at work or when applying for a job, and when walking on sidewalks or at parks. The COVID-19 pandemic has also resulted in

increased anti-Asian discrimination in Canada. The Chinese Canadian National Council Toronto Chapter received 1,150 reports of racist attacks targeting the Asian community between March 2020 and February 2021 (Kong et al., 2020). Of the incidents included in the analyses (643 incidents reported between March 2020 and December 2021) most occurred in public spaces, parks, streets, or sidewalks, and in grocery stores and restaurants in Ontario and British Columbia. Most incidents took the form of verbal and physical assaults, unwanted physical contact, as well as being coughed at or spit on. A qualitative analysis of the reported incidents revealed that many of these attacks were perpetrated in a blatant and ruthless manner, were instigated by blame for the COVID-19 pandemic, targeted vulnerable people (the elderly and youth), and caused severe physical and psychological harm. The COVID-19 pandemic has also highlighted the rise of Islamophobia in Canada. Recently, the media has covered alarming forms of discrimination against Muslims including brutal physical attacks (e.g., a Muslim woman wearing a hijab having a gun shot at her; Baig, 2021). These findings reveal how experiences of discrimination can increase in frequency and severity in response to contextual factors, and how the specific groups that become targets of discrimination can vary, leaving them vulnerable to and unprepared for the negative consequences of such experiences.

Correlates and Consequences of Experiences of Discrimination

Experiences of discrimination leave victims feeling as though they are not welcome and do not belong in the community, are associated with mistrust of and a lack of confidence in institutions, and are associated with poor physical and mental health. For instance, discrimination has been found to be associated with a lower sense of belonging to London and to Canada among immigrants and visible minorities (Huot, et al., 2014; Painter, 2013; Reitz & Banerjee, 2007). Results of a recent study conducted by Statistics Canada (2020b) suggest that experiences of discrimination are also associated with mistrust and less confidence in institutions. In that study, experiencing discrimination was associated with less trust in the court system among Indigenous Peoples. Similarly, experiencing discrimination was associated with less confidence in the police among Black respondents.

Discrimination experienced by immigrants, visible minorities, and Indigenous Peoples has also been associated with poor physical health and psychological distress (Currie et al., 2012; Spence et al., 2016; Williams et al., 2003). For instance, Spence and colleagues (2016) found that experiences of discrimination were associated with stress among a community sample of Indigenous Peoples in Canada. Similarly, in a qualitative study, Currie and colleagues (2012) found that Indigenous university students in Canada described experiencing distress including frustration, helplessness, and hopelessness because of experiences of discrimination. Additionally, in a large-scale review of empirical research on the impact of discrimination,

Williams and colleagues (2003) found strong evidence suggesting that experiences of discrimination are associated with psychological distress including depression and anxiety among immigrants and visible minorities.

There is also some evidence to suggest that discrimination is associated with psychological distress through different ways of thinking about and responding to those negative experiences (Noh et al., 1999, 2007; Noh & Kaspar, 2003). For instance, perceptions of exclusion, powerlessness, shame, and discouragement can intensify the association between discrimination and psychological distress (Noh et al., 2007). These negative outcomes of discrimination can therefore make it difficult for immigrants, visible minorities, and Indigenous Peoples to enjoy a healthy, happy, and satisfying life.

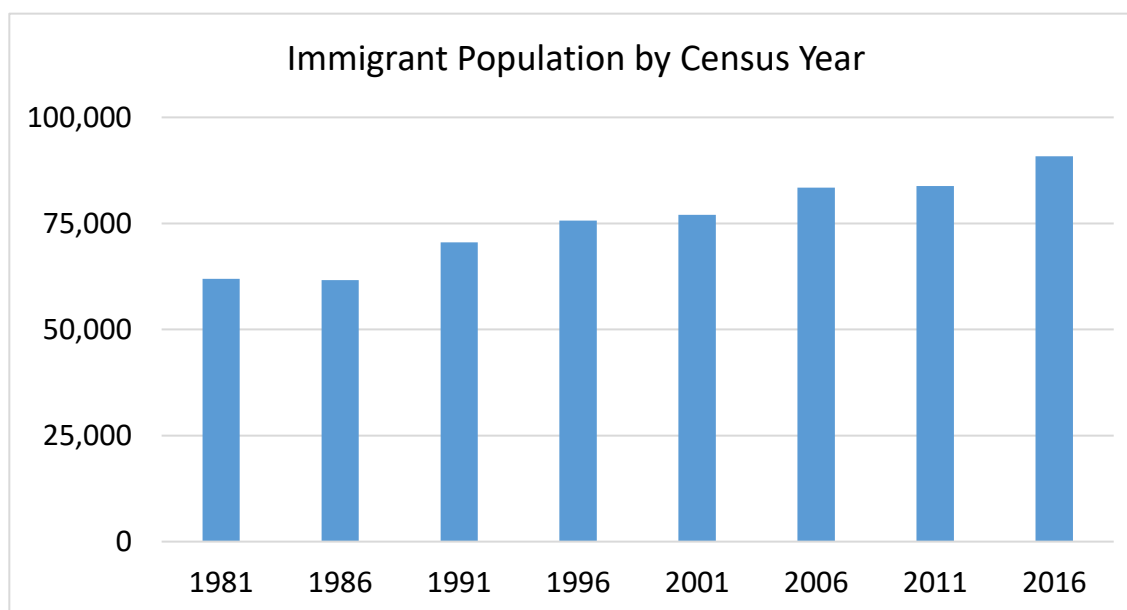
London-Middlesex

The study described in this report was conducted to examine everyday experiences of discrimination in London-Middlesex, located in Southwestern Ontario. The London-Middlesex area comprises the City of London as well as other smaller surrounding communities in Middlesex County (e.g., Strathroy, Lucan, Dorchester, Glencoe). It is a mid-sized area that is home to innovative and reputable health care services and facilities, excellent post-secondary education and research facilities, and diverse industry. However, London-Middlesex also offers the advantages of living in smaller communities such as affordability, short commute times within the area, and outdoor recreation and natural spaces.

London-Middlesex's Sociocultural Context

London-Middlesex is the original Lands of the Anishinaabe, Haudenosaunee, Attawandaron (Neutral), and Wendat Peoples. It was later occupied by British settlers in the early 1800s, and shortly after also became home to Irish and some Black residents, most of whom escaped slavery from the United States (Bradford & Esses, 2012; Henry, 2010). Up until the early 1960s, the cultural composition of London-Middlesex was predominantly White people of European descent, as was the case in the rest of Canada (Banting & Kymlicka, 2003; Boyd & Vickers, 2000; Bradford & Esses, 2012). However, with changes to federal immigration policies in the late 1960s that removed barriers faced by people from non-European countries trying to enter Canada (i.e., Canada's Immigration Act, 1967), not only did London-Middlesex begin to receive more immigrants, but the cultural composition of London-Middlesex started to become more diverse (Bradford & Esses, 2012). This increasing cultural diversity is a result of more newcomers immigrating from non-European countries over the past few decades.

Immigrant Population in London-Middlesex (Middlesex County Census Division) by Census Year from 1981 to 2016.

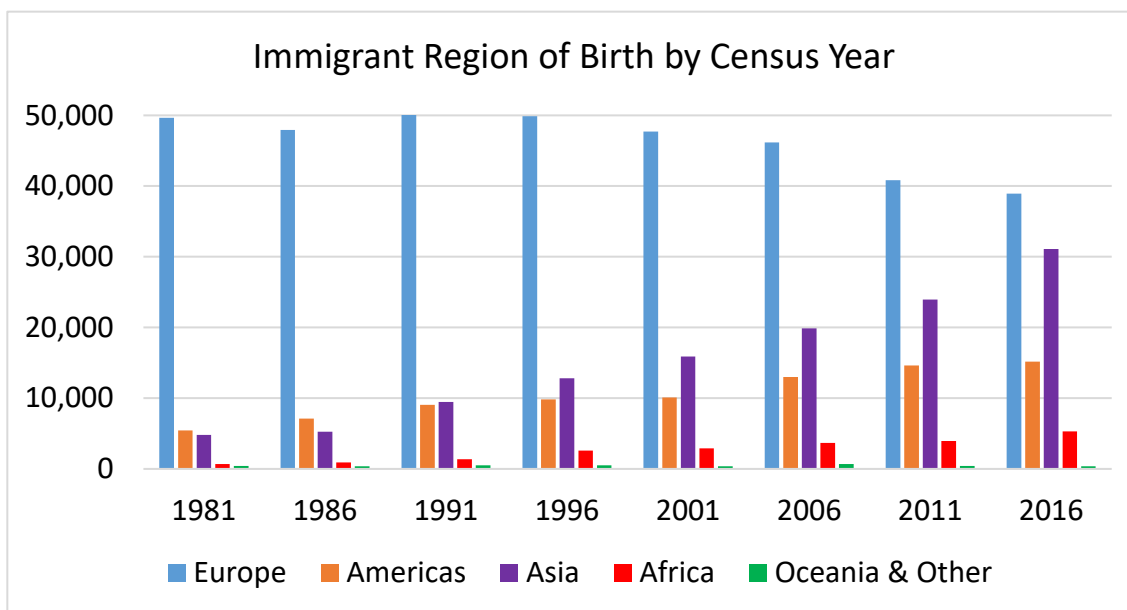


Source: Statistics Canada (1981, 1986, 1991, 1996, 2001, 2006, 2013, 2017a).

The 2016 Census indicates that the total London-Middlesex population is approximately 455,500 people (Statistics Canada, 2017a), the majority of whom (approximately 384,000) reside in the City of London (Statistics Canada, 2017b). London-Middlesex continues to be home to approximately 11,000 Indigenous Peoples (First Nations, Métis, and Inuit) including the Oneida Nation of the Thames, Chippewas of the Thames First Nation, and Munsee-Delaware Nation communities (Statistics Canada, 2017a). As with the general population, the majority of the Indigenous population (approximately 9,700) also resides in the City of London (Statistics Canada, 2017b).² The London-Middlesex population also comprises approximately 91,000 immigrants and approximately 76,500 visible minority group members (Statistics Canada, 2017a). Again, the majority of the immigrant population (approximately 83,800) and the majority of the visible minority population (approximately 75,000) reside in the City of London (Statistics Canada, 2017b). In 2016 more than half of the immigrant population was born outside of Europe, with approximately 60% of those born outside Europe being born in Asia, in countries such as China, India, Iraq, and the Philippines (Statistics Canada, 2017a). London-Middlesex's visible minority population has also been increasing, with the largest visible minority groups in 2016 being Arab, South Asian, Black, Chinese, and Latin American (Statistics Canada, 2017a).

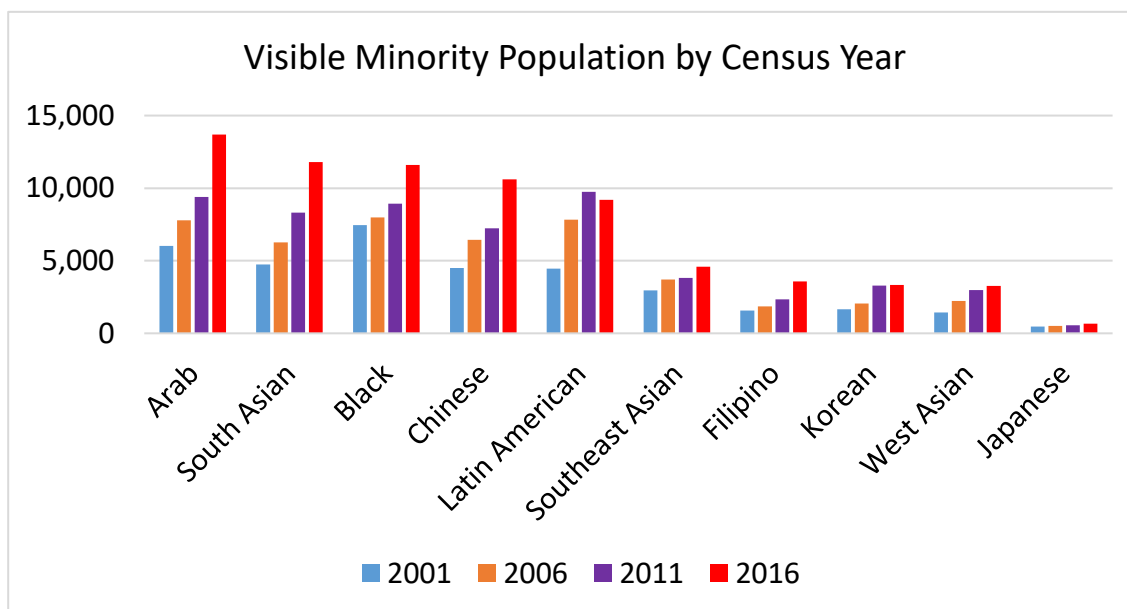
² These numbers for the Indigenous population are likely vastly under-estimated, however, because of incomplete enumeration in the census (Statistics Canada, 2017a).

Region of Birth for Immigrants Residing in London-Middlesex (Middlesex County Census Division) by Census Year from 1981 to 2016.



Source: Statistics Canada (1981, 1986, 1991, 1996, 2001, 2006, 2013, 2017a).

Visible Minority Population in London-Middlesex (Middlesex County Census Division) by Census Year from 2001 to 2016.



Source: Statistics Canada (2002, 2006, 2013, 2017a).

Discrimination in London-Middlesex

Recent media coverage has highlighted local incidents of discrimination experienced by members of some minority groups. Recently, an Indigenous woman reported having her Indian status card refused when attempting to purchase goods at a local retail store (Lamberink, 2020). One man reports being constantly stared at when shopping because of his Indigenous appearance (Butler, 2019). Another man of Indigenous and European ancestry reported not being invited for job interviews when he disclosed his Indigenous identity but being invited for job interviews when he hid his Indigenous identity (Butler, 2019). He also reported experiencing overt racism from a police officer who explicitly stated that he considered the man to be a criminal based solely on his Indigenous identity.

In another incident, a visible minority man was physically blocked from leaving a large grocery store by another shopper who suggested that he was in the country illegally (Carbone, 2018). In yet another incident, two Muslim women reported being told by a fellow shopper at a large retail outlet to “go back to” where it was assumed their ancestry originated, likely motivated by the religious head coverings the two women were wearing (Rodriguez, 2020). Most disturbing, in the spring of 2021 (after the current survey was conducted) an explicit and fatal act of hate toward a religious and visible minority family who were Pakistani Muslims occurred in London. That incident involved a young man driving a truck into a family of five who were simply out for a walk on a Sunday evening, resulting in four deaths and leaving a young boy seriously injured and orphaned (CBC News, 2021).

Members of the London-Middlesex Black community have also fallen victim to incidents of discrimination. One man reported that someone yelled racial slurs at him while he was simply walking in public to a job interview (Van Brenk, 2016). Similarly, in the academic setting, young Black students have been exposed to racial slurs and made to feel as though they are inferior (CBC News, 2020; Rivers, 2020; Rodriguez, 2019). Outside of formal classroom settings, several virtual cultural club meetings have been disrupted with anti-Black messages (Rivers, 2020).

Incidents of discrimination have also been reported to occur in the political realm, with visible and religious minorities in London-Middlesex reporting being targets of racial slurs and having their property damaged during election campaigns (CTV London, 2015; Pearson, 2014; Van Brenk, 2016). One politician of Lebanese origin reported having his campaign signs burned and defaced with racial slurs (CTV London, 2015), while a Black Muslim politician reported having culturally offensive items being left at his doorstep (Pearson, 2014).

Discrimination has also been reported on school campuses. For instance, in a campus climate survey, 38.8% of undergraduate university students and 23.8% of faculty members at Western

University reported experiencing racism (Western University's Anti-Racism Working Group, 2020). Respondents of that survey identified a sense of disregard for the lives of Black people, misperceptions about Indigenous Peoples, and assumptions about colonialism. Jewish students reported seeing swastikas drawn throughout campus, and hearing statements diminishing the extent of the Holocaust. Muslim and Jewish students reported not being accommodated to observe their religions, such as not having dedicated prayer spaces on campus. Muslim female students were particularly targeted with sexism, harassment, and racism (e.g., a professor referring to a hijab as a "tea towel"). International students from Middle Eastern countries reported being stereotyped and students from Asian countries reported being stigmatized in relation to COVID-19. Prompting Western University's campus climate survey, one student experienced racist attacks online after revealing her experiences of racism on the university's campus.

It is clear that incidents of discrimination are occurring in the day-to-day lives of immigrants, visible minorities, and Indigenous Peoples in London-Middlesex. In addition, an increasing number of hate crimes have been reported in the London Census Metropolitan Area, with 45 reported by police services in 2020 compared to 17 in 2016 (Statistics Canada, 2021).

A key player in efforts to counteract racism and discrimination is the London & Middlesex Local Immigration Partnership (LMLIP). The LMLIP was founded in 2009 and is funded by Immigration, Refugees and Citizenship Canada. It is one of over 80 Local Immigration Partnerships now operating across the country with the goals of improving coordination of services to facilitate immigrant settlement and integration, facilitating community knowledge sharing and local strategic planning, and promoting more welcoming communities for newcomers. As such, the LMLIP works to create a welcoming and inclusive sociocultural environment including through various anti-racism and anti-discrimination initiatives. The study described in this report is part of the LMLIP's anti-racism and anti-discrimination work to promote a more welcoming community in London-Middlesex.

Study on Experiences of Discrimination in London-Middlesex

Although there is evidence that discrimination takes place in London-Middlesex, and indeed experiences of discrimination in the London-Middlesex area are being brought to light through the media and official hate crime statistics, a comprehensive understanding of these experiences is lacking. Such an understanding is crucial for effective evidence-informed anti-discrimination initiatives to be developed. Thus, the goal of this study was to systematically examine discrimination experienced by immigrants, visible minorities, and Indigenous Peoples (in comparison to individuals who do not belong to these groups) in London-Middlesex through a representative survey conducted in March 2021. The survey examined who is experiencing discrimination, in what contexts, on what basis, who is perpetrating these acts of discrimination, and whether specific forms of discrimination are taking place. The study also examined how immigrants, visible minorities, and Indigenous Peoples respond to these experiences of discrimination (coping strategies and feelings of psychological distress), and associated feelings of being accepted and welcomed in the community. It is important to note that the survey was conducted prior to the act of hate against Muslim visibility minorities in London in which four innocent individuals were killed.

