

# BUILDING BELONGING IN BURNABY FOR RACIALIZED NEWCOMERS TO THRIVE-

## UNDERSTANDING AND DISMANTLING SYSTEMATIC RACISM

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# **BUILDING BELONGING IN BURNABY FOR RACIALIZED NEWCOMERS AND IMMIGRANTS TO THRIVE**

**I. Purpose**

**II. Methodology**

**III. Burnaby a Hyper diverse City**

**IV. What has the Research Unmasked?**

**V. What is Holding Back Change?**

**VI. Recommendations**



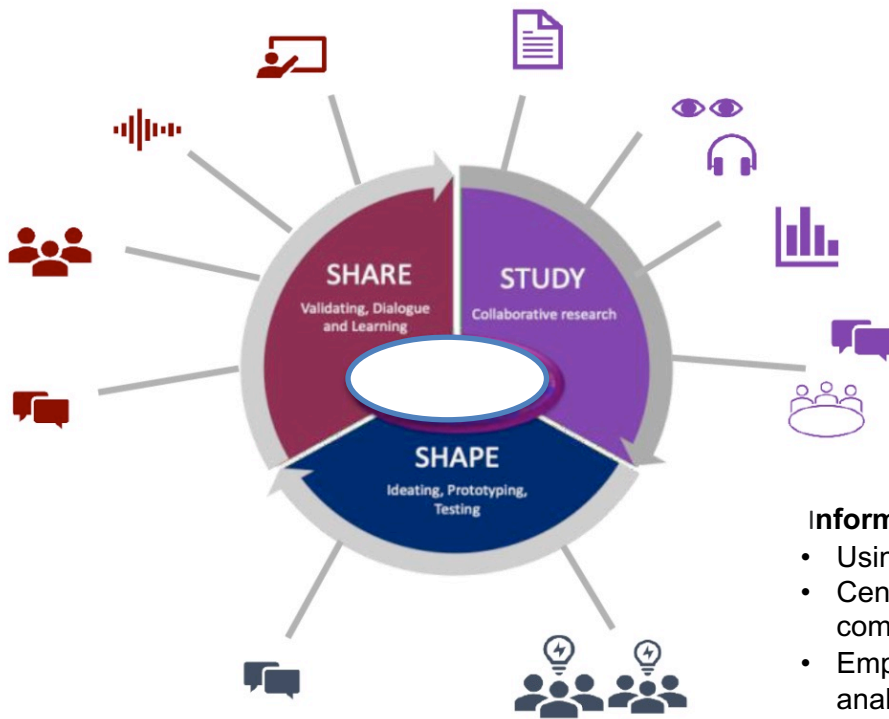
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# PURPOSE AND METHODOLOGY

1. Analyze the nature of structural and systemic racism in Burnaby
2. Identify challenges as well as considers opportunities for systems change and provide recommendations



## Informed by Critical Race Theory:

- Using inclusive participatory processes
- Centering perspectives of the people and communities most impacted by racism
- Employing intersectional and disaggregates analysis to identify differential impacts on different groups and genders.
- Addressing racism from a systemic perspective



# BURNABY A HYPER DIVERSE CITY

## Background

Over 57% of Burnaby's population defines as immigrant and non-PR status

67.8% of Burnaby residents identify as a visible minority

	2021		2016	
	Number	%	Number	%
<b>Total Population</b>	245,725	100%	230,800	100%
<b>Non-Immigrant</b>	105,170	42.80%	102,205	44.28%
<b>Immigrant</b>	123,795	<b>50.38%</b>	115,145	49.90%
<b>Non-Permanent Residents</b>	16,760	<b>6.82%</b>	12,730	5.52%



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# BURNABY A HYPERDIVERSE CITY

Top Places of Birth- Recent Burnaby Immigrants	
	% of pop
<b>China</b>	25.4
<b>India</b>	13.4
<b>Philippines</b>	8.3
<b>South Korea</b>	4.4
<b>Brazil</b>	4
<b>Iran</b>	3.1
<b>Eritrea</b>	3
<b>Syria</b>	2.5
<b>USA</b>	2.3
<b>Afghanistan</b>	2.1

- ➔ Burnaby is 1 of 8 cities in Canada without 'majority ethnic group'
- ➔ Second most diverse municipality in the lower mainland
- ➔ Third highest receiving Asylum Seekers in BC
- ➔ Over 120 different languages spoken
- ➔ 11% of Burnaby's population live with activity or health limitations
- ➔ Estimated that 2-5% of population identify as LGBTQIA2S+4 including at municipal level



# CHALLENGE OF UNLOCK DIVERSE TALENT

Opportunity – Immigration major driver of workplace growth

Challenge – Cultural & Linguistic barriers, underemployment, credential discreditation and discrimination

- ➔ **Expectations vs. Reality**
- ➔ **Economic Inclusion & Employment**
- ➔ **Public Spaces & Institutions**
- ➔ **Health & Wellbeing**
- ➔ **Education & Youth**



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# WHAT HAS THE RESEARCH UNMASKED?

**The systems challenge- fixing the systems not the newcomers**

- Policies and programs poorly informed by the lack of disaggregated, intersectional data on the experience of and outcomes for racialized immigrants
- Underutilization of the talents, credentials and experience of newcomers, particularly racialized immigrants and newcomers
- Poorly designed or absent targeted support for economic activities on the scale and approach that best aligns with needs and aspirations
- Systemic racism embedded in workplace/employer policies, including hiring and advancement
- Settlement and immigration services misaligned with the needs and aspirations of immigrants and newcomers
- Specific challenges in social determinant of inclusion including housing, education, healthcare etc.





