



United Way
Thunder Bay

The Community Report on Racism and Discrimination

November 2017



Project Background

Racism and discrimination in Thunder Bay are important problems that have received national attention.¹²³ An assessment report authored by *Thunder Bay Counts* and entitled *A Shared Agenda for Change* highlights racism and discrimination as issues to which Thunder Bay needs to respond to in a collective and systematic manner.⁴ More specifically, this document calls public attention to the issue and provides a roadmap for the facilitation of collaboration among various groups in the city.

This report aims to present some concrete evidence regarding the severity of racism and discrimination in Thunder Bay. The report clearly presents the groups that are being subjected to this phenomenon, the contexts and situations where it occurs, and reasons why it occurs. It seeks to draw attention to this issue and to promote the tracking of performance-related data on a year-by-year basis in order to measure progress. Progress should be tracked at the community level. The goal is to ensure the reduction of racism and discrimination in future years by developing remedies to the problems identified in this report. Furthermore, the data provides a sound basis for promoting planning and collaboration in Thunder Bay.

This report presents a general understanding of the data without performing deep analysis. This report is able to provide local stakeholders with some understanding of the current experience, and with a starting point for organizations that would like to interpret the data in the future.

As we work together to make Thunder Bay a place where diversity is valued and where racism and no other forms of discrimination are accepted, we need to begin with a baseline of data. We will administer and manage the survey to reflect local needs and to measure the success of improvements aimed at addressing racism and discrimination in the city.

¹ 'Indigenous people say racism-tainted drive-by violence all too common', *CBC News*. 7 February 2017, viewed on 16 August 2017, <http://www.cbc.ca/news/Indigenous/thunder-bay-indigenous-drive-by-violence-1.3966959>

² 'Dealing with racism against indigenous people in Thunder Bay', *Metro News*. 8 December 2015, viewed on 16 August 2017, <http://www.metronews.ca/news/canada/2015/12/08/dealing-with-racism-against-aboriginal-people-in-thunder-bay.html>

³ 'Escalating racism toward Indigenous people "a real problem" in Thunder Bay: grand chief', *National Post*. 6 July 2017, viewed on 16 August 2017, <http://nationalpost.com/news/canada/safety-of-first-nations-youth-focus-of-emergency-meeting-in-thunder-bay-ont/wcm/85e981c1-695c-4060-bcee-f7b83447969c>

⁴ 'Shared Agenda for Change', *Thunder Bay counts*. 2016, viewed on 16 August 2017, <http://www.thunderbaycounts.com/wp-content/uploads/2016/05/Shared-agenda-report-final-2016.pdf>

Acknowledgements

Thank you to the following committed people and organizations for their expertise, knowledge and time during the development of the survey and the review and feedback on the report: John Pateman, Thunder Bay Public Library; Jim Greenaway and Wayne Gates, EMS; Erica Sawula, Thunder Bay District Health Unit; Terri-Lynn Carter, Thunder Bay Counts; Andrew Taylor, Taylor Newberry Consulting; Charles Cirtwill, Samantha Angell and other staff at the Northern Policy Institute; Corey Wesley, Ontario Native Women's Association; Lee-Ann Chevrette, Cynthia Olsen and Karen Lewis, City of Thunder Bay; Walid Chahal, Lakehead University; Judy Sander, Northwestern Ontario Innovation Centre; Sandra Albertson, The United Way of Thunder Bay, Rebecca Johnson, Calvin Mackenzie and many others along the way.

The Community Survey and Report on Racism and Discrimination was carried out by the United Way of Thunder Bay, through funding provided by the Northern Policy Institute and the City of Thunder Bay.



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EXECUTIVE SUMMARY

This report presents survey data pertaining to racism and discrimination in the Thunder Bay area. There were 1,641 respondents in total after the inclusion of data from online and telephone surveys. Based on the results, it is clear that most residents perceive Thunder Bay as a culturally diverse community. Even the majority of people in Thunder Bay are concerned about racism and discrimination; less people are comfortable challenging it. Minority groups are more likely to experience prejudice and discrimination. Based on the findings, most of non-minority individuals have not experienced discrimination. It is clear that members of Indigenous and visible minority are subjected to more racism and discrimination than non-minorities. Some of the major places where discrimination occurs are on the street, in stores, in banks, at restaurants, at school, or at work. The factors that are used as a basis for discrimination include race or skin colour, ethnicity or culture, gender, and language or accent. The perception of Indigenous people is generally negative and it has worsened over the last five years. The majority of respondents have had personal contact with Indigenous people in a variety of contexts, including at work, in public places, in their neighbourhood, or Indigenous people are among their family members or friends. The vast majority of respondents have no problem with interacting with someone from a different racial group, from the LGBT community, or with a disability.

There are some areas that offer considerable potential for change. Ignorance, lack of employment opportunities, lack of understanding from members of the mainstream population, and lack of understanding and acceptance are among the top-rated challenges for members of minority communities. The report presents ways the community can help ensure a better quality of life for Indigenous people and areas for improvement. Indigenous households tend to have less income than other visible minority and non-minority groups. As demonstrated by the results, it is important to provide more public education and opportunities for inclusion. Other areas that need to be improved include the provision of more employment opportunities, better housing, and additional resources to deal with addiction.

Data Collection

Data was collected via a multi-mode survey methodology developed and administered by Oraclepoll Research Limited. The data was collected through an online survey and through randomly-dialed telephone interviews. Responses from the online survey and the telephone interview were consolidated in order to facilitate the collective analysis of the data. This sample is a non-probability, convenience sample, which means that the respondents were chosen on the basis of their level of convenience, and are not necessarily representative of the entire population of Thunder Bay.

Telephone surveys were conducted between January 10, 2017 and January 25, 2017. The online survey was launched on January 16, 2017 and remained open and continued to collect data until February 8, 2017. The survey was completed by a total of 1,641 individuals. More specifically, the telephone survey was completed by 500 individuals and, the online survey was completed by 1,141 individuals. The table set out in respondent profile section presents a breakdown according to the major ethnic groups. The numbers are based on the author's categorization because ethnicity was an open unaided question in the online survey. Also, according to *Employment Equity Act*, visible minority does not include members from Indigenous group.⁵ In this report, all crosstabs will exclude the respondents who replied did not know or who refused to identify their ethnicity. This is to allow for explicit side-by-side comparison of how the three respondent groups answered the survey questions. The analysis in this report was carried out using Excel and SPSS.