A community sample of London-Middlesex residents was recruited to take part in the study, including people who identify as (a) immigrants or visible minorities (Immigrants & Visible Minorities group), (b) Indigenous (Indigenous Peoples group), and (c) residents who do not identify with any of these groups (comparison White Non-immigrants group). The immigrants and visible minorities were combined for our target numbers and for the majority of analyses because of the substantial overlap between these two groups in London-Middlesex (though we of course acknowledge that not all immigrants in London-Middlesex are visible minorities and not all visible minorities in London-Middlesex are immigrants). Where possible, analyses were conducted in which we separated immigrant-visible minorities, immigrant-not visible minorities, and visible minorities-not immigrants.

Forum Research Inc., a market research firm, was retained by the London & Middlesex Local Immigration Partnership to recruit participants, administer the survey, and collect the data. The research was conducted through random digit dialing of phone numbers in the region, and if individuals then qualified to participate and agreed, they were sent the link to the online survey via SMS text message or email. Targets of 300 Immigrants & Visible Minorities, 200 Indigenous Peoples, and 300 White Non-immigrants were set, and the final sample included 379 Immigrants & Visible Minorities, 164 Indigenous Peoples, and 286 White Non-immigrants. This ensured a relatively representative sample of participants within each of the three groups. The survey took

approximately 10 minutes to complete, and was available in both English and French. Ethics approval for this study was obtained from Western University's research ethics board.

The survey included questions about whether respondents had experienced discrimination or been treated unfairly in the past three years in different contexts (e.g., in a store, bank, or restaurant; when applying for a job or promotion), the presumed basis of this discrimination (e.g., race or skin colour, status as an immigrant, accent, gender), whether the respondents had experienced specific types of discrimination (e.g., inappropriate jokes, verbal abuse), and who the main perpetrators of this discrimination were (gender, age, race or ethnicity). One question asked respondents whether their experiences of discrimination have changed during the COVID-19 pandemic. The survey also asked how people coped with (active and passive coping) and felt about (powerless, shame, excluded, discouraged) their experiences of discrimination, and their psychological distress (anxiety and depression) in response to discrimination in the past three years. Questions about how accepted and welcomed participants felt in London-Middlesex at the present time were also asked. Finally, a set of demographic questions were included. The survey was based on established measures where available, with the language adapted to plain language (for full details on the measures, see the attached Appendix).

Profile of Respondents

Immigrants & Visible Minorities reported speaking languages other than English more and reported more diverse religions than Indigenous Peoples and White Non-immigrants. Immigrants & Visible Minorities also tended to be more highly educated. Despite this, Immigrants & Visible Minorities, and Indigenous Peoples, reported lower annual household incomes than White Non-immigrants. Additionally, White Non-immigrants tended to be on average quite a bit older, more likely to be female, less likely to be employed, and to have resided in London-Middlesex longer than Immigrants & Visible Minorities and Indigenous Peoples.

In terms of the specific characteristics of Immigrants & Visible Minorities, members of this group were most likely to be Christian, Muslim, Hindu, or have no religion. They were most likely to be East Asian and Southeast Asian, South Asian, Black, or other/multiple ethnicities. Close to 70% were not born in Canada. When immigrant status and visible minority status were separated, just over 60% were both immigrants and visible minorities, over 30% were non-immigrant visible minorities, and only 7% were immigrants but not visible minorities. Most of the immigrants entered Canada as economic immigrants, and the majority were now permanent residents or citizens of Canada. Close to 75% had been in Canada 10 years or less.

Respondent Demographics

	Immigrants & Visible Minorities (N = 379)	Indigenous Peoples (N = 164)	Comparison White Non-immigrants (N = 286)
Gender			
Female	49.6%	44.5%	63.3%
Male	49.1%	55.5%	36.0%
Non-binary	0.8%	0%	0.3%
No response	0.5%	0%	0.3%
Age			
	Range: 18-79 Average: 35 years	Range: 19-67 Average: 34 years	Range: 18-84 Average: 51 years
18 to 24 years	15.6%	11.6%	4.5%
25 to 35 years	46.7%	52.4%	16.1%
36 to 50 years	20.8%	27.4%	24.1%
Older than 50	10.8%	7.3%	50.7%
No response	6.1%	1.2%	4.5%
Language(s) Most Often Spoken at Home			
English only	57.0%	86.0%	92.7%
English and another language	23.7%	11.0%	2.8%
Another language only	18.7%	3.0%	4.2%
No response	0.5%	0%	0.3%
Employment Status			
Employed full- time/part-time/self- employed	65.2%	71.3%	56.6%
Other employment (includes unemployed, retired, student, homemaker, and other)	23.5%	22.0%	37.8%
Multiple employment statuses	10.0%	6.7%	4.5%

No response	1.3%	0%	1.0%
Education Level			
Secondary/high school and less	17.4%	40.9%	28.3%
College/vocational training	29.0%	35.4%	36.7%
University undergraduate degree	29.6%	17.1%	16.8%
University graduate degree and Professional degree	22.7%	6.7%	17.1%
No response	1.3%	0%	1.0%
Annual Household Income			
Less than \$45,000	36.4%	44.5%	22.0%
\$45,001 to \$80,000	36.4%	39.6%	31.5%
\$80,001 and more	19.0%	14.6%	36.0%
No response	8.2%	1.2%	10.5%
Years Living in London-Middlesex			
	Range: 0-66 Average: 8 years	Range: 0-61 Average: 12 years	Range: 0-81 Average: 32 years
Less than 5 years	50.1%	18.3%	11.9%
5 to 10 years	31.4%	36.0%	7.3%
10 to 20 years	10.3%	31.7%	12.6%
Longer than 20 years	7.9%	13.4%	68.2%
No response	0.3%	0.6%	0%
Religion			
Christian	42.7%	23.8%	57.0%
Traditional/Spirituality	1.8%	36.0%	6.6%
No religion (atheist or agnostic)	14.5%	28.7%	30.1%

Other religion (includes Baha'i, Buddhist, Hindu, Jewish, Mennonite, Muslim, Sikh, and other) and multiple religious categories	39.3%	9.1%	5.9%
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No response	1.6%	2.4%	0.3%
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Sense of Belonging to Religious Group(s)	Average: 3.54	Average: 3.51	Average: 3.43
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(Scale of Very Weak = 1 to Very Strong = 5)

Religion of Immigrants & Visible Minorities

Christian	42.7%
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Muslim	15.3%
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Hindu	12.7%
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Sikh	5.3%
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No religion (atheist or agnostic)	14.5%
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Other religion	7.9%
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(includes Baha'i, Buddhist, Jewish, Mennonite, Traditional / Spirituality, and other) and multiple religious categories

No response	1.6%
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Race/Ethnicity

White	5.3%	0%	99.7%
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First Nations, Métis, or Inuk (Inuit)	1.6%	95.1%	0%
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Visible minority, other, and multiple races/ethnicities	93.1%	4.9%	0.3%
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No response	0%	0%	0%
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Sense of Belonging to Racial/Ethnic Group(s) Average: 3.61 Average: 3.82 Average: 3.91
 (Scale of Very Weak = 1 to Very Strong = 5)

Race/Ethnicity of Immigrants & Visible Minorities

East Asian and Southeast Asian	33.2%
South Asian	27.2%
Black	16.4%
White	5.3%
Other (includes Arab, Indigenous, Latin American, West Asian, or other) and multiple races/ethnicities	17.9%
No response	0%

Born in Canada

Yes	30.6%
No	69.1%
No response	0.3%

Immigrant & Visible Minority Status

Immigrant visible minority	61.7%
Non-immigrant visible minority	30.6%
Immigrant non-visible minority	7.4%
No response	0.3%

Immigrants: Status Upon Arrival to Canada

Economic class immigrant	46.6%
Family class immigrant	18.7%
Temporary worker	14.9%

Temporary student	14.5%
Other entry class	5.0%
No response	0.4%

Immigrants: Current Immigration Status

Permanent resident	46.2%
Canadian citizen	33.2%
Other status (temporary resident, protected person, refugee claimant, undocumented, other)	19.8%
No response	0.8%

**Immigrants: Years living in
Canada**

Range: 0-75
Average: 11 years

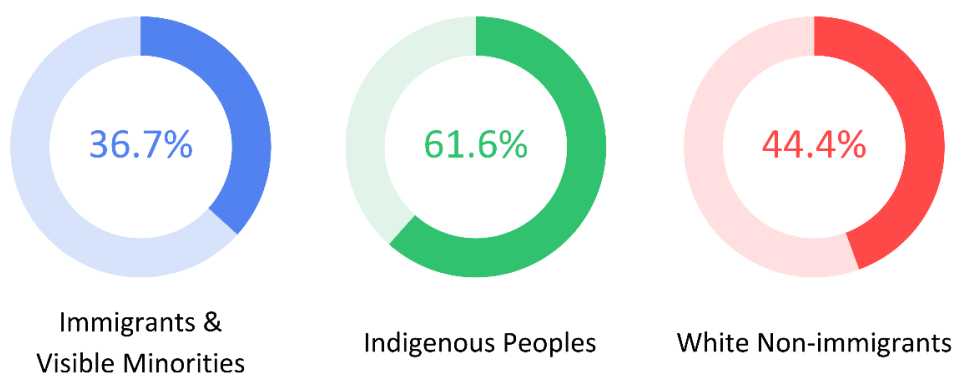
Less than 5 years	32.4%
5 to 10 years	42.0%
Longer than 10 years	25.6%
No response	0%

Experiences of Discrimination

To what extent have Immigrants & Visible Minorities, Indigenous Peoples, and comparison White Non-immigrants experienced discrimination in London-Middlesex in the past three years?

A substantial percentage of respondents experienced discrimination in one or more contexts in London-Middlesex over the last three years, with Indigenous Peoples especially likely to have experienced discrimination.

Percentage of Respondents Who Have Experienced Discrimination in One or More Contexts in the Past Three Years

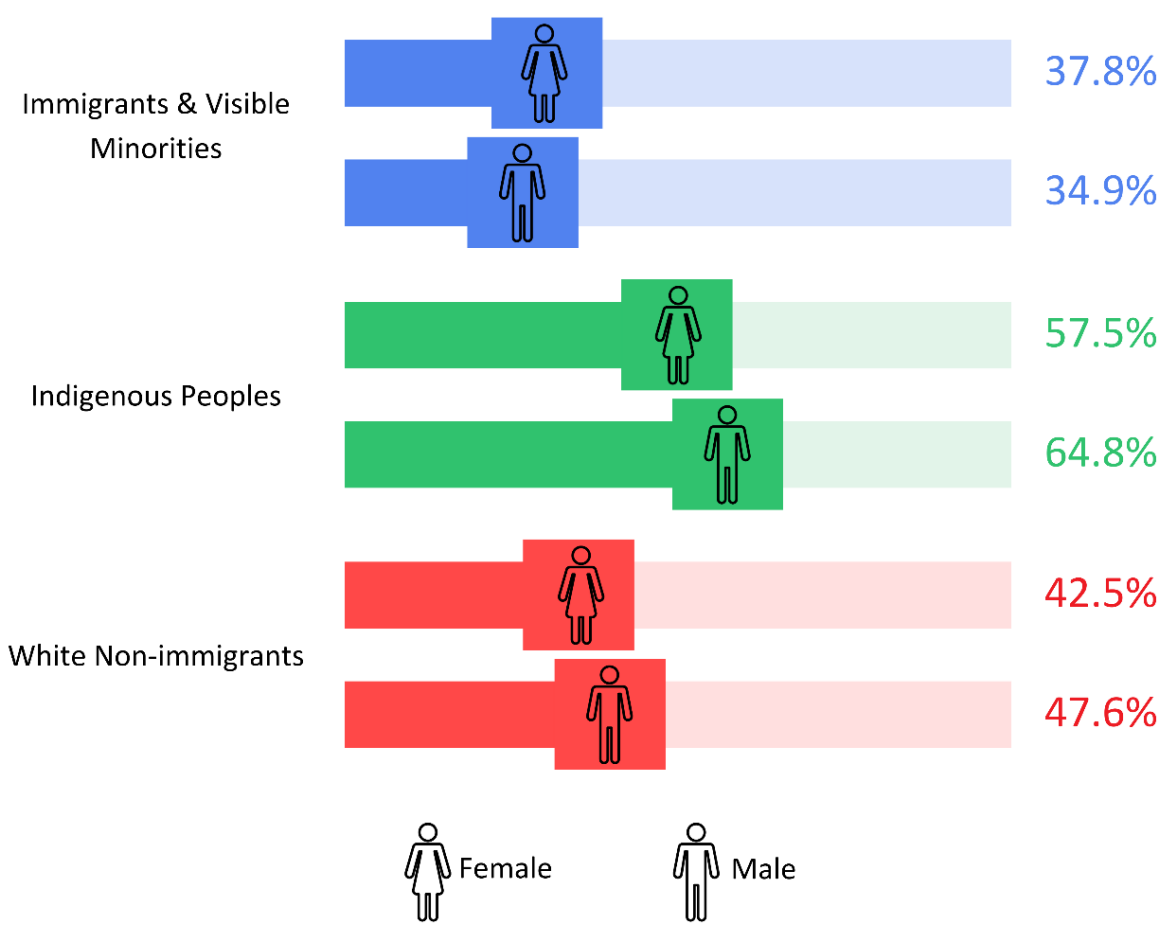


Within the three groups, to what extent do experiences of discrimination differ as a function of demographic characteristics?

The role of gender

In the Immigrants & Visible Minorities group, females were slightly more likely to report experiencing discrimination in London-Middlesex than males. In contrast, in the Indigenous Peoples group and in the White Non-immigrants group, males were slightly more likely than females to report experiencing discrimination in London-Middlesex.

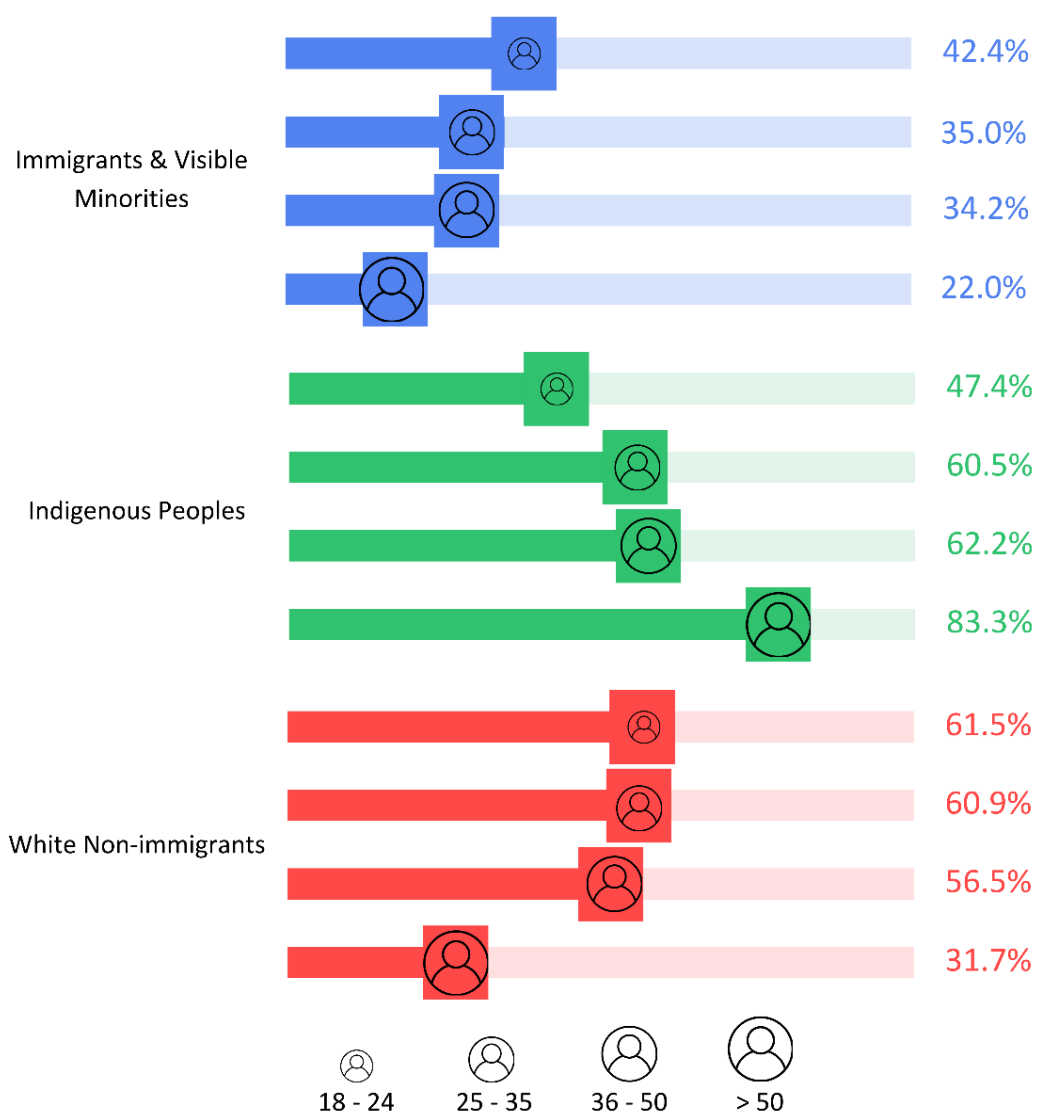
Percentage of Respondents Who Experienced Discrimination by Gender



The role of age

In the Immigrants & Visible Minorities group and in the White Non-immigrants group, younger respondents were more likely to report experiencing discrimination in London-Middlesex than older respondents. In contrast, in the Indigenous Peoples group, older respondents were more likely to report experiencing discrimination in London-Middlesex than younger respondents.

