

June 5, 2008

Executive Summary

Improving the Quality of Life for the Black Population in Peel

Prepared by: The Social Planning Council of Peel

Peel is one of the fastest growing regions in Canada, with over one million people (1,159,405; Census of Canada, 2006). It is comprised of the cities of Mississauga and Brampton, and the Town of Caledon. It is located west of the City of Toronto.

Twelve percent (12.2%) of the Black population in Canada lives in Peel Region (Census of Canada, 2006). In 2006, there were 95,565 Blacks in Peel, comprising 8.3% of the total Peel population. In Ontario and Canada, Blacks make up 3.9% and 2.5% of the population, respectively. Between 2001 and 2006, the Black population in Peel grew by 35%. Immigration is a major aspect of the Black population. Over 60% of the Blacks in Peel are immigrants (the majority of whom arrived in Canada after 1980). The immigrant Blacks come mainly from the Caribbean and Africa, with the majority hailing from the Caribbean.

The human services sector of Peel was not originally established or designed to serve peo-

ple from non-European cultural backgrounds. When the Region of Peel was formally incorporated in 1974 as a Regional Municipality, its population was primarily a White, European, Judeo-Christian, English-speaking population. Not surprisingly, therefore, the system of health and social services designed for the new Region was focused on its mainly White homogenous population (racially and culturally speaking). Thirty-four years later - 2008 - the population of Peel has changed dramatically, and the human services system originally developed for a "White" Region has had to respond to that change. At the beginning of the 21st century, at least 50% of the Peel population are "visible minorities." In comparison, visible minorities comprise only 16.2% of the total Canadian population and 22.5% of the Ontario population.* The three largest visible minority groups in Peel are South Asians (272,760); Blacks (95,565); and Chinese (54,285).*

This report, focusing on the Black community in Peel, is a part of the Black Community Action Network's efforts to develop the capacity of Peel's human services sector to effectively serve the Black community.

* Statistics Canada, Census of Canada, 2006.

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GOAL OF PROJECT

- ◆ To develop the capacity of Peel’s human services sector for providing culturally appropriate services to the Black community in Peel.

PURPOSE OF PROJECT

- ◆ To conduct an in-depth study of the socio-economic characteristics and needs of the Black community in Peel for the purpose of improving the provision of human services to members of that community.

RESEARCH CONDUCTED

The following data collection methods were used:

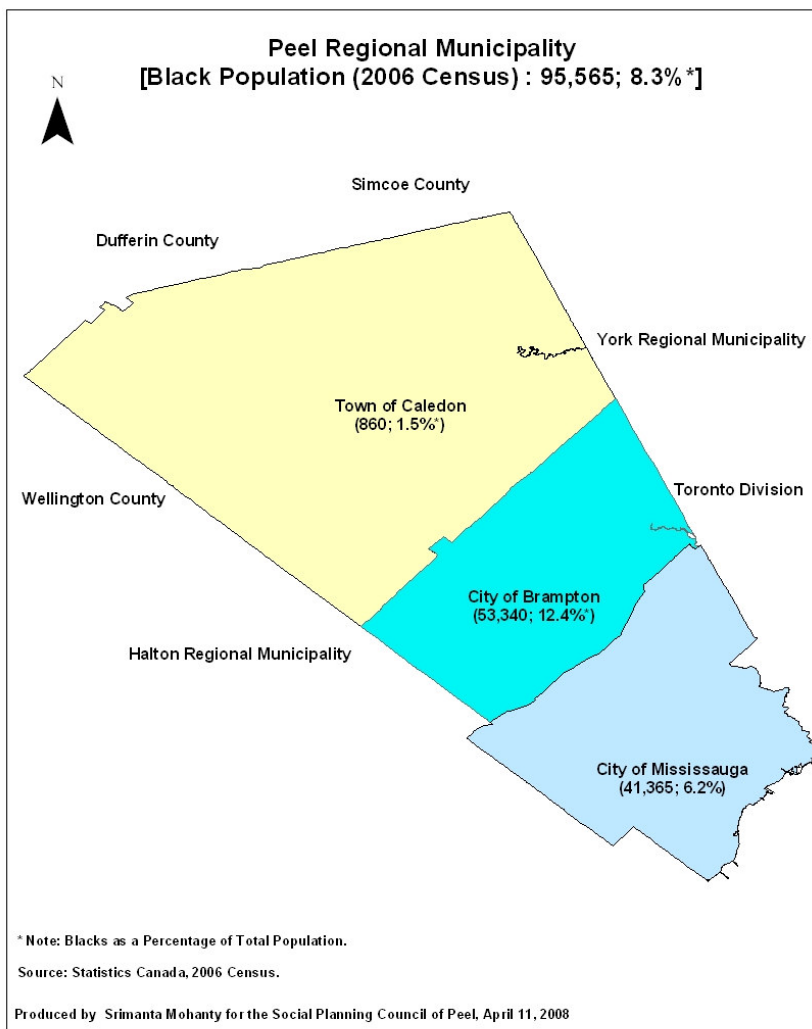
- ◆ Client survey (45 participants)
- ◆ Focus groups with members of the Black community (7 focus groups; 42 participants)
- ◆ Survey of human service agencies (69 participants)
- ◆ Key informant interviews with service providers (10 interviews)
- ◆ Use of Statistics Canada, Census of Canada, 1996; 2001, Special Custom Cross-Tabulation on Blacks in Peel.
- ◆ Review of Social Planning Council of Peel Reports from 2004 to 2007.