There are limitations in these data-collection methods. Firstly, only those individuals who have access to an internet connection and to the hardware (computer, smartphone, or tablet) necessary to connect to the internet could complete the survey. In addition, interest bias may exist because those who perceive racism and discrimination as an important subject are more likely to voluntarily fill out the online survey. Thirdly, the survey was only available in English.

Respondent Profile

⁵ 'Employment Equity Act', *Laws-lois.justice.gc.ca*. 15 December 1995, viewed on 25 August 2017, <http://laws-lois.justice.gc.ca/eng/acts/E-5.401/FullText.html>

- In total, 23% (N=371) of respondents self-identified as Indigenous, First Nations, Métis, Inuit, or non-status Aboriginal. Members of visible minority who are not Indigenous include Asians, Africans, Latin Americans, and people of Middle Eastern background. These individuals accounted for 4% (N=64) of the total number of respondents. Non-minority comprised 67% (N=1,095) of the total respondents and included people who do not belong to a visible minority or Indigenous category. Fewer than 7% (N=111) indicated that they did not know or refused to answer.

Respondent group	Respondent breakdown	Online survey	Phone survey	Total
Indigenous	Indigenous, First Nations, Métis, Inuit or a non-status Aboriginal	329	42	371
Visible minority	Asian	17	17	64
	African	3	5	
	Latin American	8	10	
	Arab	2	2	
Non-minority	Rest of respondents (English, Scottish, Irish, Canadian, etc.)	671	424	1095
Do not know / Refused		111	0	111
Total		1141	500	1641

- The following is the distribution of respondents by length of residence in Thunder Bay. There were 371 Indigenous respondents, 64 visible minority respondents, and 1095 non-minority respondents after the exclusion of those who replied did not know and those who refused to identify their ethnicity.

Length of residence	Indigenous	Visible minority	Non-minority
More than 20 years	54%	59%	73%
11-20 years	17%	13%	12%
6-10 years	12%	6%	6%
3-5 years	9%	11%	5%
1-2 years	2%	8%	2%
Less than 1 year	2%	2%	2%
Do not know / refused	4%	2%	0.1%

- The following is the distribution of respondents by age group, gender, education, and household income:

Age group	Distribution	Gender	Distribution
18-35	33%	Female	60%
36-51	32%	Male	36%
52-62	20%	Transgender / Gender Transitioning	1%
63-70	8%	Refused	3%
71 or older	5%		
Refused to answer	1%		
Highest level of education achieved	Distribution	Household income	Distribution
Post-graduate (PhD, masters etc.)	14%	Under \$50,000	27%
Completed university	25%	\$50,000-\$74,999	22%
Some university	9%	\$75,000-\$99,999	16%
Completed college	28%	\$100,000 and over	21%
Some college	7%	Do not know / refused	14%
High school	10%		
Some high school	4%		
Do not know / refused	2%		

Based on the respondent profile set out above, key issues include the following:

- Most respondents are long time residents of Thunder Bay.
- Some of the respondents (33%) fall into the 18-35 age range while 32% fall into the 36-51 age range and 20% fall into the 52-62 age range.
- More females (60%) compared to males (36%) completed the surveys.
- Some of the respondents (28%) completed college, 25% completed university, and 14% completed post-graduate university education.
- Some of the respondents (27%) claimed that their household income was under \$50,000 while 22% claimed their household income was in the \$50,000-\$74,999 category.

Education / Household Income

All respondents were divided into three groups to allow for better comparison. The table set out below presents the highest level of education that members of the three groups have achieved. There were 1,495 respondents remaining after the exclusion of those who replied did not know and those who refused to respond. There were 359 Indigenous individuals, 61 visible minority individuals, and 1,075 non-minority individuals.

Education	Indigenous	Visible minority	Non-minority
Post-graduate (PhD, masters, etc.)	10%	26%	14%
Completed university	20%	21%	28%
Some university	13%	11%	8%
Completed community college	28%	20%	29%
Some community college	14%	2%	6%
High school	9%	10%	11%
Some high school	6%	10%	4%

Based on the education group analysis, key issues include the following:

- In the two highest education categories, the visible minority group had the highest share with post-graduate university education while non-minority had the highest share who had completed university.
- Indigenous respondents were more likely than the other two groups to have some university or some community college as their highest level of education.

For the household income group analysis, there were 1,328 respondents remaining after the exclusion of those who replied did not know and those who refused to respond. To this question, there were 343 Indigenous respondents, 56 visible minority respondents, and 929 non-minority respondents.