Percentage of Respondents Who Experienced Discrimination by Age

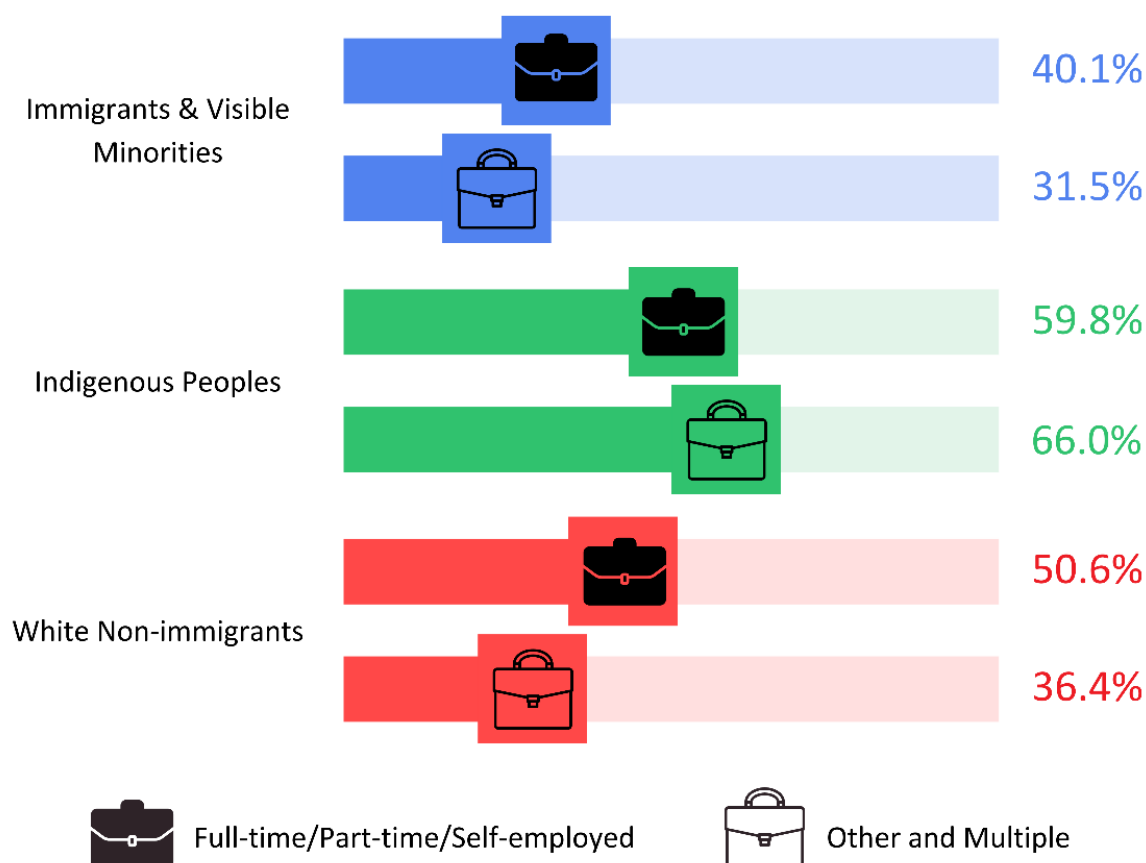


Note: Due to the small cell sizes, the findings for White Non-immigrants aged 18 to 24 years old and the findings for Indigenous Peoples aged 51 years old and above are suggestive only.

The role of employment status

In the Immigrants & Visible Minorities group and the White Non-immigrants group, full-time, part-time, or self-employed respondents were more likely to report experiencing discrimination in London-Middlesex than those with other and multiple employment statuses. In contrast, in the Indigenous Peoples group, those with other and multiple employment statuses were more likely to report experiencing discrimination in London-Middlesex.

Percentage of Respondents Who Experienced Discrimination by Employment Status

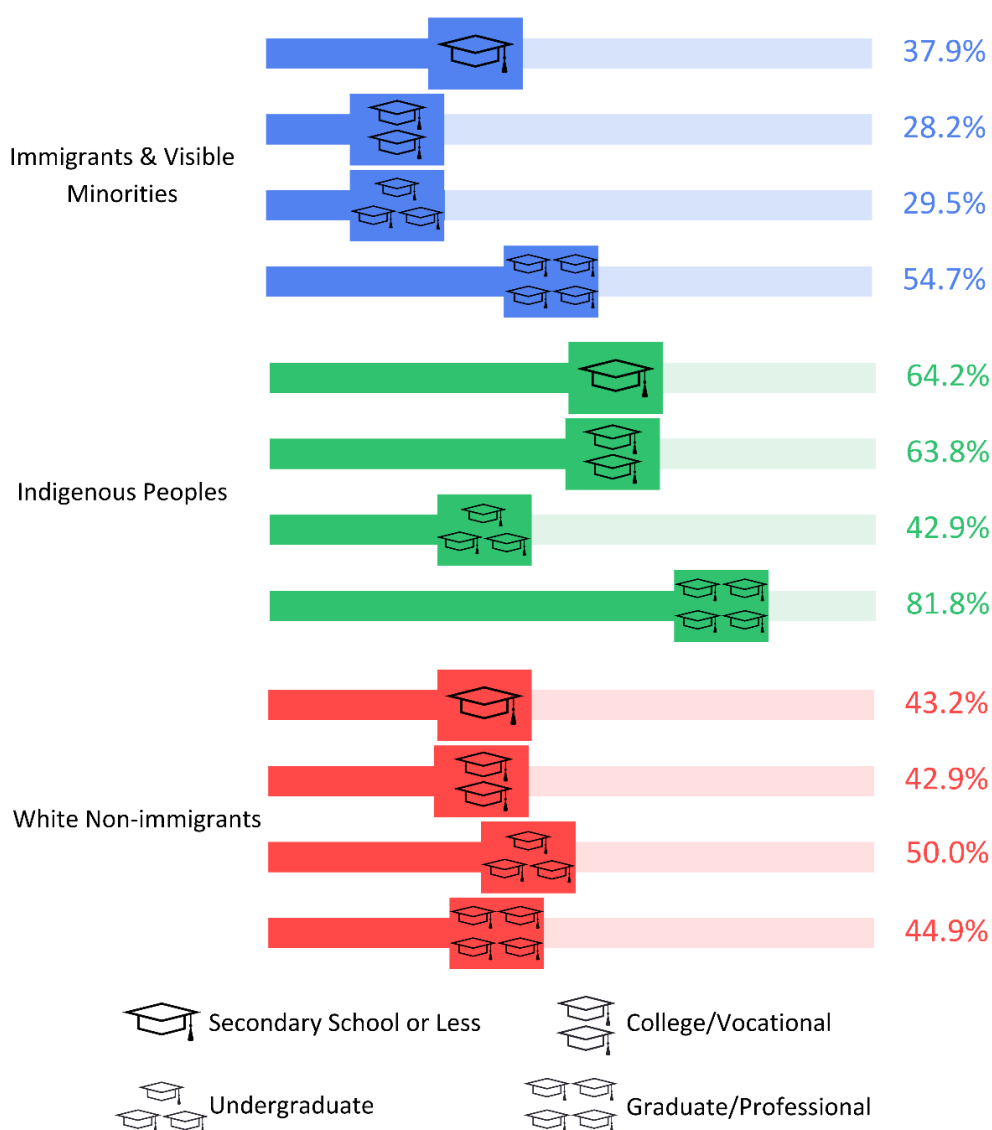


Note: The “Other and Multiple” employment status category includes people who indicated that they are unemployed, retired, students, homemakers, or other, as well as people who indicated more than one employment status (e.g., homemaker and retired).

The role of education level

In the Immigrants & Visible Minorities group and in the Indigenous Peoples group those with graduate and professional degrees were most likely to report experiencing discrimination in London-Middlesex. In the comparison White Non-immigrants group, those with undergraduate degrees were most likely to report experiencing discrimination in London-Middlesex.

Percentage of Respondents Who Experienced Discrimination by Highest Level of Education

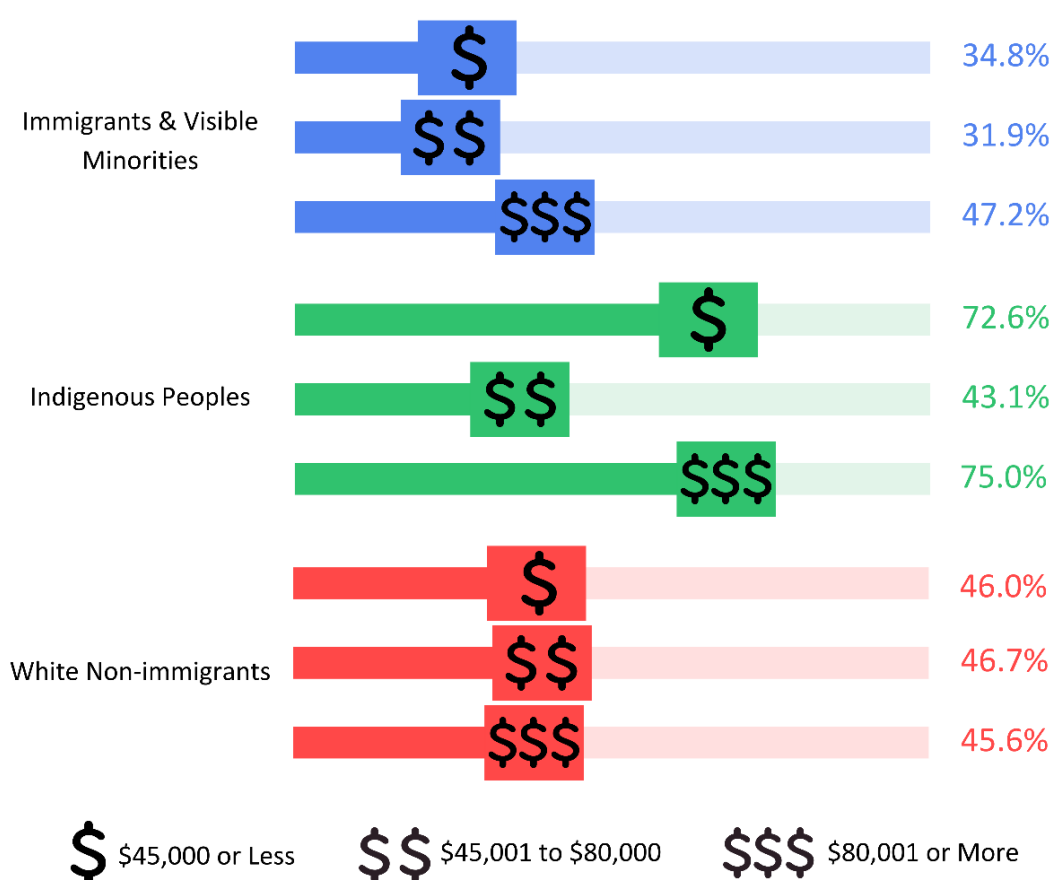


Note: Due to the small cell size, the finding for Indigenous Peoples with a graduate/professional degree is suggestive only.

The role of annual household income

In the Immigrants & Visible Minorities group, those with the highest household income were most likely to report experiencing discrimination in London-Middlesex. In the Indigenous Peoples group, those with the highest and lowest household incomes were most likely to report experiencing discrimination in London-Middlesex. In the comparison White Non-immigrants group, the likelihood of experiencing discrimination in London-Middlesex did not differ by household income.

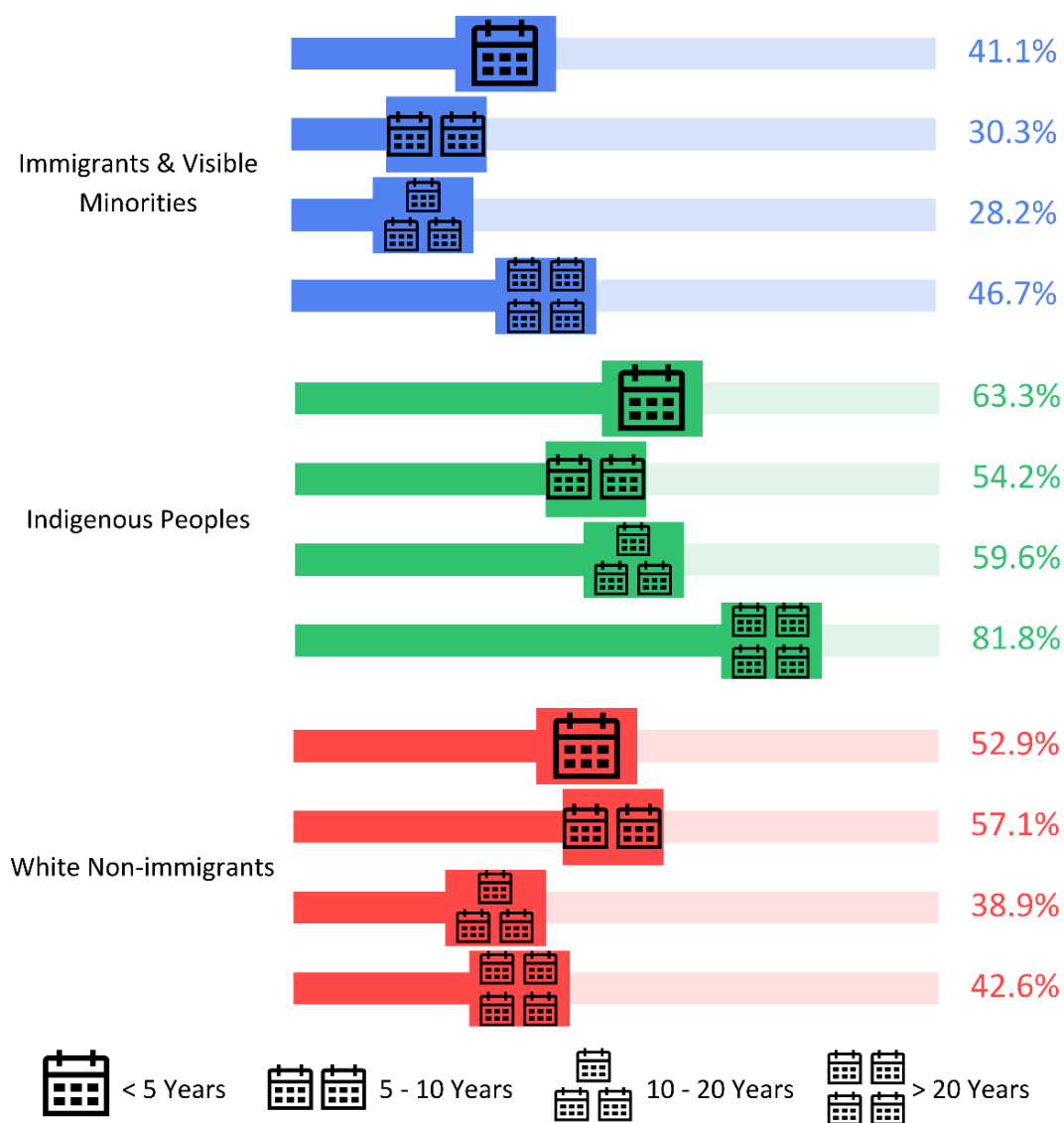
Percentage of Respondents Who Experienced Discrimination by Annual Household Income



The role of length of time residing in London-Middlesex

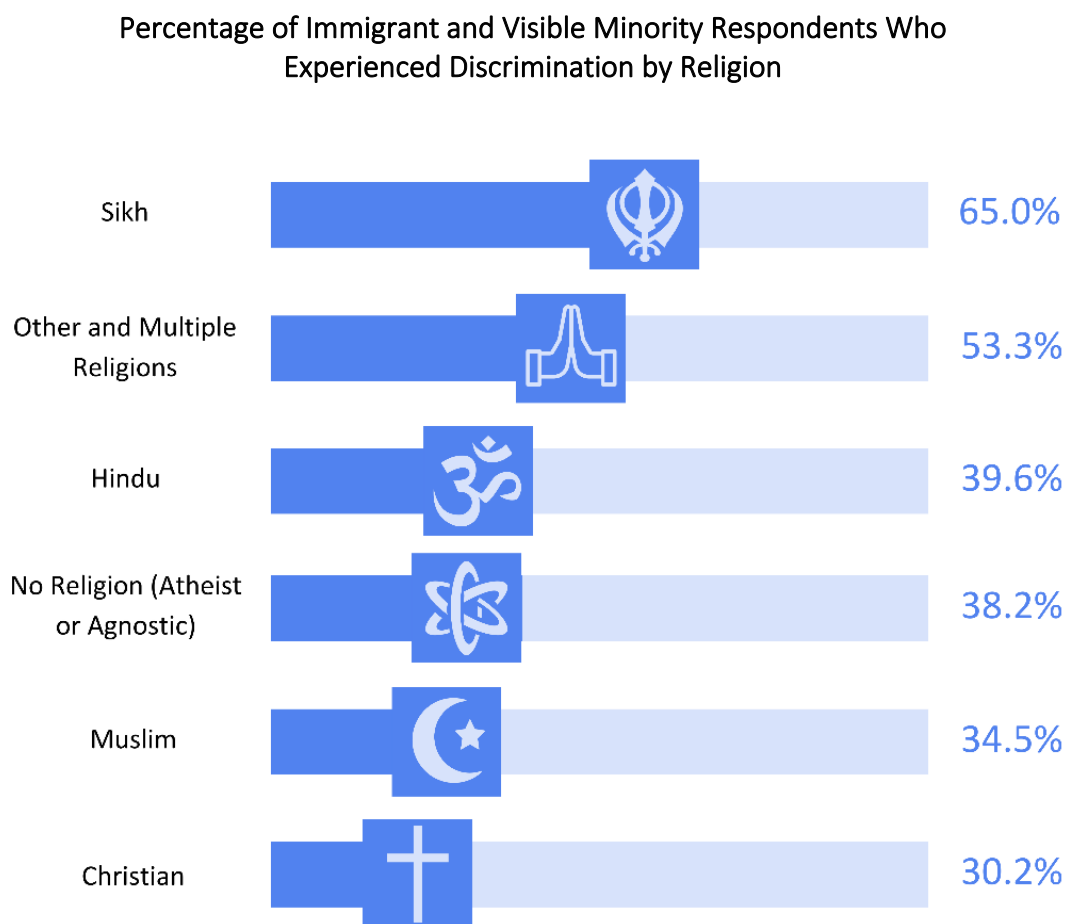
In the Immigrants & Visible Minorities group and in the Indigenous Peoples group, those who have lived in London-Middlesex for more than 20 years were most likely to report experiencing discrimination in the past three years, followed by those who have lived in London-Middlesex for less than five years. In the comparison White Non-immigrants group, those who have lived in London-Middlesex for 10 years or less were most likely to report experiencing discrimination in London-Middlesex in the past three years.

Percentage of Respondents Who Experienced Discrimination by Length of Time Residing in London-Middlesex



Immigrants and visible minorities: The role of religion

In the Immigrants & Visible Minorities group, Sikhs were most likely to report experiencing discrimination in London-Middlesex.



Note: The “Other and Multiple Religions” category includes people who indicated their religions as Baha’i, Buddhist, Jewish, Mennonite, Traditional/Spirituality, or other, as well as people who indicated more than one religion (e.g., Christian and Buddhist).

Immigrants and visible minorities: The role of ethnicity/race

In the Immigrants & Visible Minorities group, South Asians were most likely to report experiencing discrimination in London-Middlesex.

Percentage of Immigrant and Visible Minority Respondents Who Experienced Discrimination by Ethnicity/Race



Note: “Other and Multiple Categories” includes people who identify as Arab, Latin American, West Asian, Indigenous, or other, as well as people who indicated more than one category (e.g., White and Latin American).