DELIVERABLES

- ◆ Capacity-Building for Provision of Human Services to the Black Population in Peel Region: A Needs Assessment Study
- ◆ A Social Profile of the Black Population in Peel Region, 2001
- ◆ An Inventory of Black Human Service Agencies in Peel Region

LIMITATIONS OF THE STUDY

At the time of the study, detailed statistics on Blacks from the 2006 Census of Canada were not available. However, once this information becomes available, the present report will be updated.



The Visible Minority Population in Peel, 2001 to 2006

REGION OF PEEL	2001		2006		Rate of Change 2001-2006	
	#	%	#	%	#	%
Total Population	985,565	100.0	1,154,070	100.0	168,505	17.1
Non-Visible Minority Population	606,460	61.5	577,400	50.03	-29,060	-4.8
Visible Minority Population	379,105	38.5	576,665	49.97	197,560	52.1
South Asian	155,050	15.7	272,760	23.6	117,710	75.9
Black	70,695	7.2	95,565	8.3	24,870	35.2
Chinese	41,605	4.2	54,285	4.7	12,680	30.5
Filipino	31,625	3.2	42,900	3.7	11,275	35.7
Latin American	14,665	1.5	21,440	1.9	6,775	46.2
Southeast Asian	13,055	1.3	20,470	1.8	7,415	56.8
Arab	13,340	1.4	19,510	1.7	6,170	46.3
West Asian	5,465	0.6	8,935	0.8	3,470	63.5
Korean	5,835	0.6	7,515	0.7	1,680	28.8
Japanese	2,620	0.3	3,070	0.3	450	17.2
Visible Minority n.i.e.	18,260	1.9	14,800	1.3	-3,460	-18.9
Multiple Visible Minority	6,905	0.7	15,400	1.3	8,495	123.0

Source: Statistics Canada, Census of Canada, 2001; 2006.

Note: All percentages are calculated using total population as the denominator.

SUMMARY OF FINDINGS FROM CONSULTATIONS WITH HUMAN SERVICE AGENCIES

What, in your opinion, are the top 5 social issues or problems experienced by the Black population in Peel?

- ◆ Racism, marginalization, discrimination and stigma.
- ◆ Socio-economic issues (i.e. poverty, underemployment, limited educational achievement)
- ◆ Marginalization of Black youth and Black single mothers
- ◆ Lack of culturally specific programs and services
- ◆ Limited understanding of the cultural diversity within the Black community by the non-Black community and human service agencies

What do you see as the top five (5) strengths of your agency with respect to providing services to the Black community in Peel?

- ◆ Commitment to anti-racism, anti-oppression framework
- ◆ Focusing on creating an inclusive and welcoming environment
- ◆ Ongoing cultural diversity training at all levels of the organization
- ◆ Building strong community relationships and working from a collaborative perspective.
- ◆ Leadership and role models from the Black community represented at the Board level and among staff.

What do you see as the top five (5) weaknesses or challenges of your agency with respect to providing services to the Black community in Peel?

- ◆ Insufficient funding to meet the needs of the community and provide innovative programs.
- ◆ Lack of education in regards to the diversity within the community.
- ◆ Shortage of culturally diverse staff
- ◆ Inadequate and insufficient outreach to the Black community
- ◆ Limited capacity and time to carry out the agency's overall mandate and programs effectively.

What immediate steps do you think your agency needs to take in order to develop its capacity to provide effective and culturally appropriate services to the Black community in Peel?