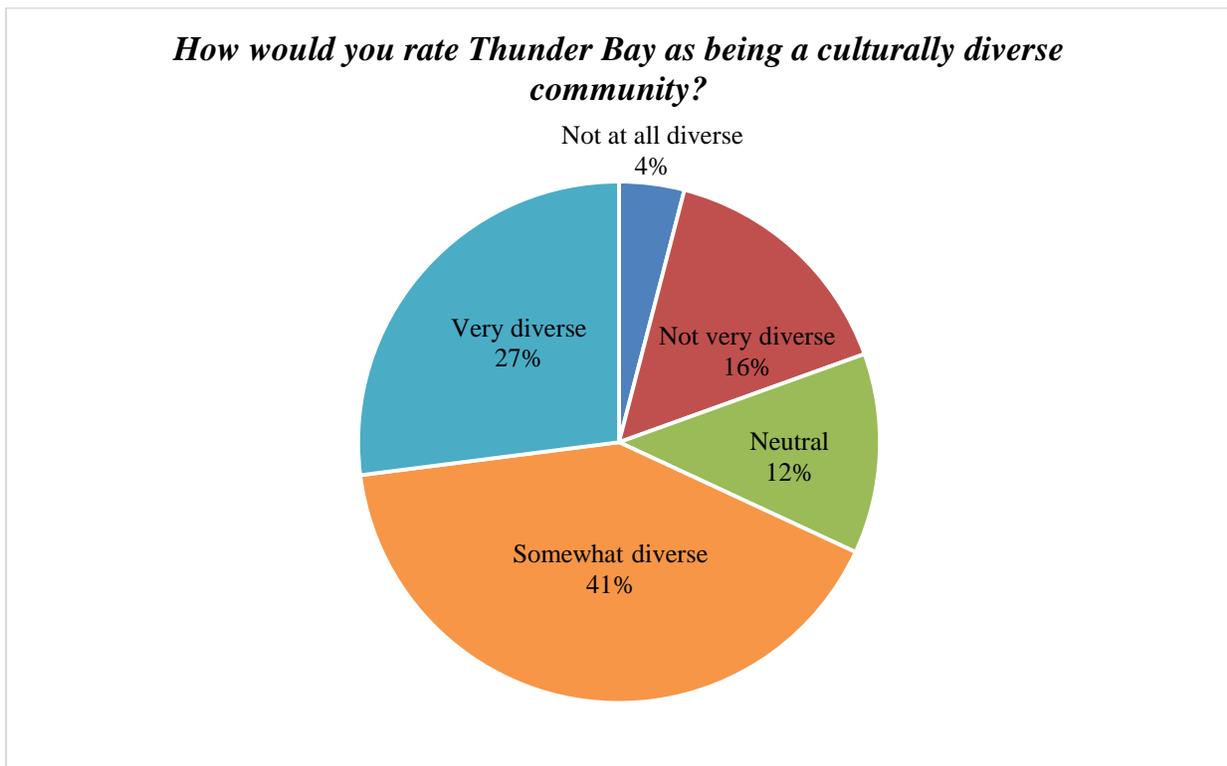
Household income	Indigenous	Visible minority	Non-minority
Under \$50,000	41%	25%	28%
\$50,000-\$74,999	25%	30%	25%
\$75,000-\$99,999	14%	25%	20%
\$100,000 and over	20%	20%	26%

Based on the table set out above, key issues include the following:

- Indigenous households were more likely to be found in the less than \$50,000 category.
- The visible minority households had the highest share in the \$50,000-\$74,999 income range and \$75,000-\$99,999 income range.
- Non-minority households had the highest share in the \$100,000 and over category.

Culturally Diverse Community

The report starts by providing an overview of Thunder Bay's perception of the level of cultural diversity. All of the respondents (N=1,641) were asked to rate the extent to which Thunder Bay is a culturally diverse community. There were 1,610 respondents remaining after the exclusion of those who refused to respond (N=3) and those who indicated that they did not know (N=28). They responded using a scale ranging from 1 (not at all culturally diverse) to 5 (very culturally diverse).

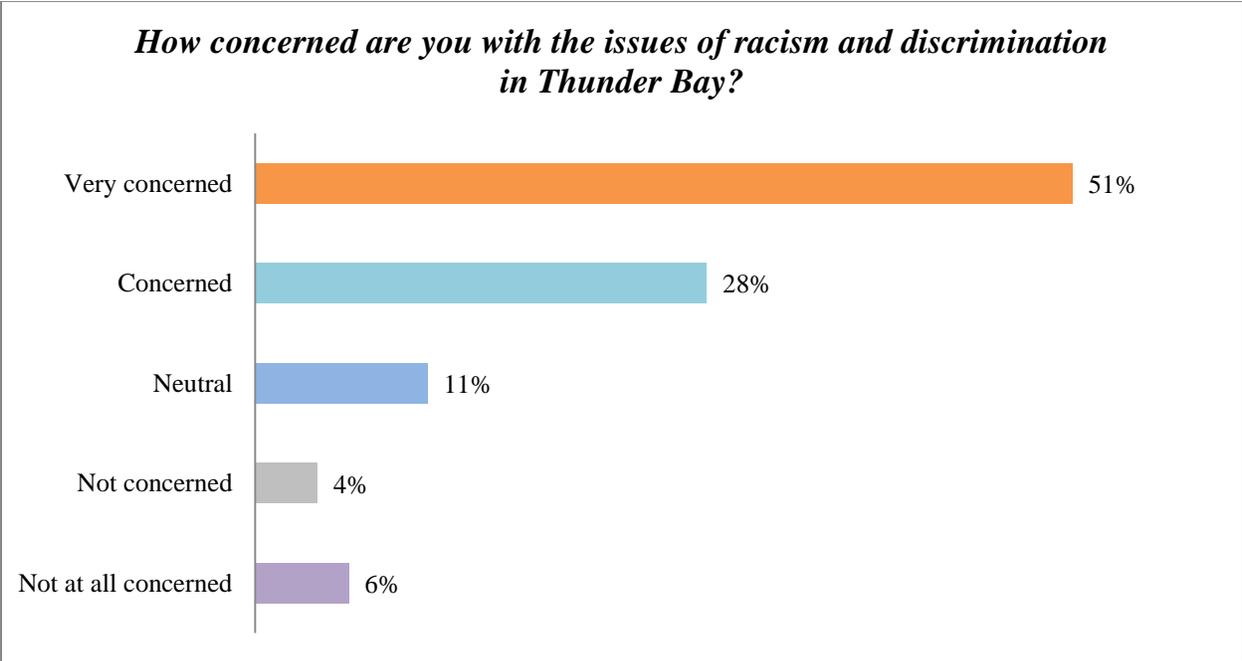


Key issues raised by respondents include the following:

- Based on the results, most of the respondents (68%) rated Thunder Bay as a culturally diverse community (very diverse and somewhat diverse).
- This rating is credible because the majority of respondents are long-time residents.

Concerns about Racism and Discrimination

Then, all of the respondents were asked to respond to the following question using a scale ranging from 1 (not at all concerned) to 5 (very concerned). There were 1,638 respondents remaining after the exclusion of those who indicated that they did not know (N=2) and those who refused to respond (N=1).



Based on the results, key issues raised by respondents include the following:

- The majority of respondents (79%) indicated that they are definitely concerned (very concerned and concerned) about racism and discrimination in Thunder Bay.
- Only 10% of respondents indicated that they are definitely not concerned (not concerned and not at all concerned), while 11% indicated that they are neutral.