Immigrants and visible minorities: The role of immigrant and visible minority status

In the Immigrants & Visible Minorities group, immigrant non-visible minorities were most likely to report experiencing discrimination in London-Middlesex.

Percentage of Immigrant and Visible Minority Group Respondents Who Experienced Discrimination as a Function of their Immigrant and Visible Minority Statuses



Immigrants: The role of current immigration status

Of the immigrant respondents, those who were not Canadian citizens or Permanent residents were most likely to report experiencing discrimination in London-Middlesex.

Percentage of Immigrants Who Experienced Discrimination by Current Immigration Status



Note: The “Other Immigration Status” category includes temporary residents, protected persons, refugee claimants, undocumented, or other.

Immigrants: The role of length of time in Canada

Of the immigrant respondents, those who had lived in Canada for less than five years were most likely to report experiencing discrimination in the past three years in London-Middlesex.

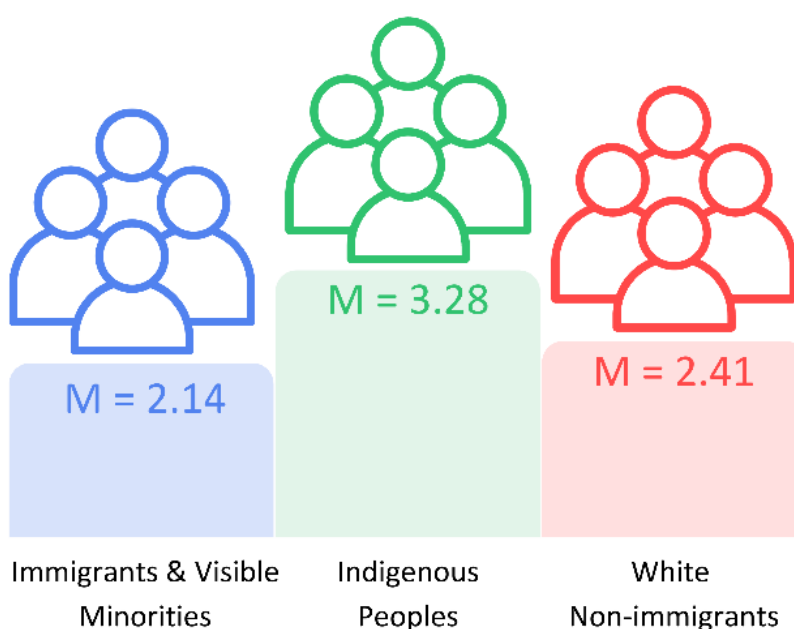
Percentage of Immigrants Who Experienced Discrimination by Length of Time in Canada



In how many contexts is discrimination being experienced?

The survey included a list of 16 contexts in which respondents might be experiencing discrimination, including an other category to capture any contexts not included. On average, Indigenous Peoples reported experiencing discrimination in more contexts than Immigrants & Visible Minorities and White Non-immigrants.

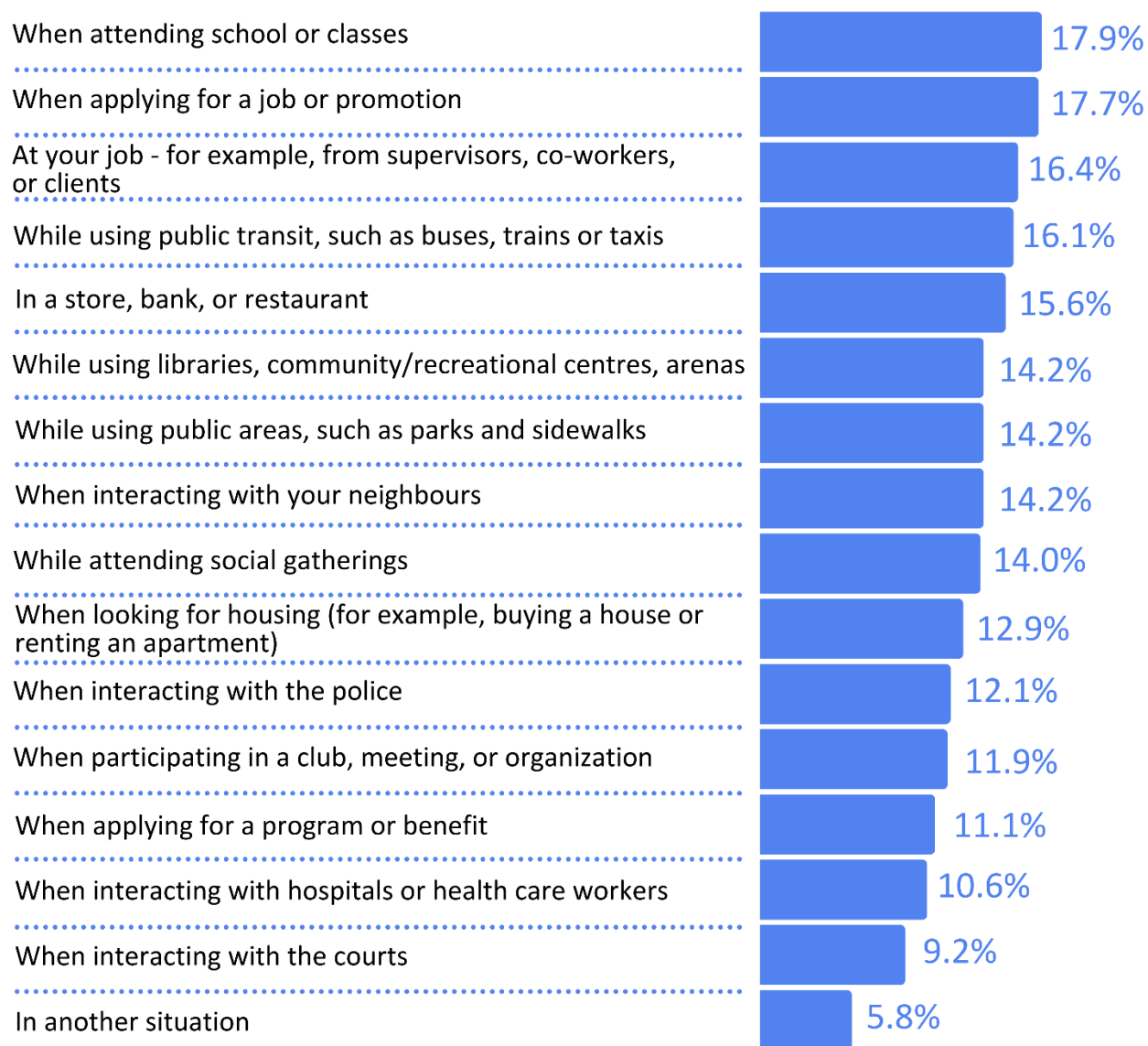
Average Number of Contexts in Which Respondents Experienced Discrimination
in the Past Three Years



In what contexts is discrimination being experienced?

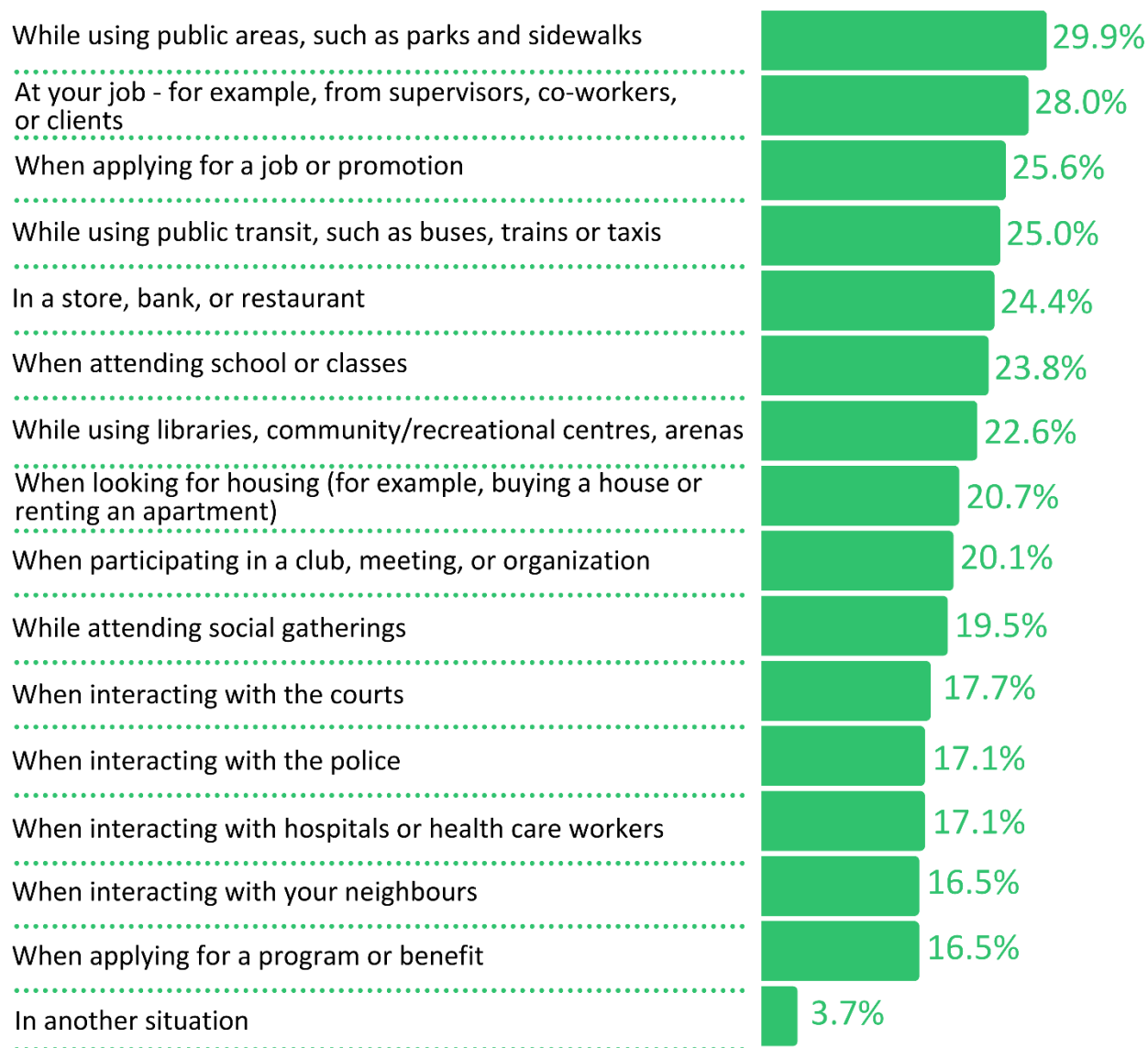
Overall, Immigrants & Visible Minorities are most likely to experience discrimination in London-Middlesex when attending school or classes, when applying for a job or promotion, at their job, while using public transit, and in a store, bank, or restaurant.

**Immigrants & Visible Minorities:
Contexts in Which Discrimination Occurred**



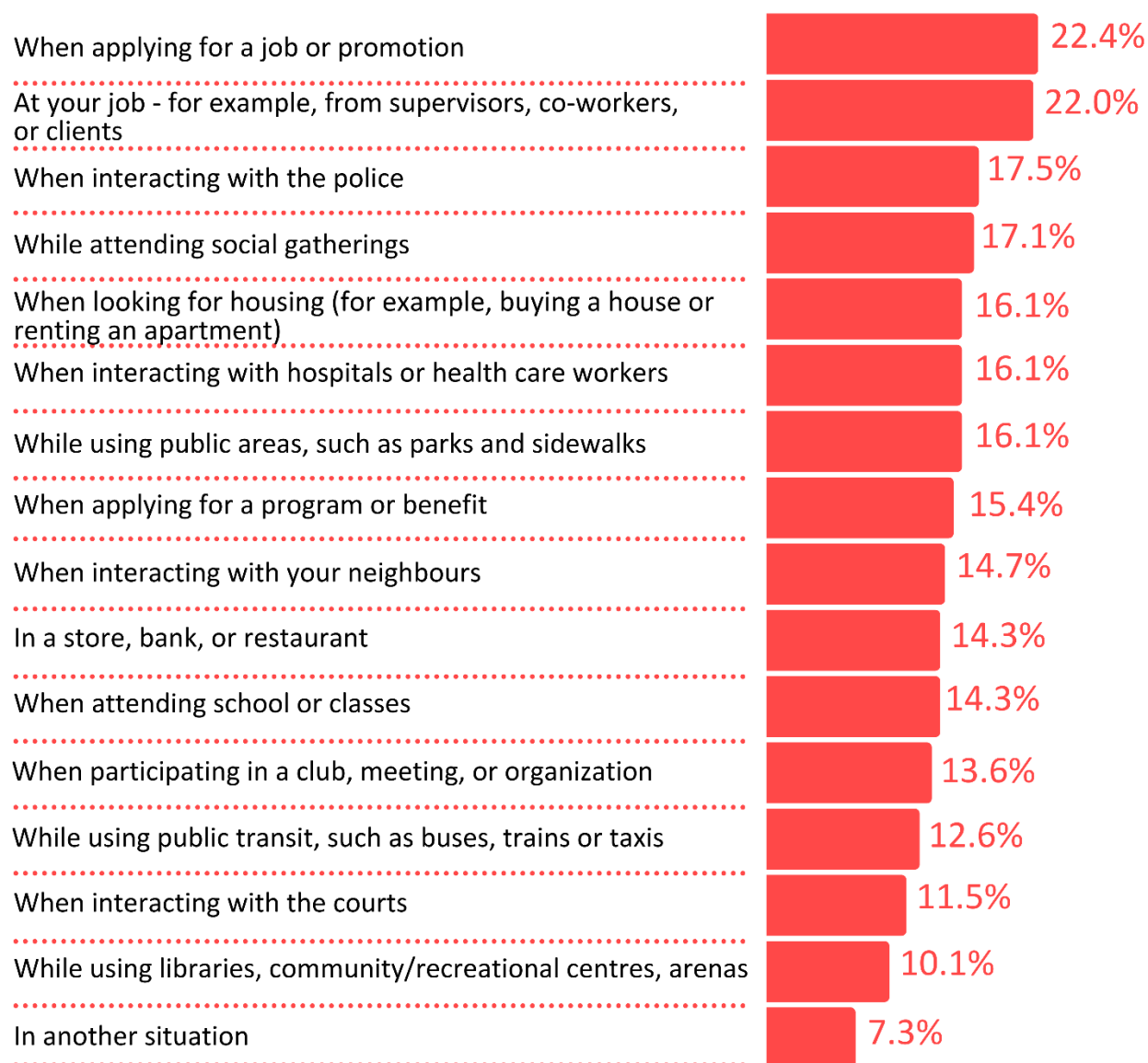
Overall, Indigenous Peoples report experiencing discrimination in London-Middlesex in many contexts. They are most likely to experience discrimination in London-Middlesex while using public areas such as parks and sidewalks, at their job, when applying for a job or promotion, while using public transit, in a store, bank, or restaurant, and when attending school or classes.

**Indigenous Peoples:
Contexts in Which Discrimination Occurred**



Overall, White Non-immigrants are most likely to experience discrimination in London-Middlesex when applying for a job or promotion, at their job, when interacting with the police, and while attending social gatherings.

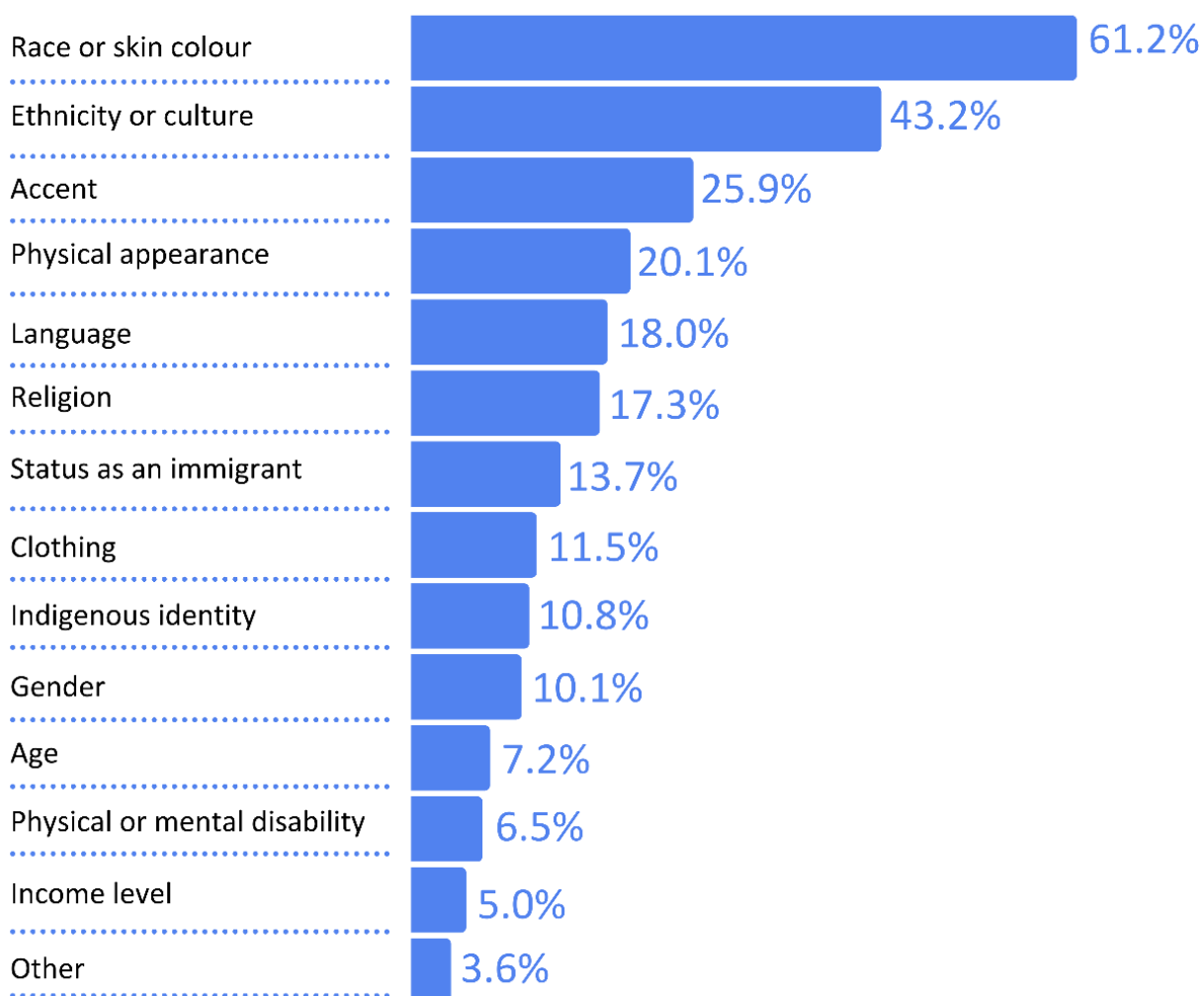
White Non-immigrants:
Contexts in Which Discrimination Occurred



What are the presumed bases of experiences of discrimination?