# WHAT IS HOLDING BACK CHANGE?

FLURRY OF ACTIVITIES, INITIATIVES, PROCLAMATIONS WITHOUT CLEAR COORDINATION

ANTI-RACISM NOT ALIGNED/INTEGRATED WITH STRATEGIES

ORGANIZATION CONSTRAINTS - CAPACITY, COMMITMENT, FOLLOW THROUGH AND RESOURCES

“COLOUR BLIND” SERVICE DELIVERY MODEL - Lack of targeted solutions based on differential experience; one-size-fits-all

ORGANIZATIONAL CAPACITY GAPS – for meaningful engagement with Black, Indigenous and other racialized communities -Especially lack BIPOC voices

LACK CULTURALLY SAFE DECISIONING-SPACES - internally and externally & cross sector

LACK ‘GENERATIVE’ COLLABORATIVE CROSS-ORGANIZATIONAL SPACES - to explore new ways of working, engaging, solutioning

RACE-DISAGGREGATED INTERSECTIONAL DATA GAPS and NO COHERENT DATA COLLECTING & SHARING (federal – provincial – municipal –service providers, organizations)

NOT INTEGRATED WITH EXTERNAL LEGISLATIVE & regulatory compliance with DRIPA, Anti-racism Data Act, Accessibility act, forthcoming anti-racism legislation



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# RECOMMENDATIONS FOR SETTLEMENT ORGANIZATIONS AND SUPPORTING ECOSYSTEM

1. Adopt a DARE approach for your own organization
2. Build racial equity capacity across the organization including Boards and senior leadership
3. Review strategies, policies, practices and programs to identify and address systemic racism in the organizational
4. Focus on systemic Issues- advocating and working to address systemic and structural issues related to racism
5. Rather than focus on fixing the immigrant, reframing this to better assist in understanding and addressing the racial and systemic barriers and discrimination shaping their experiences of oppression and exclusion; assist immigrants with resisting and addressing racism rather than accepting it
6. Support immigrants in achieving their aspirations - Focus on assisting immigrants in reaching their full potential guided by their aspirational goals rather than on short term sub-optimal goals
7. Take a disaggregated focus in understanding the unique, distinctions-based approach of different racial and intersecting identities to create targeted programs and services
8. Support youths in particular who require both strengthening of their own racial/ethnic identities while also navigating new identity and relationships



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# RECOMMENDATIONS FOR THE CITY

## STRENGTHEN TRANSFORMATIONAL LEADERSHIP

### Recommendation 1:

Hire a chief equity officer

### Recommendation 2:

Establish steering group to center racialized voice and agency in governance

## CREATE & EMBED CITY-WIDE EQUITY AND ANTI-RACISM STRATEGY

### Recommendation 3:

Develop a clear citywide strategic anti-racism vision

### Recommendation 4:

Incorporate vision of equity and anti-racism in the Corporate Strategic Plan

### Recommendation 5:

Adopt an equity and anti-racism accountability framework to provide a coordinated approach to assess gaps, set goals, actioning change, measure, and report on progress

### Recommendation 6:

Develop equity- and race-based data-collection & sharing strategy aligned with legislative and

## BUILD ORGANIZATIONAL EQUITY AND ANTI-RACISM CAPACITY

### Recommendation 7:

Train City leaders/officials on Leading institutional change to embed anti-racism and equity-sight in planning, programs, policies, and service-designs

### Recommendation 8:

Fund capacity-building and support for non-profits, community-, faith-based and grassroots organizations



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# RECOMMENDATIONS FOR THE CITY

## REVIEW AND REIMAGINE Policies, Practices and Programs

### Recommendation 9:

Conduct a full internal race and intersectional disaggregated, distinctions-based equity audit of the [City](#)

### Recommendation 10:

Update equity policy to embed racial equity

### Recommendation 11:

Support work being done by RCMP to collect race-based data and commit to reevaluating and adjusting the community safety plan to align with the findings and implementation

### Recommendation 12:

Conduct racial equity analysis of all City programming and planning that goes beyond GBA+ analysis

## LEVERAGE PARTNERSHIPS For EQUITY OUTCOMES

### Recommendation 13:

Leverage the City's position to diversify suppliers and support racialized business and start-ups

### Recommendation 14:

Amplify impact by working through community partnership for economic and employment opportunities

### Recommendation 15:

Increase funding for dedicated cultural and racial spaces/affinity groups for grass roots community-building

### Recommendation 16:

Work with universities and colleges to support and connect racialized youth and newcomers with tertiary educational opportunities.

### Recommendation 17:

Support immigrant-facing organization in developing and adopting Leading and Best Practice anti-racism strategies in support of immigrants, newcomers, and refugees.

## PILOT DARE-APPROACH For innovative priority programs and plans

### Recommendation 18:

Support anti-racism focused collaborative, innovative, experimental multi-stakeholder space (MCoLabBurnaby style)

### Recommendation 19:

Pilot Priority Programs and Plans using DARE principles and approach



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**THANK  
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# CHALLENGE OF UNLOCK THE DIVERSE TALENT



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