In addition, other statistics based on the data show the following:

- The majority of Indigenous individuals (75%) and 59% of visible minority individuals indicated that they are very concerned about this issue. These levels are clearly higher than the 44% of non-minority who indicated that they are very concerned.
- More female respondents (57%) indicated that they are very concerned about this issue than male respondents (42%).

Statements Related to Racism and Discrimination

All of the participants (N=1,641) were asked to provide their responses to a short list of statements. They rated their level of agreement with each statement using a scale ranging from 1 (strongly disagree) to 5 (strongly agree). The table set out below shows the percentage breakdown of the responses to each of these statements.

Statements	Total agree	Neutral	Total disagree	Don't know / refused
There are issues with racism and discrimination in Thunder Bay.	87%	6%	7%	0.3%
I feel that racism and discrimination is a serious issue in Thunder Bay.	83%	7%	9%	1%
There are specific groups of people in Thunder Bay who experience prejudice and discrimination.	85%	7%	7%	1%
Some people are treated unfairly in Thunder Bay because they are seen as different from others.	81%	9%	9%	1%
There is room for cultural and linguistic diversity in Thunder Bay.	76%	15%	8%	1%
I am comfortable challenging racism when I witness it.	66%	18%	13%	3%

As can be seen in the table set out above, key issues raised by respondents include the following:

- The majority claimed that racism and discrimination occur in Thunder Bay.
- The majority claimed that racism and discrimination constitute a serious issue in Thunder Bay.
- The discrimination is perpetrated against particular groups.
- People are treated unfairly because they look different from members of the majority.
- More than two thirds of the respondents claimed that there is room for more cultural and linguistic diversity.
- Even though the majority (87%) claimed that there are issues with racism and discrimination, only 66% of respondents are comfortable challenging racism and discrimination.

Identification

The following three questions were designed to identify the specific groups that are more likely to experience discrimination. Firstly, all of the respondents (N=1,641) were asked a multiple-choice question to ascertain their opinion about what groups are being subjected to racism and discrimination. A total of 1,239 respondents remained after the exclusion of those who refused to answer (N=29) and those to whom the question does not apply (N=373). In total, 2,736 answers were received from the 1,239 respondents to the following question:

“Were incidents of racism directed at any of the following groups?”

Groups against which incidents were directed	Yes
Ethnic or cultural groups	96%
Members of the LGBT (Lesbian, Gay, Bisexual, Transgender community)	50%
People with disabilities (physical, learning, etc.)	44%
Religious groups	31%

Based on the table set out above, key issues include the following:

- Ethnic or cultural groups were most likely to be the targets of racism or discrimination as mentioned by the vast majority (96%).
- Half of the respondents mentioned members of the LGBT community.
- Some of the respondents (44%) mentioned people with disabilities.
- Some of the respondents (31%) mentioned religious groups.

Then, all of the respondents (N=1,641) were asked to answer the following question. A total of 1,819 answers were received since this is a multiple-choice question. In addition, the groups listed below were based on author’s categorization according to a pre-determined list because this is an open unaided question.

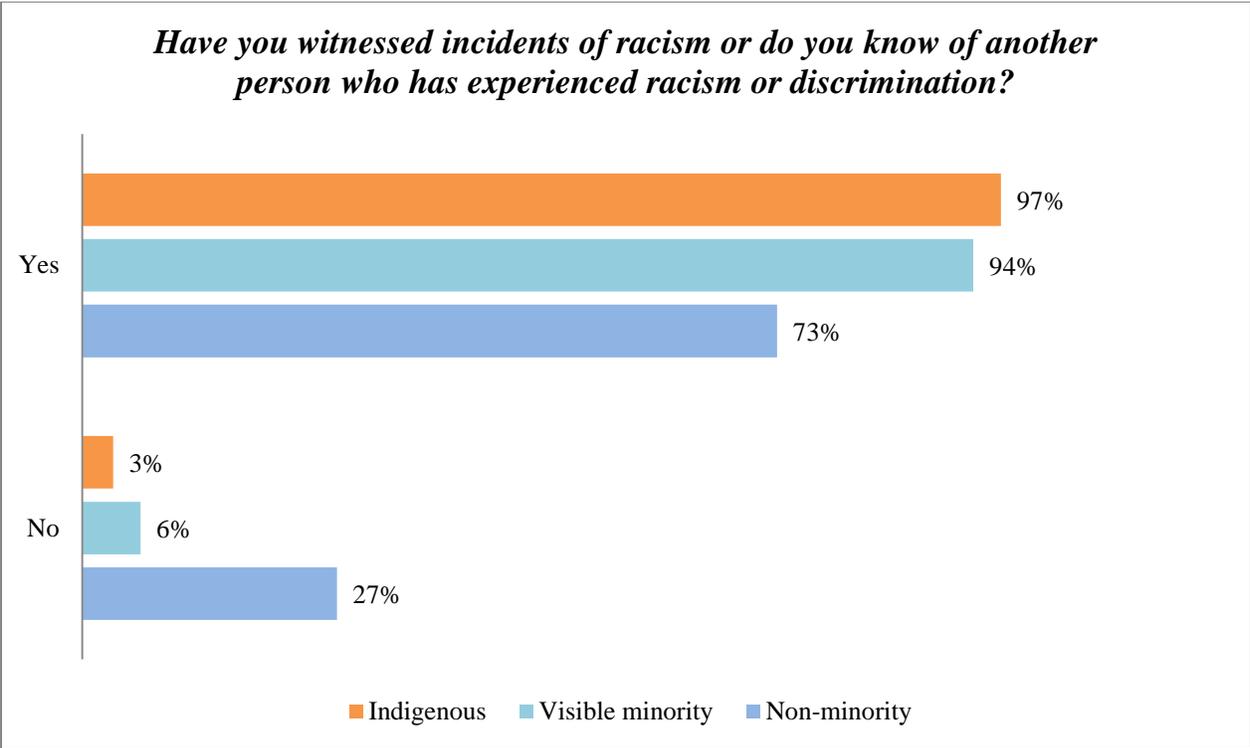
“What specific groups of people in Thunder Bay do you feel are most likely to experience racism and discrimination?”