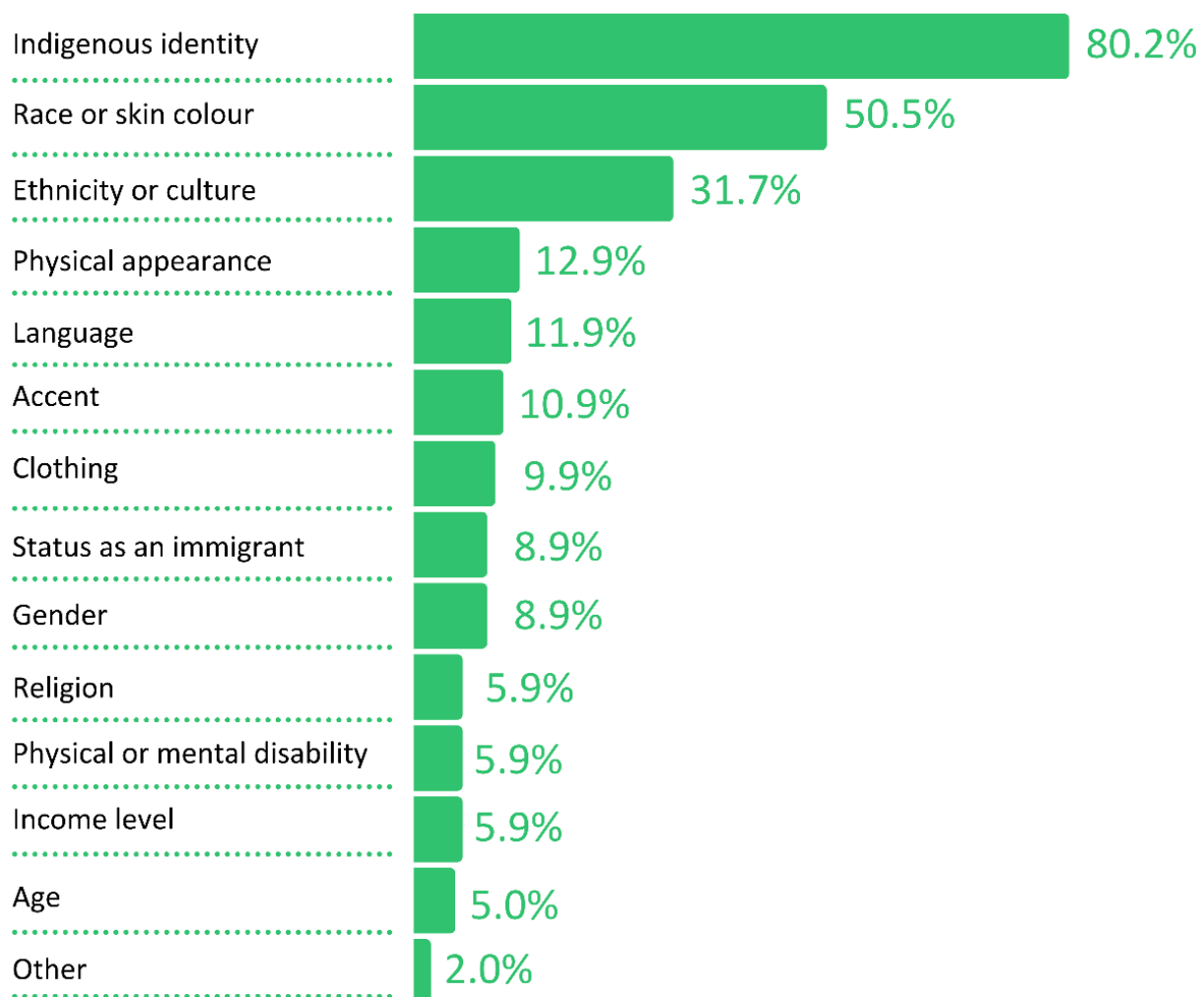
Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to indicate what they thought the main reasons were for their experiences of discrimination (respondents could choose more than one reason). Immigrants & Visible Minorities were most likely to indicate that the discrimination that they have experienced is based on their race or skin colour and ethnicity or culture, followed by accent.

Immigrants & Visible Minorities Who Had Experienced Discrimination:
Percentage Who Indicated Each Basis for Discrimination



Indigenous Peoples were most likely to indicate that the discrimination that they have experienced is based on their indigenous identity and race or skin colour, followed by ethnicity or culture.

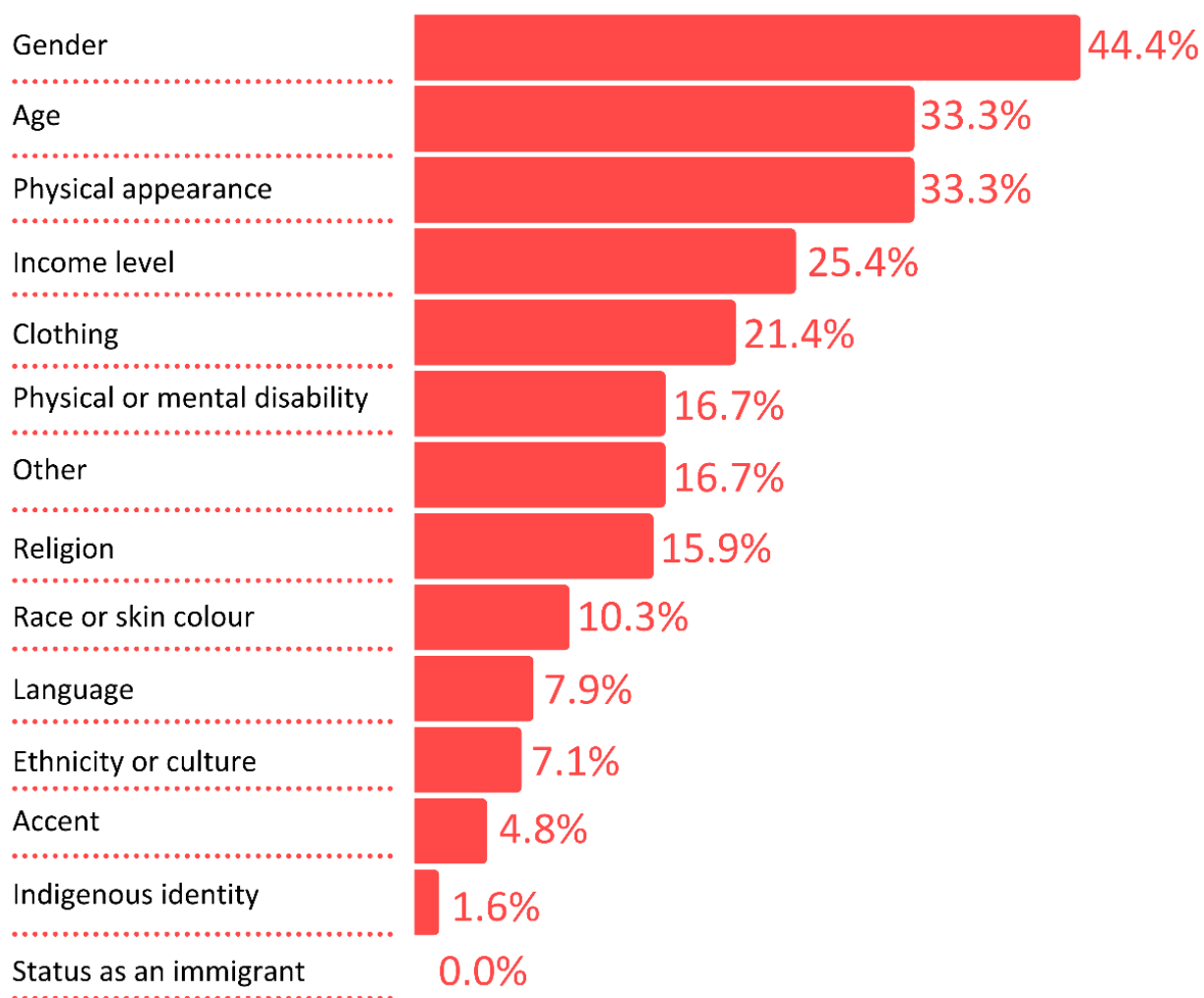
Indigenous Peoples Who Had Experienced Discrimination:
Percentage Who Indicated Each Basis for Discrimination



Note: A few respondents in the Indigenous Peoples group selected 'status as an immigrant' as one of the bases of their discrimination experiences. It is possible that these respondents perceived themselves as 'immigrants' in London-Middlesex even though they were born in Canada. Alternatively, this is attributable to random error in responding.

White Non-immigrants were most likely to indicate that the discrimination that they have experienced is based on their gender, age, and physical appearance, followed by income level.

White Non-immigrants Who Had Experienced Discrimination:
Percentage Who Indicated Each Basis for Discrimination

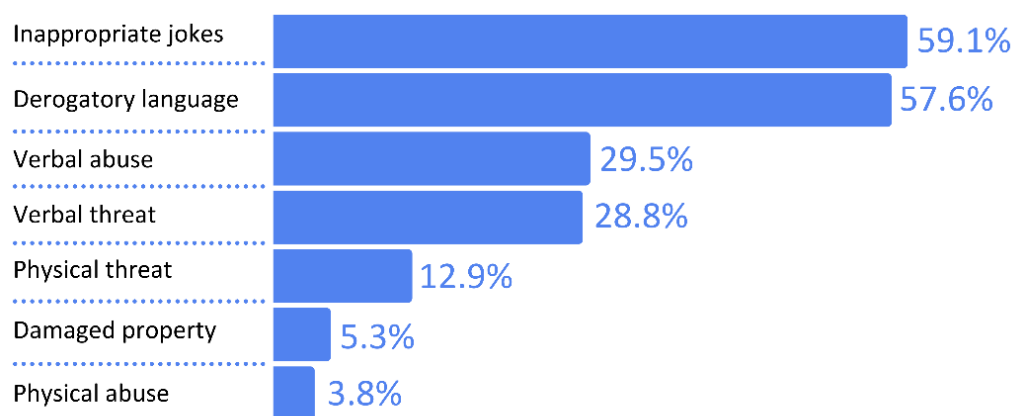


These results suggest that Immigrants & Visible Minorities and Indigenous Peoples perceive their experiences of discrimination as based on ethnocultural factors related to different minority group statuses, such as race or skin colour, indigenous identity, and ethnicity or culture. In contrast, comparison White Non-immigrants tend to perceive their experiences of discrimination as based on more universal factors such as gender (largely driven by female respondents of whom 58.4% reported discrimination based on gender as compared to 20.8% of males), age, physical appearance, and income level.

Are specific types of discrimination being experienced?

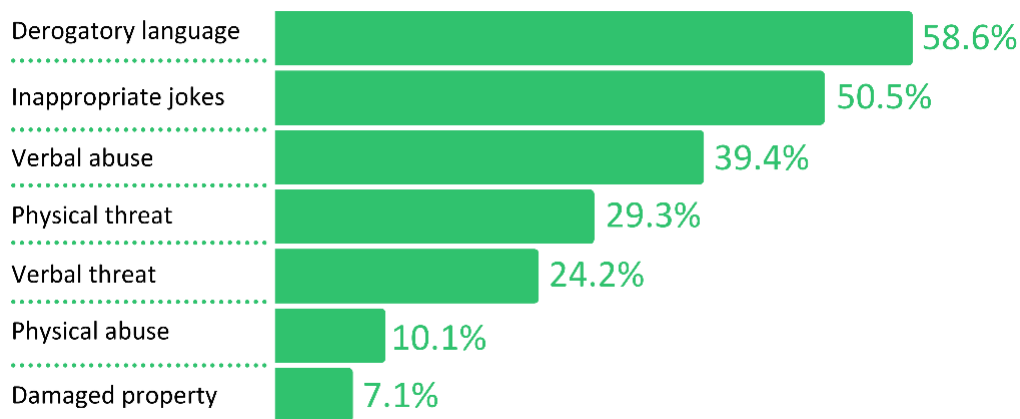
Those people who reported that they have experienced discrimination in at least one context were asked to indicate whether they had experienced specific types of discrimination (respondents could choose more than one type). Immigrants & Visible Minorities were most likely to report that they had experienced inappropriate jokes and derogatory language, followed by verbal abuse and threat.

Immigrants & Visible Minorities Who Had Experienced Discrimination:
Percentage Who Had Experienced Each Type of Discrimination



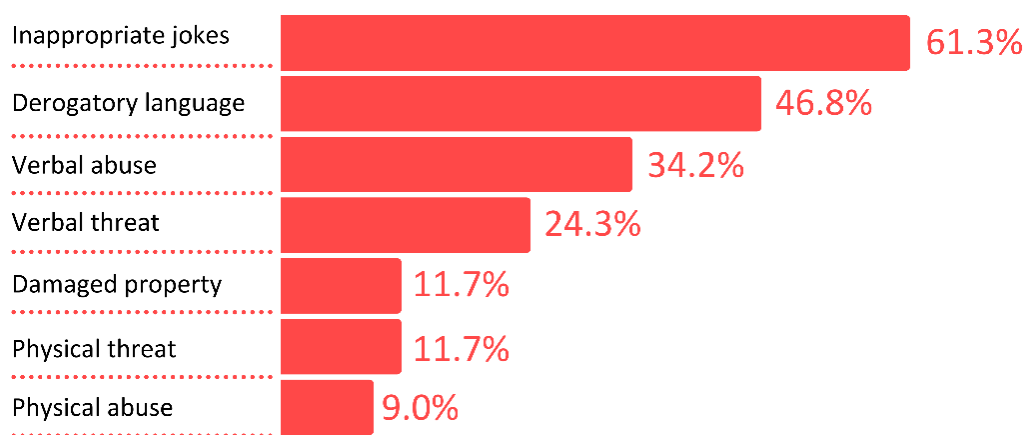
Indigenous Peoples were most likely to report that they had experienced derogatory language and inappropriate jokes, followed by verbal abuse and physical threat.

Indigenous Peoples Who Had Experienced Discrimination:
Percentage Who Had Experienced Each Type of Discrimination



White Non-immigrants were most likely to report that they had experienced inappropriate jokes and derogatory language, followed by verbal abuse.

**White Non-immigrants Who Had Experienced Discrimination:
Percentage Who Had Experienced Each Type of Discrimination**



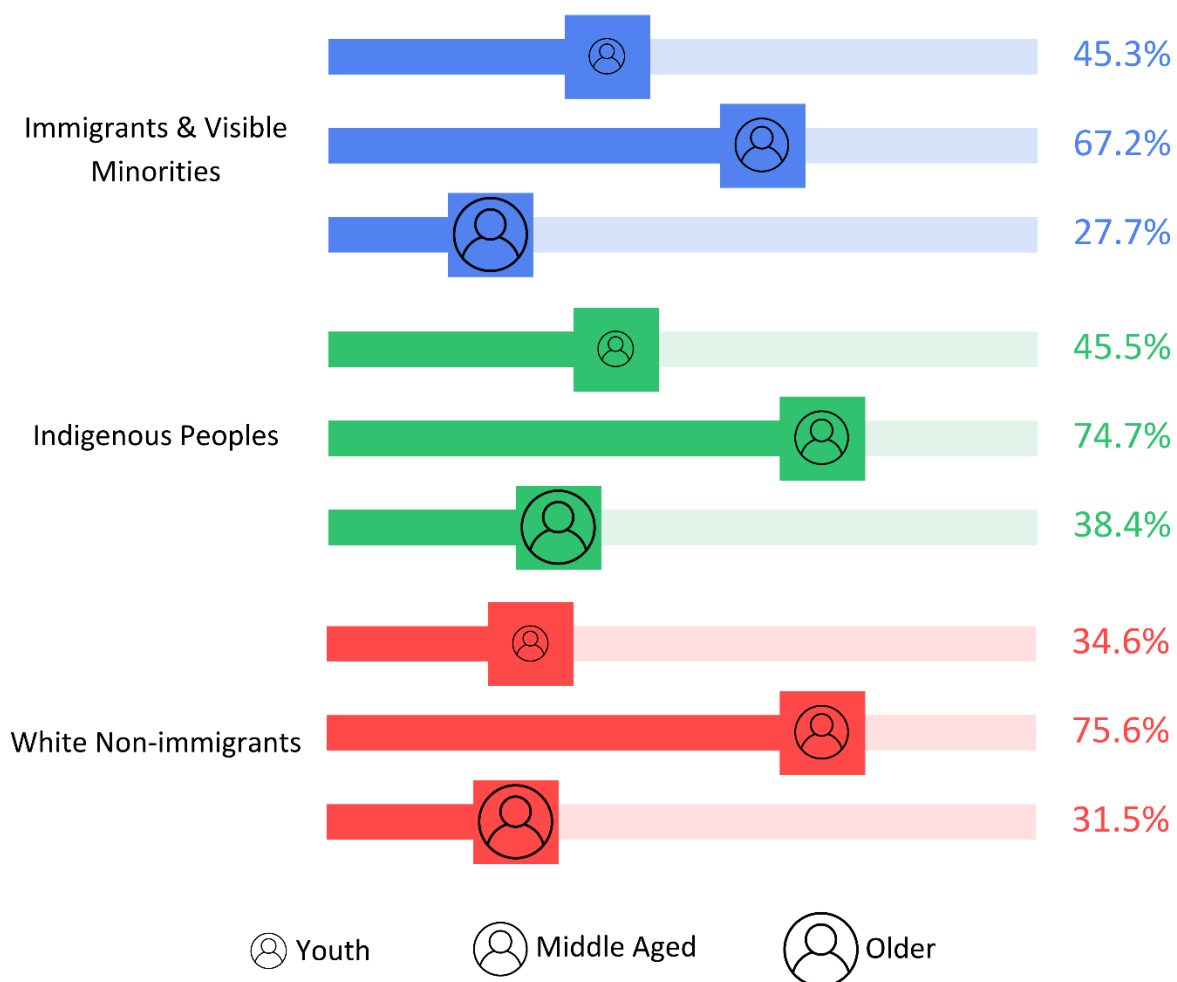
Who are the perpetrators of discrimination?

Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to describe who generally discriminated against them, including perpetrators' gender, age, and race or ethnicity (respondents could choose more than one response for each category).