- ◆ Training regarding connecting with the Black community (outreach, marketing, etc.)
- ◆ Training and development of resources around culture and identity.
- ◆ Building collaborative relationships with the Black community.
- ◆ Providing more programs that are geared towards Black youth.
- ◆ Hiring staff that are reflective of the Black community.
- ◆ Advocating for more core funding.

What kinds of support does your agency need (internally and externally) in order to improve its capacity for serving the Black community in Peel?

- ◆ Funding for programs and staffing.
- ◆ Assistance with partnership with the Black community.
- ◆ Diversity training
- ◆ Increase of Black workers and more community services that are culturally appropriate.
- ◆ Stronger advocacy and supportive coalitions.
- ◆ More support services for Black youth (after school programs and drop-in centres)

On a scale of 1 to 10, (with 1 representing very poor and 10 representing excellent) how would you describe the capacity of Peel's human services sector to provide effective and culturally appropriate services for Blacks in Peel?

SCALE	%
1 (very poor)	15.8
2	10.5
3	13.2
4	15.8
5	15.8
6	10.5
7	10.5
8	5.3
9	2.6
10 (excellent)	0.0

RECOMMENDATIONS

MAJOR ISSUES TO ADDRESS WITH AND FOR THE BLACK COMMUNITY

- ◆ Racism
- ◆ Negative Stereotypes in the Media
- ◆ Education: limited achievement; high drop-out rates
- ◆ Employment: unemployment and underemployment
- ◆ Housing: lack of affordable housing; cultural sensitivity around families and housing issues
- ◆ Poverty: especially within single parent families, Black youth, and the elderly
- ◆ Civic Engagement: strategies and incentives to encourage and support Blacks to become involved in their community.

TARGET GROUPS FOR SERVICE PROVISION AND ADVOCACY: VULNERABLE BLACK INDIVIDUALS AND GROUPS

- | | |
|---------------------|-------------------------|
| 1. Black Youth | 2. Black Single Parents |
| 3. Black Immigrants | 4. Black Elderly |

PROVISION OF ASSISTANCE TO HUMAN SERVICE AGENCIES

- ◆ Increase in Core Funding for Agencies
- ◆ Funding for Provision of Culturally Appropriate Services for the Black Community
- ◆ Settlement Services for Black Immigrants
- ◆ Language Training Services for Black immigrants, especially Francophone Immigrants.
- ◆ Training for Board, Staff and Volunteers: Anti-racism, Anti-oppression, Diversity Management
- ◆ Training: The Black Community in Peel (diversity, issues, needs, outreach strategies, etc.)
- ◆ Support for Organizational Change Towards Diversity, Equity and Social Inclusion
- ◆ Recruitment of Black Staff and Volunteers
- ◆ Outreach to the Black Community
- ◆ Collaboration/Partnerships with the Black Community

Organizations Specializing in Serving Blacks in Peel

Agency	Telephone	Email	Website
Abary Social and Cultural Organization	(905) 897-0815	ascorickp@hotmail.com	n.a
African Community Services of Peel	(905) 460-9514	info@africancommunityservices.com	www.africancommunityservices.com
African Canadian Legal Clinic (AFLC) African Canadian Youth Justice Program (ACYJP)	(905).612.6618 (416)-214-4747	tamara.bertrand@aclc.net	www.aclc.net/acyjp
African Canadian Youth Substance Abuse Program (ACYSAP)	(905) 301-3067	acysap@sympatico.ca	n.a
Canadian and African Business Women's Alliance	(905) 898-1586	info@caabwa.com	www.caabwa.com
Canadian Black Community Development, 927 Cardington St , Mississauga, ON L5V1Z8	n.a	n.a	n.a
Congress of Black Women of Canada (Brampton Chapter)	(905) 789-1551	Cbwc_Brampton@hotmail.com	www.cbwc-ontario.org/brampton.htm
Congress of Black Women of Canada (Mississauga Chapter)	(905) 819-8361		www.cbwc-ontario.org/mississauga.htm
Elder Help - Peel	(905) 457-6055	info@elderhelppeel.ca	www.elderhelppeel.ca
Malton Black Development Association	(905) 677-0551	mbda@can.rogers.com	www.maltonbda.org
Sisserou Cultural Club	(905) 454-8182		www.geocities.com/daasdwa/scco.html
United Achievers Community Services	905-455-6789	uacs@unitedachievers.org	www.unitedachievers.org
United Caribbean Canada Association	905-896-3765	n.a	n.a
Westend Sports and Cultural Club Inc.	905-820-6402	n.a	n.a