Groups	Percentages
Indigenous peoples	71%
Don't know	8%
LGBT community	7%
Those from a different ethnic / cultural group	6%
Immigrants / newcomers	5%
Persons with disabilities	4%
Caucasians	3%
Those with a different religion	3%
Refused	3%
Refugees	1%
None	1%

Based on the results, key issue raised by respondents includes the following:

- Indigenous people were specifically mentioned by most or 71% as most likely to experience racism and discrimination.

As can be seen from the responses to the two previous questions, it is clear that the majority of respondents believe that racism and discrimination are most likely to be directed towards Indigenous people and towards members of other ethnic and cultural groups. To this question, there were 1,482 respondents remaining after the exclusion of those who replied did not know and those who refused to answer. The remaining respondents then were broken down into three groups in order to allow for better comparison. This question included 368 Indigenous individuals, 63 visible minority individuals, and 1,051 non-minority individuals.

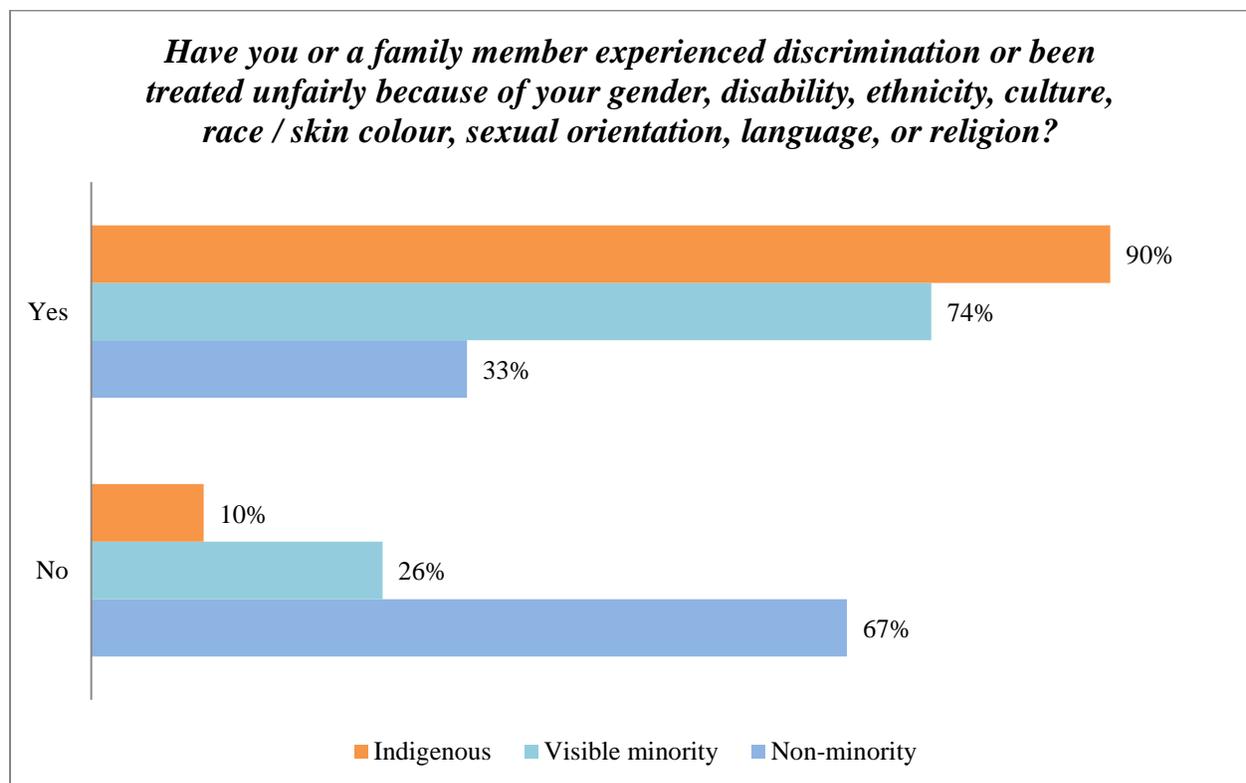


Based on the graph set out above, key issues include the following:

- The vast majority of members of minority groups and a high number of the non-minority group have witnessed or know another person who has experienced racism or discrimination.
- Some of the non-minority individuals (27%) have not witnessed incidents or know another person who has experienced racism or discrimination.

Categories of People Who Have Experienced Discrimination

Drawing upon the above-stated general questions aimed at identifying the specific groups that are experiencing discrimination, it is important to ask actual members of those groups if they or a family member have experienced discrimination or unfairness and, in the case of individuals who provide an affirmative response to this question, to ask them a series of follow-up questions. Based on the above-stated answers, all of the respondents (N=1,641) were divided into three groups. There were 1,477 respondents to this question after excluding those individuals who stated that they did not know and those who refused to answer. Specifically, there were 362 Indigenous individuals, 64 visible minority individuals, and 1,051 non-minority individuals.