Perpetrator age

All three groups of respondents reported that perpetrators were most likely to be middle aged, followed by youth.

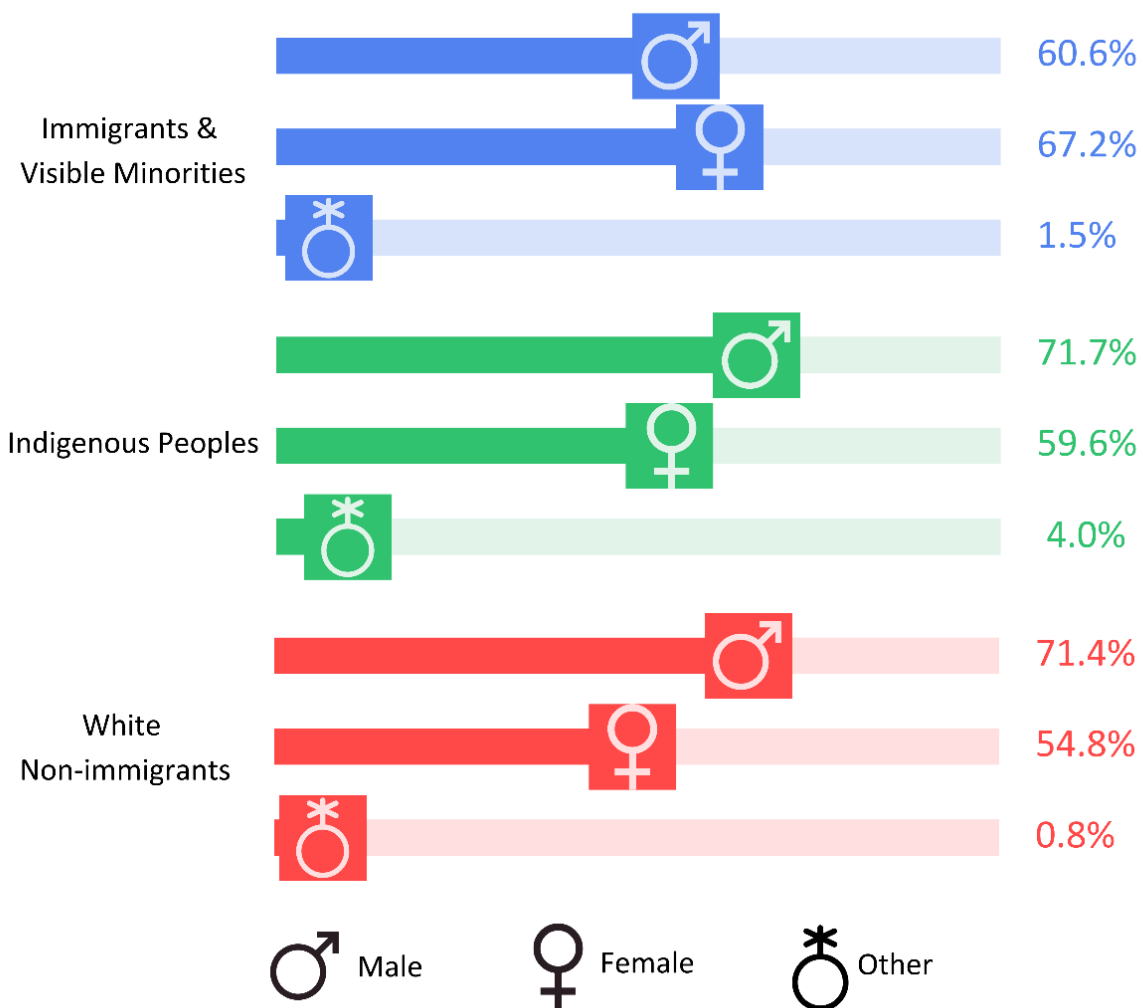
Respondents Who Had Experienced Discrimination:
Percentage Who Indicated Each Perpetrator Age Group



Perpetrator gender

Immigrants & Visible Minorities reported perpetrators as more likely to be female, whereas Indigenous Peoples and White Non-immigrants reported perpetrators as more likely to be male.

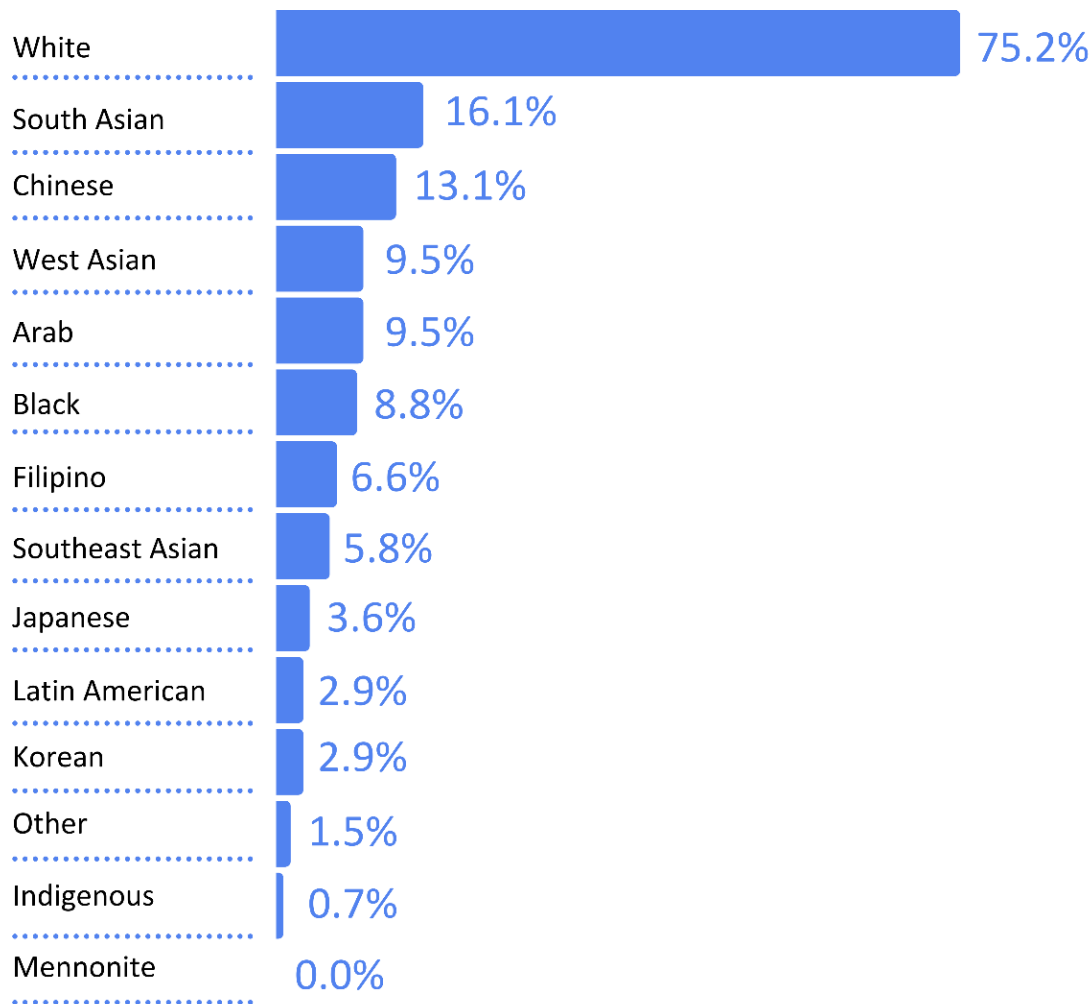
Respondents Who Had Experienced Discrimination:
Percentage Who Indicated Each Perpetrator Gender



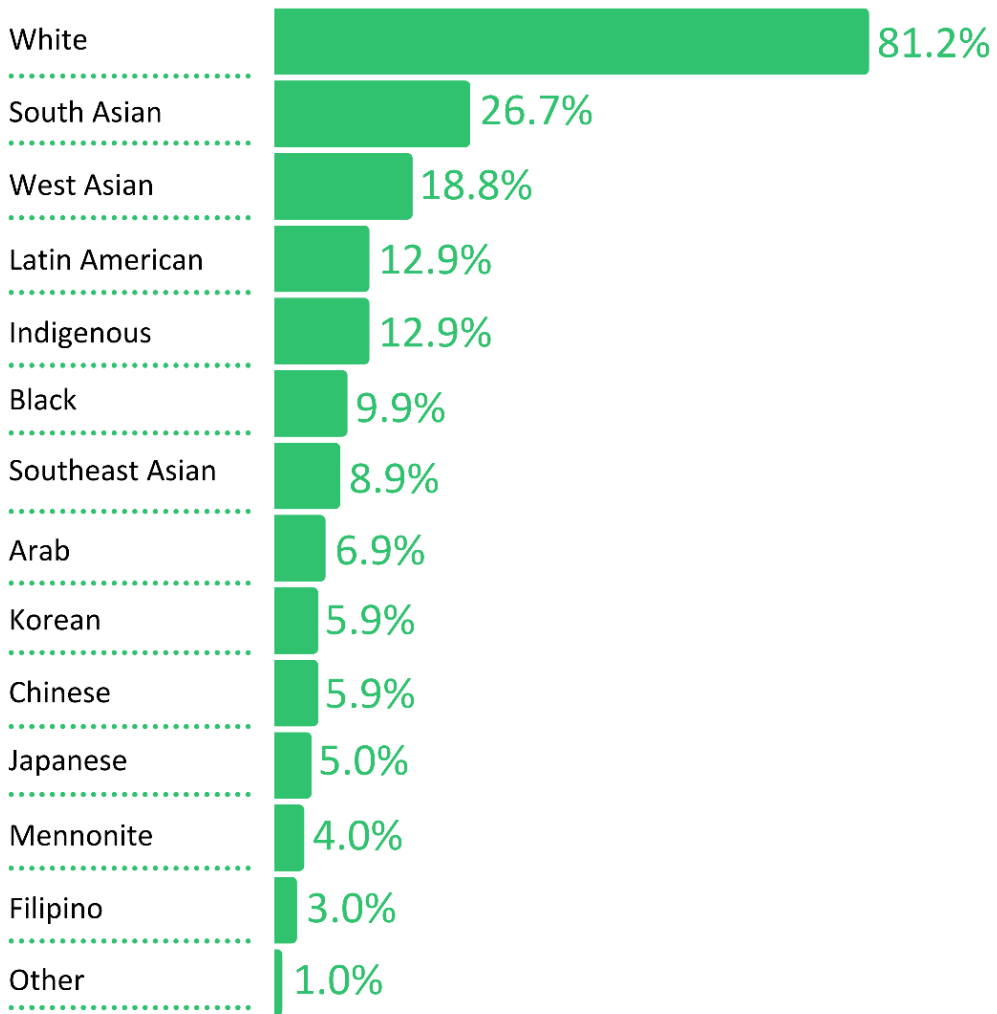
Perpetrator race or ethnicity

All three groups of respondents reported that perpetrators were most likely to be White.

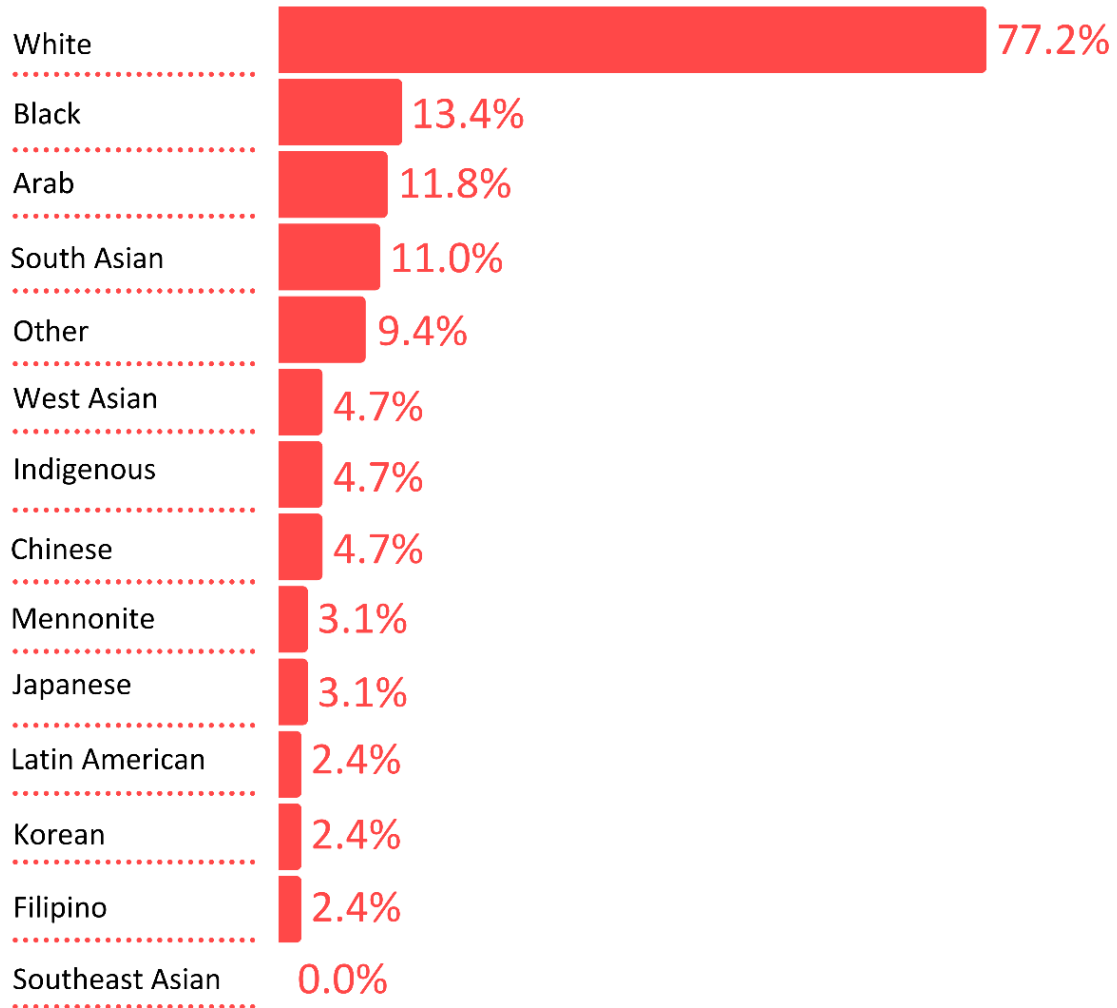
Immigrants & Visible Minorities Who Had Experienced Discrimination:
Percentage Who Indicated Each Perpetrator Race/Ethnicity



Indigenous Peoples Who Had Experienced Discrimination:
Percentage Who Indicated Each Perpetrator Race/Ethnicity



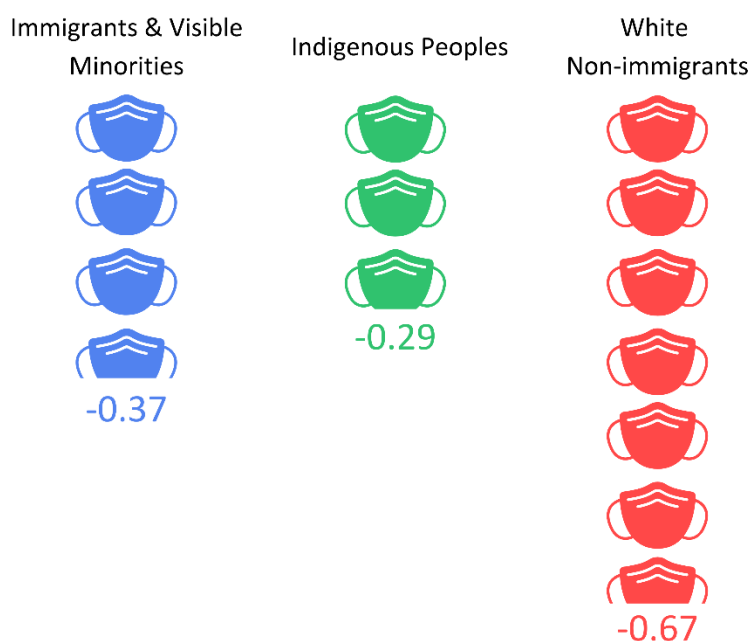
White Non-immigrants Who Had Experienced Discrimination:
Percentage Who Indicated Each Perpetrator Race/Ethnicity



Have experiences of discrimination increased or decreased during the COVID-19 pandemic?

Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to indicate whether their experiences of discrimination have increased or decreased during the COVID-19 pandemic. Members of all three groups reported that their experiences of discrimination decreased during the COVID-19 pandemic, perhaps attributable to the lockdowns which reduced the frequency of interactions with others. However, White Non-immigrants reported that discrimination decreased to a greater extent than Immigrants & Visible Minorities and Indigenous Peoples.

Average Change in Experiencing Discrimination During the COVID-19 Pandemic



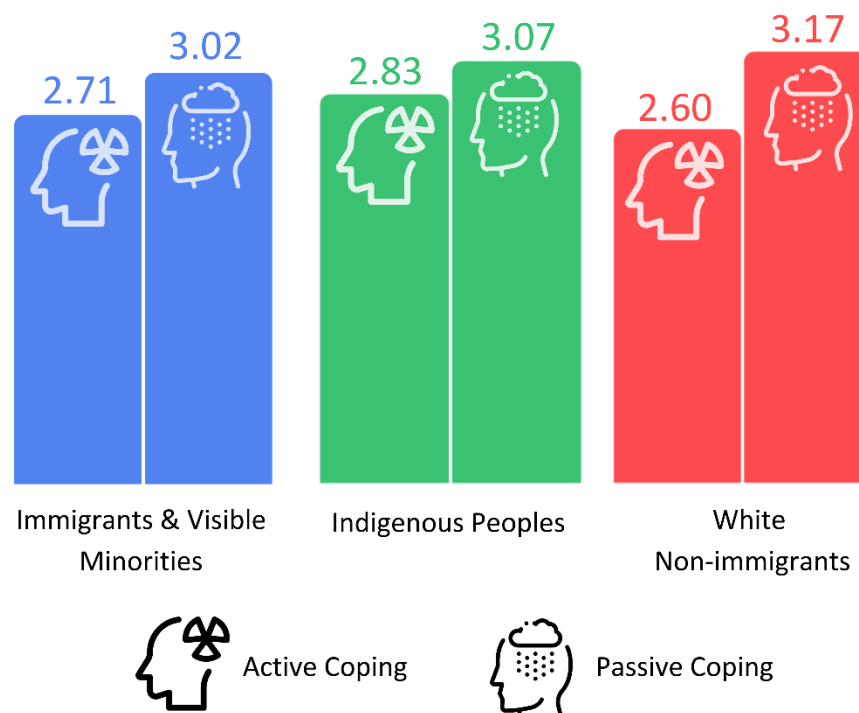
Note: Possible responses could range from much lower (-2) to much higher (+2).