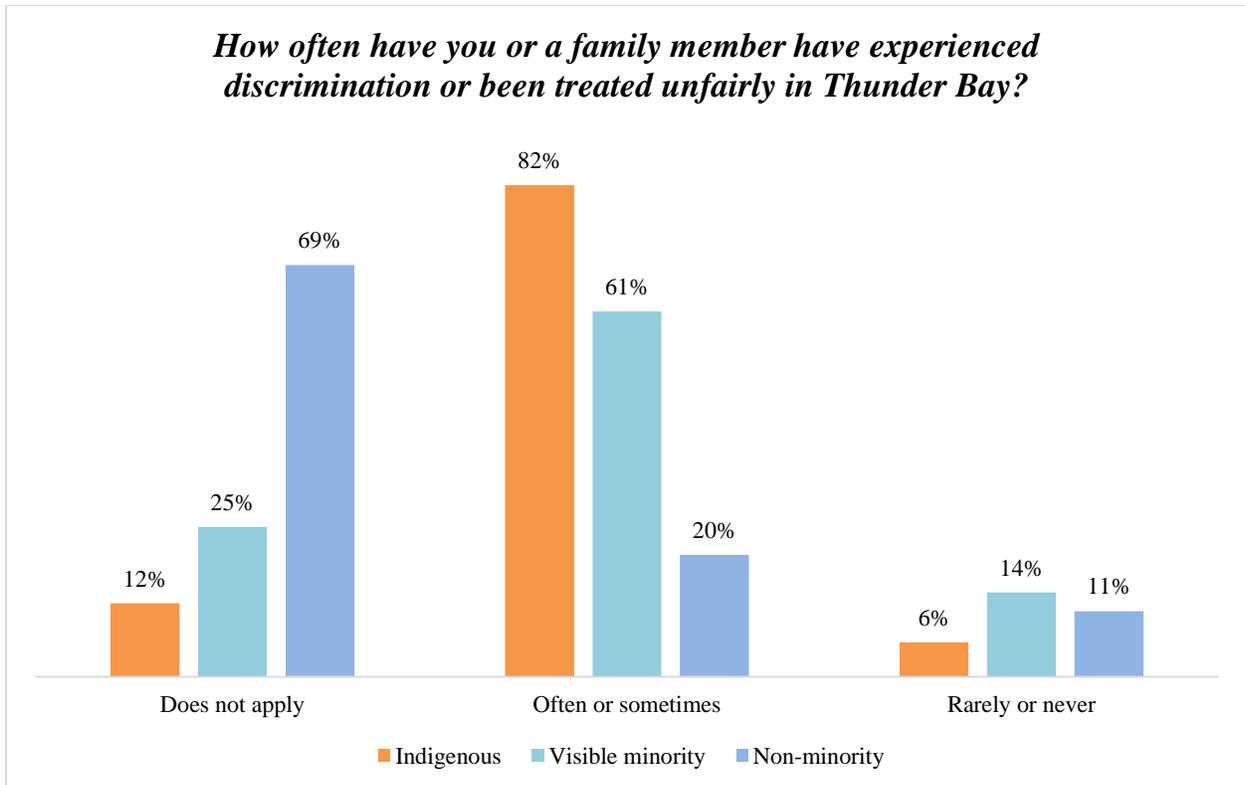


Based on the graph set out above, key issues include the following:

- Both minority groups have experienced discrimination or unfair treatment due to reasons listed in the question.
- In the previous question, 73% of the non-minority individuals have witnessed racism or discrimination. However, in this question, only 33% of non-minority individuals or their family members reported experiencing racism or discrimination due to listed reasons.

Frequency of Occurrence

All of the respondents (N=1,641) were asked how often they or a member of their family experienced unfair treatment. In total, 1519 respondents remained after the exclusion of those who stated that they did not know and those who refused to respond. There were 367 Indigenous individuals, 64 visible minority individuals, and 1082 non-minority individuals.



Based on the graph set out above, key issues were as follows:

- The majority of the Indigenous individuals (82%) and 61% of the visible minority individuals claimed that they or their family member often or sometimes experience discrimination.
- Over half of the non-minority respondents (69%) have not experienced discrimination.

Reasons for the Occurrence of Discrimination

Based on the responses to the previous question, it is important to understand the reasons for which members of the three groups experience discrimination. Therefore, all of the respondents (N=1,641) were asked in this question the reasons why they experienced discrimination. Then, all of the respondents were divided into three groups to allow for better comparison. There were 1,404 respondents remaining after the exclusion of those who stated that they did not know and those who refused to respond. The 1,404 respondents generated 1,547 responses because this is a multiple-choice question. In addition, the reasons listed below were based on author's categorization according to a pre-determined list because this is an open unaided question.

“For what reasons or why do you feel that you or your family have experienced discrimination or have been treated unfairly by others in Thunder Bay?”

Reasons	Indigenous	Visible minority	Non-minority
Does not apply	12%	19%	68%
Race or skin colour	62%	36%	5%
Ethnicity or culture	10%	13%	3%
Gender	4%	8%	7%
Language or accent	1%	12%	1%
Reverse discrimination	4%	4%	6%
Religion	0.3%	6%	1%
Sexual orientation	2%	1%	4%
Poverty	2%	1%	1%
Disability	1%	0%	3%
Ignorance	2%	0%	1%
Age	0.3%	0%	1%
Mental illness	0.3%	0%	0.2%

Based on the graph set out above, key issues raised by the respondents were as follows:

- Most of the Indigenous respondents (62%) claimed race or skin colour as the primary reason.
- Some of the visible minority individuals (36%) also claimed race or skin colour as the top reason, with other major reasons including ethnicity or culture and language or accent.
- Over half of the non-minority respondents (68%) have not experienced discrimination.

Contexts Where Discrimination Occurs

Next, it is important to determine the contexts where discrimination is likely to occur. All of the respondents (N=1,641) were asked to identify the location(s) and / or situation(s) where they experienced unfair treatment. In this multiple-choice question, 1,427 respondents remained after the exclusion of those who replied did not know and those who refused to respond. This resulted in 1,757 responses. Additionally, the contexts listed below were based on author’s categorization according to a pre-determined list because this is an open unaided question.

“In which places or situations do you feel that discrimination or unfair treatment has occurred?”

Places / situations	Indigenous	Visible minority	Non-minority
Does not apply	8%	18%	66%
On the street	22%	14%	10%
In a store, a bank or a restaurant	28%	13%	7%
At school	9%	11%	3%
At work	6%	10%	6%
Nowhere specific / in general	7%	9%	3%
Government agencies (local, provincial, federal)	3%	9%	1%
Hospital, clinic, health-care provider	7%	7%	2%
Police / court	7%	5%	1%
When applying for a job or promotion	2%	5%	1%
Child welfare, CAS	1%	0%	0.2%

Key issues raised by respondents include the following:

- Some Indigenous people ranked stores, banks or restaurants as the most likely contexts, and on the street as the second most likely context.
- Members of visible minority group experienced unfair treatment in a variety of public places.
- It is consistent with previous results that 66% of the non-minority respondents have not experienced discrimination.

Perception of Indigenous People

All of the participants (N=1,641) responded to the following three questions about their perception of Indigenous people. To allow for better understanding of the data, the 1,641 respondents were divided into three groups. There were 361 Indigenous individuals, 54 visible minority individuals, and 1,071 non-minority individuals. These respondents totalled 1,486 after the exclusion of those who replied did not know and those who refused to respond.

“Do you feel that in Thunder Bay, the perception of Indigenous peoples is generally positive, negative or indifferent?”

Perception	Indigenous	Visible minority	Non-minority
Generally negative	84%	65%	75%
Indifferent	11%	7%	20%
Generally positive	5%	28%	5%

To the following question, there were 351 Indigenous individuals, 52 visible minority individuals, and 1,034 non-minority individuals after the exclusion of those who stated that they did not know and those who refused to respond.

“Over the last five years in Thunder Bay, do you feel that the perception of Indigenous peoples has improved, worsened or stayed the same?”

Perception	Indigenous	Visible minority	Non-minority
Worsened	69%	40%	50%
Stayed the same	25%	23%	39%
Improved	6%	37%	10%

Key issues raised by the respondents were as follows:

- The majority perception of Indigenous peoples is generally negative.
- The perception of Indigenous peoples has worsened over the last five years.
- Some of the visible minority respondents claimed that the perception of Indigenous peoples is generally positive and has improved over the last five years.

All of the respondents were then asked which statement best describes how they perceive Indigenous people. To this question, there were 371 Indigenous individuals, 64 visible minority individuals, and 1,095 non-minority individuals after the exclusion of those who replied did not know and those who refused to respond.

“Which of the following three statements best represents how you think about Indigenous people?”

Statements	Indigenous	Visible minority	Non-minority
Does not apply	64%	2%	0.1%
They are just like any other cultural or ethnic group.	12%	57%	34%
They are given too many rights and privileges.	12%	28%	39%
They are deserving of the unique rights and privileges as the first inhabitants of Canada.	12%	14%	27%

Key issues were as follows:

- Most of the Indigenous people (64%) did not respond to this question.
- Over half of the visible minority individuals claimed that Indigenous people are similar to any other cultural or ethnic group.
- The non-minority respondents were quite divided on this question. 39% felt that Indigenous people have too many rights and privileges while 34% felt they were just like other group. Only 27% felt that Indigenous people were deserving of their unique rights and privileges.

Next, all of the respondents (N=1,641) were asked how often they have personal contact with Indigenous people. There were 1,229 respondents remaining after the exclusion of those who replied did not know, those who refused to respond, and those to whom the question does not apply. This question does not apply to all of the Indigenous people (N=371) and thus they were excluded.

“Would you say that you have personal contact with Indigenous people often, occasionally, rarely or never?”

Frequency	Percentages
Often or occasionally	88%
Rarely	11%
Never	1%

Key issues were as follows:

- The majority of the respondents claimed that they often or occasionally have personal contact with Indigenous people.
- Only 11% claimed that they rarely have personal contact with Indigenous people while 1% claimed never.

Then, all of the participants (N=1,641) responded to the multiple-choice question set out below about the nature of their contact with Indigenous people. All of the respondents were divided into three groups. Furthermore, the question does not apply to all of the Indigenous participants (N=371) and thus they were excluded. Therefore, there were 1,051 respondents remaining after the exclusion of those who replied did not know and those who refused to respond. The 1,051 respondents generated 1,076 responses. Additionally, the responses listed below were based on author’s categorization according to a pre-determined list because this is an open unaided question.

“What is the nature of your contact with Indigenous people?”

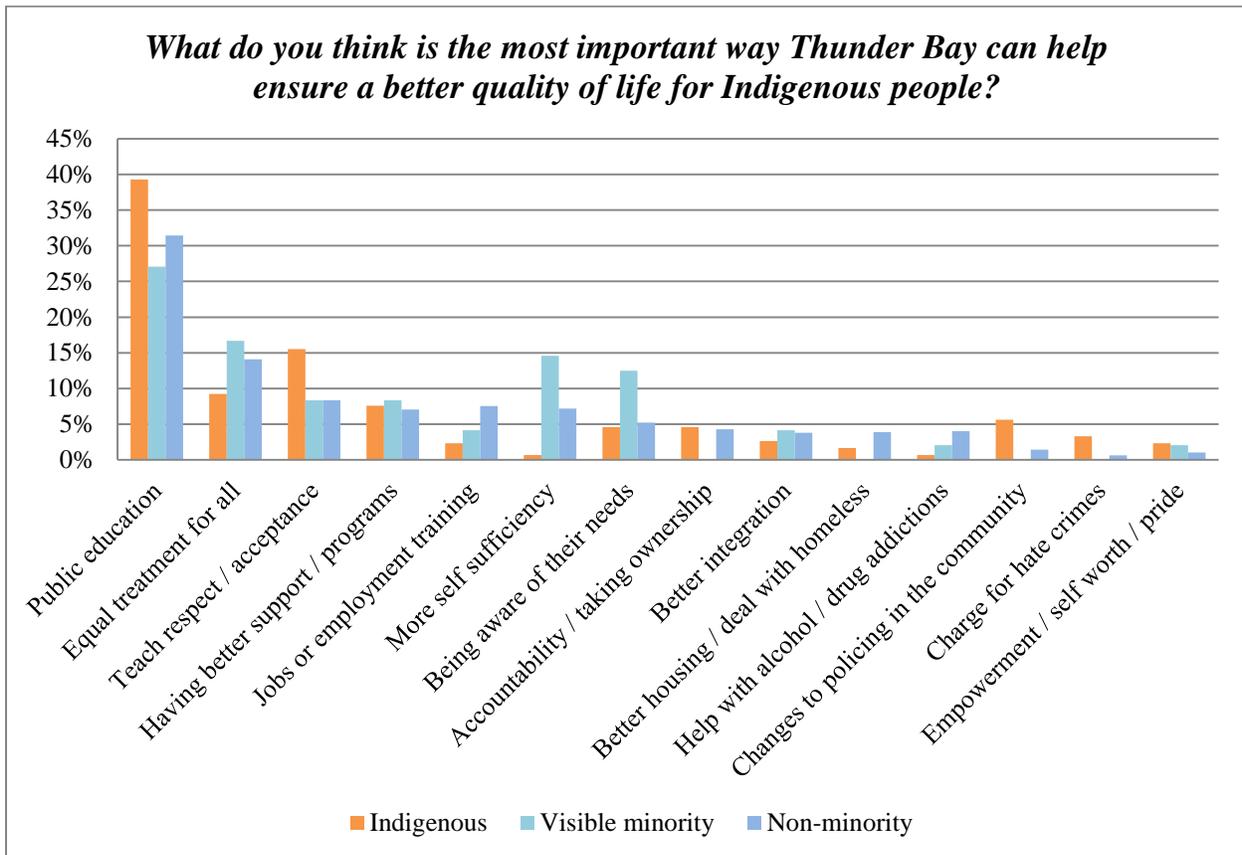
Nature of contact with Indigenous people	Visible minority	Non-minority
At work	32%	35%
Public places	18%	28%
Family / friends	15%	21%
In the neighbourhood	30%	4%
Community organization	1%	4%
Rarely / never / do not know	3%	4%
School	1%	5%