Potential Coping Strategies and Emotions in Response to Discrimination

What coping strategies are used in response to discrimination?

Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to what extent they engaged in 12 coping strategies in response to the discrimination, which were then combined into active (e.g., tried to do something about it) and passive (e.g., accepted it as the way things are) coping strategies. All three groups of respondents tended to engage in passive coping more than active coping, though both strategies were used to a considerable degree.

Average Use of Active and Passive Coping Strategies in Response to Discrimination

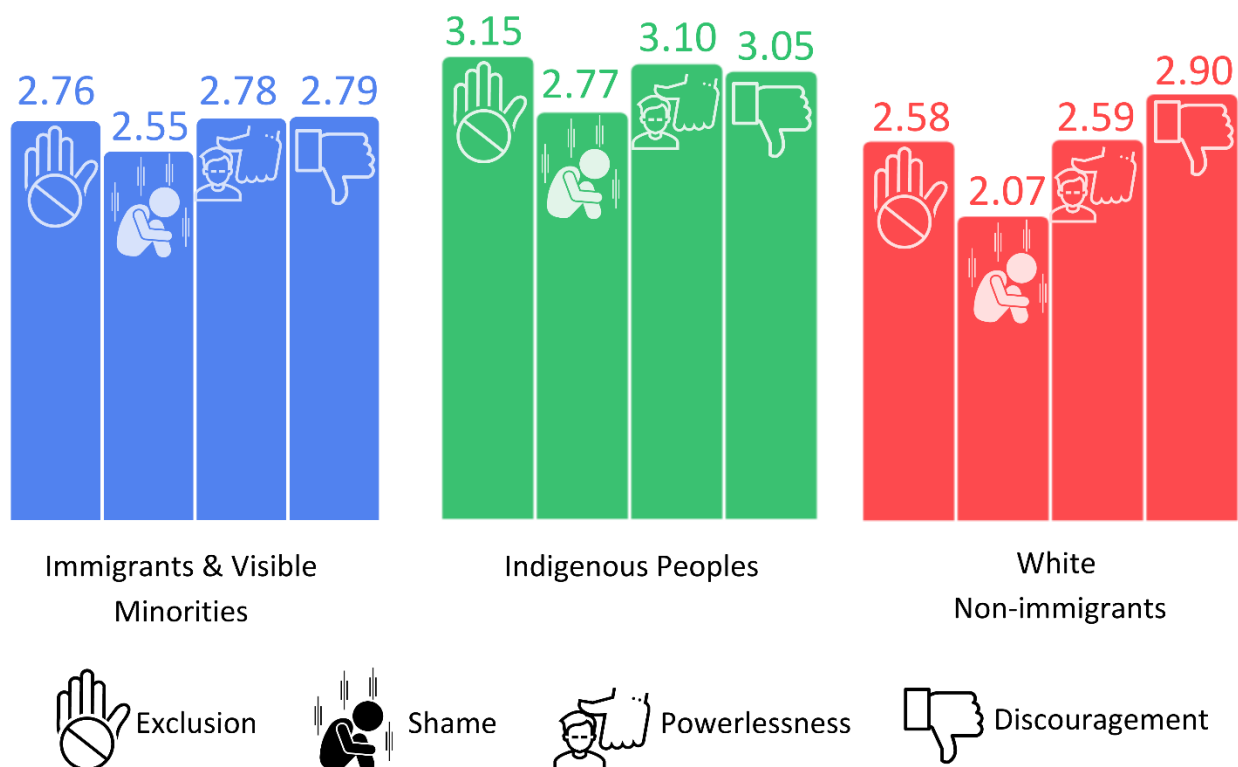


Note: Possible responses could range from never (1) to always (5).

What feelings are elicited by experiences of discrimination?

Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to what extent they experienced 12 different feelings in response to this discrimination, which were then combined into exclusion (e.g., rejected), shame (e.g., ashamed), powerlessness (e.g., helpless), and discouragement (e.g., discouraged). All three groups of respondents tended to experience exclusion, powerlessness and discouragement more than shame, though all emotions were experienced. Indigenous Peoples tended to experience all these emotions more than the other two groups of respondents.

Average Feelings of Exclusion, Shame, Powerlessness, and Discouragement in Response to Discrimination

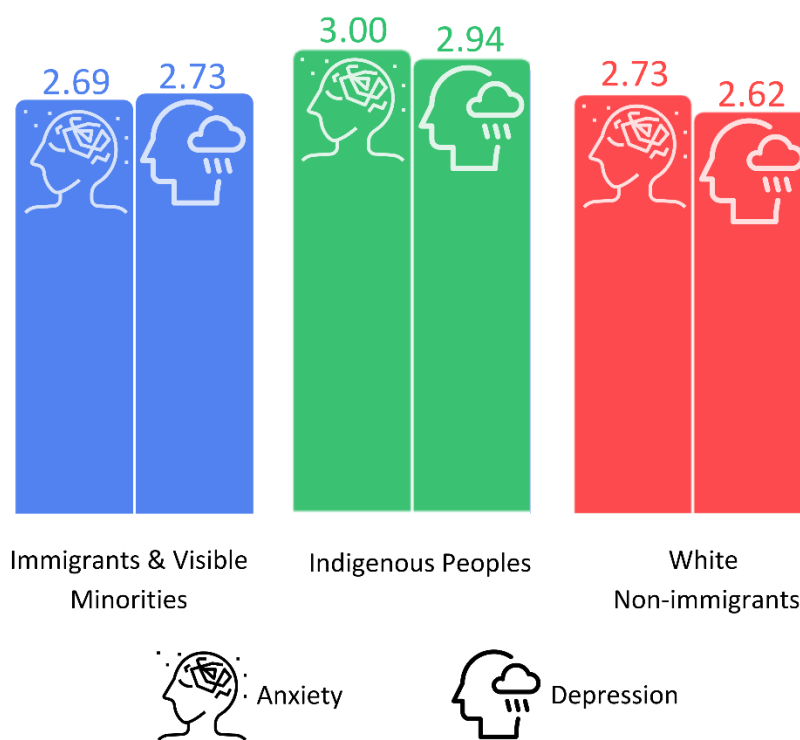


Note: Possible responses could range from never (1) to always (5).

How much psychological distress is experienced in response to discrimination?

Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to what extent they experienced psychological distress in response to the discrimination across 4 items, which were then combined into anxiety (e.g., nervous, anxious, or on edge) and depression (e.g., down, depressed, or hopeless.). All three groups of respondents experienced some level of anxiety and depression, though Indigenous Peoples were especially likely to experience both aspects of distress.

Average Experiences of Anxiety and Depression in Response to Discrimination

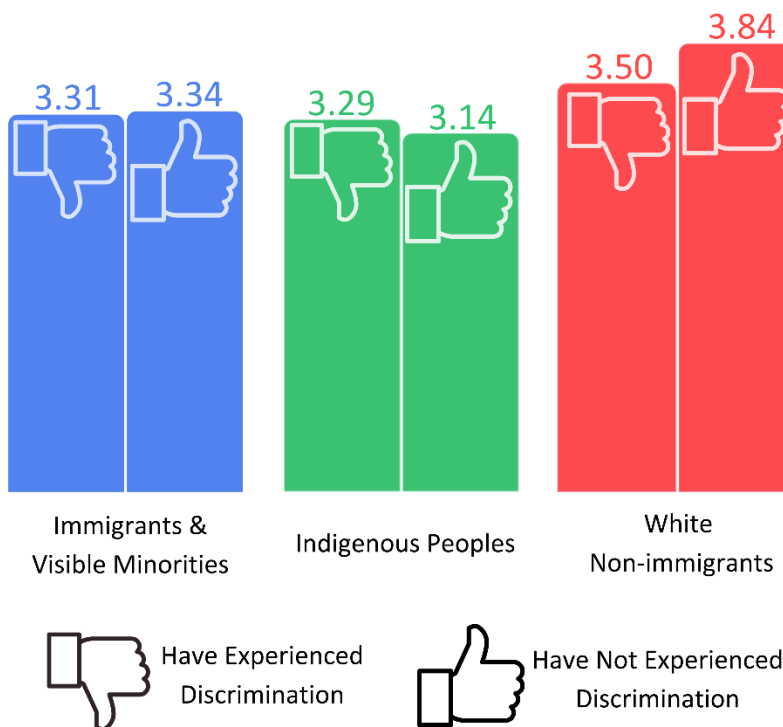


Note: Responses could range from never (1) to always (5).

London-Middlesex as a Welcoming Community

All respondents were asked to what extent they felt accepted and welcomed in London-Middlesex at the present time using 5 items, which were combined. Immigrants & Visible Minorities and Indigenous Peoples tended to report a lower sense of acceptance and welcome in London-Middlesex than the comparison White Non-immigrants. For Immigrants & Visible Minorities and Indigenous Peoples, this lower sense of acceptance and welcome did not seem to differ between those who had experienced discrimination in the last three years and those who had not. For the comparison White Non-immigrants group, however, those who had not experienced discrimination had a stronger sense of acceptance and welcome in London-Middlesex.

Average Feelings of Acceptance and Welcome in London-Middlesex



Note: Possible responses could range from not at all (1) to extremely (5).

Summary of Findings

Immigrants & Visible Minorities

Approximately 4 out of 10 respondents in the Immigrants & Visible Minorities group reported experiencing discrimination in London-Middlesex in the past three years. Younger, more educated respondents, respondents who were primarily employed and had higher incomes, and those who had lived in London-Middlesex for a longer period of time were most likely to report experiencing discrimination. Also, for Immigrants & Visible Minorities, religion and ethnicity/race played a role. In particular, Sikh and South Asian respondents were most likely to report experiencing discrimination in London-Middlesex. In terms of specific characteristics of immigrants, those who were not Canadian citizens or permanent residents and those who had lived in Canada for less than five years were most likely to report experiencing discrimination in London-Middlesex.

Immigrants & Visible Minorities were most likely to experience discrimination when attending school or classes, when applying for a job or promotion, at their job (e.g., from supervisors, co-workers, or clients), while using public transit (e.g., buses, trains or taxis), and in a store, bank, or restaurant. The most common bases for discrimination reported by Immigrants & Visible Minorities were their race or skin colour, ethnicity or culture, and accent. In terms of the types of discrimination experienced, Immigrants & Visible Minorities were most likely to experience inappropriate jokes and derogatory language, followed by verbal abuse and threat. Both males and females were identified as perpetrators of this discrimination, although females were mentioned more frequently than males. Also, perpetrators were most commonly reported to be middle aged and White.

Experiences of discrimination were more likely to produce feelings of discouragement, exclusion, and powerlessness than shame. On average, Immigrants & Visible Minorities also reported experiencing anxiety and depression to some extent as a result of their discrimination experiences. On average, they indicated using both active and passive coping strategies to deal with their discrimination experiences, although they tended to rely more on passive than active coping strategies. Experiencing discrimination did not appear to impact their feelings of being accepted and welcomed in London-Middlesex.

Indigenous Peoples

In the Indigenous Peoples group, approximately 6 out of 10 respondents reported experiencing discrimination in London-Middlesex in the past three years. Older, male, and more educated respondents, those who were not primarily employed, and those who had lived in London-

Middlesex for a longer period of time were more likely to report experiencing discrimination. On average, respondents in the Indigenous Peoples group also reported experiencing discrimination in more contexts than respondents in the Immigrants & Visible Minorities group and the White Non-immigrants group. Indigenous Peoples were most likely to report experiencing discrimination while using public areas (e.g., parks and sidewalks), at their job (e.g., from supervisors, co-workers, or clients), when applying for a job or promotion, while using public transit (e.g., buses, trains or taxis), in a store, bank, or restaurant, and when attending school or classes.

Indigenous Peoples reported that the main bases for the discrimination they experienced had to do with their indigenous identity, race or skin colour, and ethnicity or culture. In terms of the types of discrimination experienced, respondents were most likely to mention derogatory language and inappropriate jokes, followed by verbal abuse and, of note, physical threat. Respondents in the Indigenous Peoples group identified perpetrators as male and female, although males were mentioned more often than females. Also, perpetrators were most commonly reported to be middle aged and White.

As for the other two groups, respondents in the Indigenous Peoples group reported that experiences of discrimination were more likely to lead to feelings of discouragement, exclusion, and powerlessness than shame. However, Indigenous Peoples tended to experience all these emotions more than the other two groups. They also reported experiencing more anxiety and depression than respondents in the other two groups. On average, they indicated using both active and passive coping strategies to deal with their discrimination experiences, although they tended to rely more on passive than active coping strategies. Experiencing discrimination did not appear to impact their feelings of being accepted and welcomed in London-Middlesex.

Comparison White Non-immigrants

Approximately 4 out of 10 respondents in the comparison White Non-immigrants group reported experiencing discrimination in London-Middlesex in the last three years. White Non-immigrants were most likely to experience discrimination when applying for a job or promotion, at their job (e.g., from supervisors, co-workers, or clients), when interacting with the police, and while attending social gatherings. White Non-immigrants reported that the main reasons for their discrimination experiences had to do with universal factors such as gender, age, physical appearance, and income level. Of interest, White Non-immigrants reported a greater decrease in discrimination experiences during the COVID-19 pandemic than respondents in the other two groups, perhaps due to limited social interactions. Finally, White Non-immigrants also tended to

report, on average, higher feelings of acceptance and welcome in London-Middlesex than the other two groups.

Methodological Strengths and Limitations

This research has a number of methodological strengths, as well as some limitations. In terms of a major strength, the respondents in our survey were contacted by phone through random digit dialing of phone numbers in the region, and if they qualified to participate and agreed, were then sent the link to the survey. This recruitment procedure ensured a relatively representative sample of participating individuals within each of the three target groups. This contrasts with many of the surveys being conducted to examine racism and discrimination across the country, which advertise their surveys publicly and then allow full self selection of respondents based on their interest in the topic, which can lead to extreme bias. That is, the random selection of potential respondents at the first stage of our recruitment reduced the probability of biased samples. The targeting of specific, relatively large, numbers of Immigrants & Visible Minorities and Indigenous Peoples based on their population sizes within the region also increased the representativeness of these samples, allowing us to reach conclusions that applied to these groups in general. We note, however, that the margin of error for Indigenous Peoples is a bit larger than for the other two groups, due to the smaller sample size.

Nonetheless, because participation was voluntary, it is likely that interest in the topic had some influence on whether or not eligible individuals participated, leading to some inevitable potential biasing of the samples. This was particularly evident for respondents in the White Non-immigrant group who tended to be older and more likely to be female than a random sample would suggest. Having a White Non-immigrant group was of importance, however, in providing an understanding of the experiences of discrimination of the specific groups of interest – Immigrants & Visible Minorities and Indigenous Peoples – in comparison to members of the majority group in the region, and was further enhanced by analyses by specific characteristics such as gender and age.

An additional strength of this research was the use of validated, established measures where available, and the focus not only on whether respondents had experienced discrimination, but a detailed profile of the contexts of this discrimination and its potential consequences. This provides a rigorous evidence-base for the development of future strategies for reducing discrimination in the region.

Some may suggest that a limitation of this research is that it is based on self-reports of discrimination by those who are purported to experience it, rather than observations of objective discrimination. Though it is indeed the case that our research depends on self-reports by victims

of discrimination, we would argue that understanding the lived experiences of immigrants, visible minorities, and Indigenous peoples in our community, including their experiences of discrimination, is essential as we work toward promoting a more welcoming community in which all can contribute and thrive.

Another possible limitation of the research is that, with one exception, we combined immigrants and visible minorities into one sample for the purpose of the analyses. This decision was based on the fact that there is considerable overlap between these two groups in London-Middlesex and, indeed, in our Immigrants & Visible Minorities sample over 60% of respondents were both immigrants and visible minorities. We did, however, examine the separate effects of immigrant status and visible minority status on the likelihood of experiencing discrimination.

Finally, it is important to note that because we set targets for the three groups of respondents for this research, the three groups can not be combined to examine overall levels of discrimination in our community. That is, we can reach conclusions about each of the three groups of respondents and compare them, but cannot combine the three groups to reach overall conclusions irrespective of the groups to which individuals belong. To do so would require weighting of the samples, which is beyond the scope of the current research.

Recommendations

Our recommendations are organized into three categories as follows:

#1: Promote an environment that encourages victims of discrimination to report their experiences

The study revealed that a substantial proportion of respondents had experienced discrimination in the last three years in London-Middlesex. This was particularly the case among Indigenous Peoples, with 6 out of 10 Indigenous respondents indicating that they had experienced discrimination. This finding is in stark contrast to the findings from the Police-Reported Hate Crime in Canada 2019 report by Statistics Canada (Moreau, 2021), which found that of all hate crimes reported in 2019, only 2% targeted Indigenous Peoples. This suggests that many discrimination experiences go unreported, raising the question of why this might be the case. Experiences of discrimination may go unreported because they do not meet the legal threshold of a criminal offence or due to a lack of trust in the system or fear that the incidents may not be taken seriously (Hate Crimes Community Working Group, 2006; Mitchell, 2021; Sterritt, 2020; Sultan et al., 2021). It is also the case that in many communities it is not clear to whom one should report discrimination incidents, particularly if they do not seem to be severe enough to be criminal offences. As such, it is important to create an environment that encourages victims of

discrimination to come forward and report their experiences through the public provision of resources and locations in which this discrimination can be reported. For example, the Coalition of Muslim Women Kitchener-Waterloo has set up an online reporting tool for people who experience or witness discrimination (<https://reportinghate.ca/>). Similarly, EliminateHate has set up an online reporting tool for people to report such incidents in various languages (<https://www.eliminatehate.org/fileareport>). Only experiences that are acknowledged can be addressed.

#2: Help victims of discrimination to use effective coping strategies

The current study found that respondents relied on both active and passive coping strategies to deal with their discrimination experiences, although they tended to rely more on passive coping strategies than active coping strategies. According to past research, active coping strategies and coping strategies that are problem-focused tend to have more positive effects on individuals' mental health (Chao, 2011; Dijkstra & Homan, 2016; Polanco-Roman et al., 2016; Taylor & Stanton, 2007). At the same time, it is important to note that there is no coping strategy that is effective in all situations (Blum et al., 2012; Suls & Fletcher, 1985).