Based on the results, key issues were as follows:

- Some of the visible minority individuals (32%) and 35% of the non-minority individuals have contact with Indigenous people at workplace.
- Some people have contact with Indigenous people in public places or Indigenous people are among their family members or friends.
- Some of the visible minority respondents (30%) have contact with Indigenous people in their neighbourhood while this number is only 4% for the non-minority respondents.
- Only a few respondents stated that they rarely or never have contact with Indigenous people.

Improvements

In this question, all of the respondents (N=1641) were asked to provide their opinion on the most important way to improve the quality of life of Indigenous people in Thunder Bay. A total of 1,118 respondents left after excluding those who replied did not know and those who refused to answer. Specifically, there were 303 Indigenous individuals, 48 visible minority individuals, and 767 non-minority individuals. Additionally, the responses were based on author's categorization according to a pre-determined list because this is an open unaided question.



Based on the graph set out above, key issues raised by the participants in response to this question were as follows:

- Public education is the primary area for improvement as rated by all three groups.
- It would be desirable for more public education, equal treatment and acceptance.
- It would be desirable for more employment-related trainings, better housing, and help with alcohol and / or drug addictions.
- It would be desirable for better access to programs and supports that could help Indigenous peoples in areas of identified need.

Next, all of the respondents (N=1,641) were asked the following three questions regarding minority community members:

Statements	Would you prefer not to have someone who is from a different racial group from your own being any of the following?	Would you prefer not to have someone from the LGBT community being any of the following?	Would you prefer not to have someone with a disability being any of the following?
No / none / no problems with any	96%	96%	96%
The majority at a social gathering	3%	2%	2%
Health-care provider	2%	2%	2%
Supervisor	2%	1%	1%
Partner to a close friend / relative	1%	2%	1%
Teacher or teacher of your children	1%	1%	1%
Co-worker	1%	0.4%	2%

Even though the responses to the previous question confirm that there is an issue with discrimination in Thunder Bay, based on the results to the questions stated immediately above, almost all of the respondents self-reported that they have no problem when dealing with members of different racial groups, with members of the LGBT community, and with someone with a disability.

Challenges

All the respondents (N=1,641) were asked the multiple-choice question set out below. There were 1,196 respondents remaining after the exclusion of those who replied did not know and those who refused to respond. The 1,196 respondents generated 1,411 responses. In addition, the statements listed below were based on author’s categorization according to a pre-determined list because this is an open unaided question.

“In your opinion, what are the biggest challenges facing minority community members in Thunder Bay?”

Statements	Percentages of cases
Ignorance	30%
Lack of employment opportunities	16%
Lack of understanding from the mainstream population	12%
Acceptance	11%
Ghettoization	7%
Isolation	7%
Poverty	7%
Academic success	6%
Lack of opportunities for civic / community participation	4%
Lack of opportunities for cultural expression	4%
Access to public services	4%
Verbal discrimination	3%
Physical violence	3%
Lack of role models	3%
Depression / anxiety	1%

Based on the table set out above, key issues raised by the respondents were as follows:

- Some of the respondents (30%) claimed Ignorance as the top challenge facing minority members.
- Other major challenges stated by respondents include lack of employment opportunities, lack of understanding from the mainstream population, and lack of acceptance.

Conclusion

In this study, most of the respondents are long-time residents of Thunder Bay. The majority of respondents indicated that Thunder Bay is a culturally diverse community; also, they were definitely concerned about racism and discrimination. Many claimed that there are issues with racism and discrimination in Thunder Bay, but less respondents are comfortable challenging it. Based on the results, most of the respondents agreed that members of certain groups experience prejudice and discrimination as a result of looking different from members of the majority. As reported by the respondents, there is room for cultural and linguistic improvement.

The report further examined the groups that experience discrimination, the contexts in which discrimination occurs, the frequency with which it occurs, and the reasons for which it occurs. As indicated by the respondents, Indigenous people and visible minority people are more likely to experience unfair treatment.

It is clear from the evidence that most of non-minority individuals have not experienced discrimination while members of minority groups experience this phenomenon in a variety of contexts like on the street, in stores, at banks, at restaurants, at school, or at work. Indigenous individuals and visible minority individuals experience it more frequently than non-minority individuals. The reasons for discrimination toward minority groups include race or skin colour, ethnicity or culture, language or accent, and gender.

Most of respondents reported that the perception of Indigenous people is generally negative and has worsened over the last five years. The majority of respondents have contact with Indigenous people in a variety of contexts including at work, in public places, in their neighbourhood, or Indigenous people are among their family members or friends.

The major challenges facing members of minority groups are ignorance, the lack of employment opportunities, the lack of understanding from the mainstream population, and the lack of understanding and acceptance. The report presents ways the community can help ensure a better quality of life for Indigenous people and areas for improvement. Indigenous households generally have less income than other visible minority and non-minority groups. It would be desirable for more public education, equal treatment and acceptance, employment-related training, better housing, help with addictions, and better access to programs and supports.

The evidence presented the severity of racism and discrimination in Thunder Bay. It seeks to draw attention and to promote the tracking of performance-related data in order to measure progress in the future. The goal is to see the reduction of racism and discrimination in future years by developing remedies in areas of identified need.

As we work together to make Thunder Bay a place where diversity is valued and where racism and no other forms of discrimination are accepted, we need to begin with a baseline of data. We will administer and manage the survey to reflect local needs and to measure the success of improvements aimed at addressing racism and discrimination in the city.



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