In terms of discrimination experiences that are based on race, past research also suggests that the use and effectiveness of coping strategies may depend on the victims' gender (Liang et al., 2007), their ethnicity (Noh et al., 1999; Noh & Kaspar, 2003), their acculturation or ethnic identification (Kuo, 1995; Yoo & Lee, 2005), and personality traits (Roesch et al., 2006). This suggests that it is important to provide mental health supports to victims of discrimination that help them engage in those coping strategies that are most effective for their specific characteristics and circumstances.

#3: Engage in effective initiatives to prevent and reduce discrimination

Overall, many respondents in the current study reported experiencing discrimination in London-Middlesex. This was particularly the case for Indigenous Peoples, and among the Immigrants & Visible Minorities group, Sikhs and South Asians, those who were not Canadian citizens or permanent residents, and those living in Canada for less than five years. These discrimination experiences tended to be more prevalent in certain contexts. Across all three groups, two contexts were among the top most frequently mentioned contexts. These contexts included when applying for a job or promotion and at their job (e.g., from supervisors, co-workers, or clients). Among Immigrants & Visible Minorities and Indigenous Peoples, these contexts also included when using public transit (e.g., buses, trains or taxis), in a store, bank, or restaurant, and when attending school or classes. For Indigenous Peoples, a top context for experiencing discrimination was also while using public areas, such as parks and sidewalks. This suggests that

anti-discrimination initiatives should focus on these particular contexts, developing common strategies across groups for settings such as employment settings, which tend to be common contexts of discrimination across groups, and for Immigrants & Visible Minorities and Indigenous Peoples, on public transit, in stores, banks and restaurants, and in schools. Targeted strategies for combatting the discrimination that Indigenous Peoples experience while using public areas such as parks and sidewalks should also be developed.

The current study also found that both males and females were identified as perpetrators of discrimination, although females were mentioned more frequently by Immigrants & Visible Minorities, and males were mentioned more frequently by Indigenous Peoples and White Non-immigrants. Perpetrators were also most commonly reported to be middle aged and White. These findings suggest that if anti-discrimination initiatives are to be effective, it will be particularly important to include these groups in this programming.

In terms of specific types of discrimination experienced, from the types examined, inappropriate jokes, derogatory language, and verbal abuse were most frequently mentioned by all three groups. Immigrants & Visible Minorities also reported experiencing verbal threat, whereas Indigenous Peoples also reported experiencing physical threat. These findings suggest that anti-discrimination initiatives in London-Middlesex would do well to specifically target these forms of discrimination, which, with the possible exception of verbal and physical threat, may at times be discounted as unimportant areas of discrimination to counteract.

To reduce discrimination effectively, it is important to adopt a multilevel approach. In other words, anti-discrimination initiatives should address the individual perpetrators of discrimination (e.g., by changing attitudes and behaviors), bystanders (e.g., by providing them with the tools to intervene effectively), and organizations/systems (e.g., by changing policies and practices). By using such an approach, a long-lasting reduction in discrimination is more likely to be achieved. Furthermore, anti-discrimination initiatives should be the result of a collaboration of various community agencies in order to eliminate duplication of effort and resources. Anti-discrimination initiatives should also be evidence-based and evaluated through short-term and long-term criteria. Indeed, we recommend the development of a toolkit of strategies for reducing discrimination within the community, that can be tested, fine tuned, and utilized by a number of stakeholders in London-Middlesex.

One of the most commonly used interventions to reduce prejudice and discrimination is diversity training (Bendick et al., 2001; Paluck et al., 2021). Diversity training typically aims to increase awareness of bias and understanding of how it affects behaviour. However, there is only limited research examining the causal impact of diversity training on reducing discriminations (for

exceptions, see Chang et al., 2019; Kalev et al., 2006; Moss-Racusin et al., 2016). Also, when diversity training is evaluated, the interpretation of the results is often challenging. This is because diversity training is a broad, heterogeneous set of practices that can incorporate many different types of content (e.g., awareness of bias, various individual level strategies to reduce bias) and use various formats (i.e., lecture, video, group activities). For this reason, diversity training evaluations often lead to inconsistent results and do not offer information on the specific strategies that are effective or ineffective to reduce discrimination.

In terms of effective anti-discrimination initiatives, psychologists have developed several empirically-based discrimination reduction interventions (Dixon et al., 2012; Paluck & Green, 2009; Paluck et al., 2021). The goal of these interventions is to reduce people's prejudice and/or use of group-based stereotypes. The assumption behind these interventions is that by changing people's attitudes, one will also change their discriminatory behaviour. A review of the psychological literature on discrimination reduction interventions points toward the following strategies: increasing intergroup contact, countering stereotypes, encouraging perspective-taking, and finding common ground. In the following paragraphs, we focus on these strategies because they have the most empirical support in the literature and because they are often included as components of diversity training.

With respect to intergroup contact, hundreds of studies across disciplines over the last 70 years have investigated the benefits of establishing contact between people who have different social identities (e.g., race or religion) or backgrounds (e.g., immigration status; De Coninck et al., 2020; Dovidio et al., 2017; Lemmer & Wagner, 2015; Schroeder & Risen, 2016). In order to be most effective, contact between members of different groups should meet several conditions, which are considered optimal but not essential (Allport, 1954; Pettigrew, 1998). In the contact situation, the different groups should have equal status and work interdependently towards achieving a common goal. The contact should also take place in a setting that is guided by social norms that promote and support equality among groups. The main reason why increasing intergroup contact works is because it creates an environment which forces individuals to cooperate with each other regardless of their group affiliation. Once individuals start to cooperate with each other, they no longer see each other as members of different groups but as members of the same group working toward the same goal. A meta-analysis of over 500 studies noted that research "conclusively show[s] that intergroup contact can promote reductions in intergroup prejudice" (Pettigrew & Tropp, 2006, p. 751).

Another strategy to reduce discrimination is to counter stereotypes (Dasgupta & Greenwald, 2001; Kawakami et al., 2000; Kawakami et al., 2007; King & Ahmad, 2010; King et al., 2006; Singletary & Hebl, 2009). Stereotypes are major drivers of discrimination. To counter stereotypes

means to present someone with information that is inconsistent with the stereotype that the person holds. This can take many forms. For example, one option is to present someone with images of a person who is counter-stereotypical. Another option is to ask someone to read about someone who is counter-stereotypical. Yet another option is to meet someone in person who defies stereotypes. Research suggests that when people have information that directly contradicts stereotypes, they are less likely to be prejudiced and engage in discriminatory behaviour.

A third strategy to reduce prejudice and discrimination is perspective-taking (Batson et al., 1997; Finlay & Stephan, 2000; Vescio et al., 2003). Perspective-taking refers to the active consideration of another person's psychological experience (Dovidio et al., 2004). According to Todd et al. (2011), perspective taking helps to reduce the automatic expression of racial biases without "simultaneously decreasing sensitivity to ongoing racial disparities" (Todd et al., 2011, p. 1). This strategy is supported by research investigating the long-term effects of perspective-taking (Broockman & Kalla, 2016; Todd et al., 2011).

The final strategy to reduce prejudice and discrimination that has support from the psychological literature is to find common ground. Finding common ground refers to finding something in common with a person from another group. This could, for example, be a common activity or experience, value, preference, identity, or background. This strategy has also been called creating a "common ingroup identity" or "superordinate identity" in the psychological literature (Gaertner & Dovidio, 2000). This strategy builds on Social Identity Theory and the idea that people have a preference for members of their ingroup (Turner et al., 1979). By finding common ground, people broaden the circle of others who they consider to be ingroup members. In other words, by viewing people from other groups as ingroup members due to a shared common ground, people show the same "ingroup" preference to those people they previously viewed as "outgroup" members. Research suggests that the strategy of finding common ground can be effective to reduce prejudice and discrimination (e.g., Cortland et al., 2017; Riek et al., 2010).

As stated earlier, to produce long-lasting results, it is important not only to change the attitudes and behaviour of individual perpetrators of discrimination, but also to implement anti-discrimination strategies that support bystanders who wish to become allies, and to address discriminatory policies and practices at the organizational and system levels. In terms of bystanders, the literature suggests that bystanders will often not intervene in discriminatory situations because they are not sure whether discrimination is taking place and/or are not confident that they have the skills to intervene effectively (Collins et al., 2021). Thus, if potential bystanders are trained to identify incidents of discrimination and how to react effectively, that

is, if they believe that their actions have a high probability of success, they are more likely to intervene (Collins et al., 2021).

Organizational and system level strategies to counteract discrimination are also required. Making social justice a central value at all levels of one's organization is the first step in this process. This requires not only the hiring of Equity, Diversity, Inclusion and Decolonization (EDID) specialists, but the commitment and actions of leaders who hold high rank and privilege to ensure long-lasting change (Collins et al., 2021; Ruggs et al., 2011). It also requires an examination and possible adjustment of organizational policies and culture, as well as training of all members. This may involve diversity training that leverages knowledge of effective anti-discrimination strategies, as discussed earlier. Policies and practices within organizations that require examination include recruitment, selection, placement and promotion procedures, as well as workflow policies and practices. Identity-conscious staffing policies (as opposed to identity-blind policies) are recommended, as well as formal policies that prohibit discrimination in any form (Ruggs et al., 2011). At the system level this may involve a review of all relevant policies and programs through an anti-discrimination lens in order to dismantle those that are discriminatory.

Utilizing a variety of these strategies, London-Middlesex can work toward becoming a more welcoming community in which all groups are treated with respect, and discriminatory treatment becomes an exception rather than an everyday occurrence.

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Appendix: Survey on Experiences of Discrimination in London-Middlesex

The next questions are about your experience with discrimination in the past 3 years (or in the time you have lived in the London-Middlesex area if that time is less than 3 years).

In that time, how often have you experienced discrimination or been treated unfairly by others in the London-Middlesex area in the following situations.

1. While using libraries, community/recreational centres, arenas.
 - Never Rarely Sometimes Often Always Does Not Apply
2. While using public areas, such as parks and sidewalks.
 - Never Rarely Sometimes Often Always Does Not Apply
3. While using public transit, such as buses, trains or taxis.
 - Never Rarely Sometimes Often Always Does Not Apply
4. In a store, bank, or restaurant.
 - Never Rarely Sometimes Often Always Does Not Apply
5. When applying for a job or promotion.
 - Never Rarely Sometimes Often Always Does Not Apply
6. At your job – for example, from supervisors, co-workers, or clients.
 - Never Rarely Sometimes Often Always Does Not Apply
7. When interacting with the police.
 - Never Rarely Sometimes Often Always Does Not Apply
8. When interacting with the courts.
 - Never Rarely Sometimes Often Always Does Not Apply
9. When attending school or classes.
 - Never Rarely Sometimes Often Always Does Not Apply

10. When looking for housing (for example, buying a house or renting an apartment).

- Never Rarely Sometimes Often Always Does Not Apply

11. While attending social gatherings.

- Never Rarely Sometimes Often Always Does Not Apply

12. When interacting with your neighbours.

- Never Rarely Sometimes Often Always Does Not Apply

13. When participating in a club, meeting, or organization.

- Never Rarely Sometimes Often Always Does Not Apply

14. When interacting with hospitals or health care workers.

- Never Rarely Sometimes Often Always Does Not Apply

15. When applying for a program or benefit.

- Never Rarely Sometimes Often Always Does Not Apply

16. In another situation that you were not asked about – Please describe that situation:

- Never Rarely Sometimes Often Always

17. You indicated that in the past 3 years you have been discriminated against or treated unfairly by others in the London-Middlesex area.

What do you think were the main reasons for this discrimination or unfair treatment? (You can choose more than one.)

- Your Indigenous identity
- Your race or skin colour
- Your ethnicity or culture
- Your status as an immigrant
- Your religion
- Your language
- Your accent
- Your gender
- A physical or mental disability
- Your income level

- Your clothing
- Your physical appearance (not including skin colour) such as weight, height, hair style or colour, jewelry, tattoos and other physical characteristics
- Some other reason

18. In the past 3 years, have you experienced any of the following specific forms of discrimination or mistreatment? (You can choose more than one.)

- Inappropriate jokes
- Derogatory language
- Verbal threat
- Verbal abuse
- Physical threat
- Physical abuse
- Damaged property

19. Generally speaking, were those who discriminated against you:

(You can choose more than one.)

- Male
- Female
- Other gender

Were they:

- Youths
- Middle aged
- Older

Were they:

- Arab
- Black
- Chinese
- Filipino
- First Nations, Métis, or Inuk (Inuit)
- Japanese
- Korean
- Latin American
- Mennonite
- South Asian (e.g., East Indian, Pakistani, Sri Lankan)
- Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)
- West Asian (e.g., Iranian, Afghan)
- White

Other (Please specify)

20. During the COVID-19 pandemic, on average how much have your experiences of discrimination or mistreatment changed? During the pandemic have they been:

Much Lower Somewhat Lower About the Same Somewhat Higher Much Higher

21. In response to being discriminated against or treated unfairly in the past 3 years in the London-Middlesex area how often did you do each of the following?

a. Tried to do something about it.

Never Rarely Sometimes Often Always

b. Accepted it as the way things are.

Never Rarely Sometimes Often Always

c. Ignored it.

Never Rarely Sometimes Often Always

d. Told yourself they were ignorant.

Never Rarely Sometimes Often Always

e. Worked harder to prove them wrong.

Never Rarely Sometimes Often Always

f. Felt that you brought it on yourself.

Never Rarely Sometimes Often Always

g. Talked to someone about how you were feeling.

Never Rarely Sometimes Often Always

h. Reminded yourself of your rightful place in Canada.

Never Rarely Sometimes Often Always

i. Expressed anger or got mad.

Never Rarely Sometimes Often Always

j. Prayed about the situation.

Never Rarely Sometimes Often Always

k. Avoided situations where it could happen again.

Never Rarely Sometimes Often Always

l. Felt that it was something about them and not you.

Never Rarely Sometimes Often Always

22. In response to being discriminated against or treated unfairly in the past 3 years in the London-Middlesex area how often did you feel ...

a. Unwanted

Never Rarely Sometimes Often Always

b. Rejected

Never Rarely Sometimes Often Always

c. Helpless

Never Rarely Sometimes Often Always

d. Weak

Never Rarely Sometimes Often Always

e. Intimidated

Never Rarely Sometimes Often Always

f. Puzzled

Never Rarely Sometimes Often Always

g. Stupid

Never Rarely Sometimes Often Always

h. Foolish

Never Rarely Sometimes Often Always

i. Ashamed

- Never Rarely Sometimes Often Always

j. Frustrated

- Never Rarely Sometimes Often Always

k. Discouraged

- Never Rarely Sometimes Often Always

l. Humiliated

- Never Rarely Sometimes Often Always

23. In response to being discriminated against or treated unfairly in the past 3 years in the London-Middlesex area, how often were you bothered by the following problems?

a. Feeling nervous, anxious, or on edge.

- Never Rarely Sometimes Often Always

b. Not being able to stop or control worrying.

- Never Rarely Sometimes Often Always

c. Feeling down, depressed, or hopeless.

- Never Rarely Sometimes Often Always

d. Little interest or pleasure in doing things.

- Never Rarely Sometimes Often Always

24. How much do you feel that you are accepted in the London-Middlesex area?

- Not at all Slightly Moderately Very Extremely

25. How much do you feel welcome in the London-Middlesex area?

- Not at all Slightly Moderately Very Extremely

26. How much do you feel a sense of belonging to the London-Middlesex area?

- Not at all Slightly Moderately Very Extremely

27. How much do you feel recognized as part of the London-Middlesex area?

- Not at all Slightly Moderately Very Extremely

28. How much do you feel safe in the London-Middlesex area?

- Not at all Slightly Moderately Very Extremely

29. What is your gender?

- Female
 Male
 Non-binary (e.g., gender fluid, queer)
 Other (Please specify) _____

30. What is your age? _____

31. Were you born in Canada?

- Yes
 No

32. What was your status when you first arrived in Canada?

- Immigrant - Economic Class (Skilled Worker, Canadian Experience Class, Provincial Nominee Program, or Business Programs)
 Immigrant - Family Class (Sponsored Spouse, Sponsored Parent or Grandparent, or Other Immigrant Sponsored by Family)
 Resettled Refugee (Government Assisted, Privately Sponsored, Blended Visa Office-Referred Program)
 Refugee Claimant (or Asylum Seeker)
 Temporary Resident - Student on Student Visa
 Temporary Resident - Temporary Foreign Worker including Agricultural Worker or Live-In Caregiver
 Temporary Resident - In Canada on Visitor Visa
 Temporary Resident - In Canada on Work Visa
 Person Without Status, Undocumented Individual
 Other

33. What is your current immigration status?

- Canadian Citizen
 Permanent Resident
 Protected Person
 Temporary Resident

- Refugee Claimant
- Undocumented
- Other

34. How long have you lived in Canada? _____(months)

35. How long have you lived in the London-Middlesex area? _____(months)

36. What language(s) do you speak most often at home? (You can choose more than one)

- English
- French
- Other (Please specify) _____

37. What is your current employment status? (You can choose more than one)

- Employed full-time (30 hours a week or more)
- Employed part-time (Less than 30 hours a week)
- Self-employed or own your own business
- Unemployed, looking for work
- Unemployed, not looking for work
- Retired
- Student
- Homemaker
- Other (Please specify) _____

38. How would you describe your ethnic or racial identity? (You can choose more than one)

- Arab
- Black
- Chinese
- Filipino
- First Nations, Métis, or Inuk (Inuit)
- Japanese
- Korean
- Latin American
- Mennonite
- South Asian (e.g., East Indian, Pakistani, Sri Lankan)
- Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)
- West Asian (e.g., Iranian, Afghan)
- White
- Other (Please specify) _____

39. How would you describe your sense of belonging with other [group chosen] people?

- Very Weak Somewhat Weak Moderate Somewhat Strong Very Strong

[Repeated for each group chosen.]

40. With regard to religion, how do you presently identify yourself or think of yourself as being? (You can choose more than one)

- Baha'i
 Buddhist
 Christian
 Hindu
 Jewish
 Mennonite
 Muslim
 Sikh
 Traditional/Spirituality
 No religion (atheist or agnostic)
 Other (Please specify) _____

41. How would you describe your sense of belonging with other [group chosen] people?

- Very Weak Somewhat Weak Moderate Somewhat Strong Very Strong

[Repeated for each group chosen.]

42. What is the highest level of education that you have completed?

- Less than elementary school
 Elementary school
 Secondary/high school
 College/vocational training
 University undergraduate degree
 University graduate degree
 Professional degree (e.g., Medicine, Law, Engineering)

43. Please indicate your approximate annual household income, from all sources, before taxes.

- No income
 Less than \$45,000
 \$45,001 to \$80,000
 \$80,001 to \$130,000

- More than \$130,000
- I prefer not to answer