



Building Belonging in Burnaby for Racialized Newcomers and Immigrants to thrive – Understanding and Dismantling Systemic Racism

CoLab-Leads:

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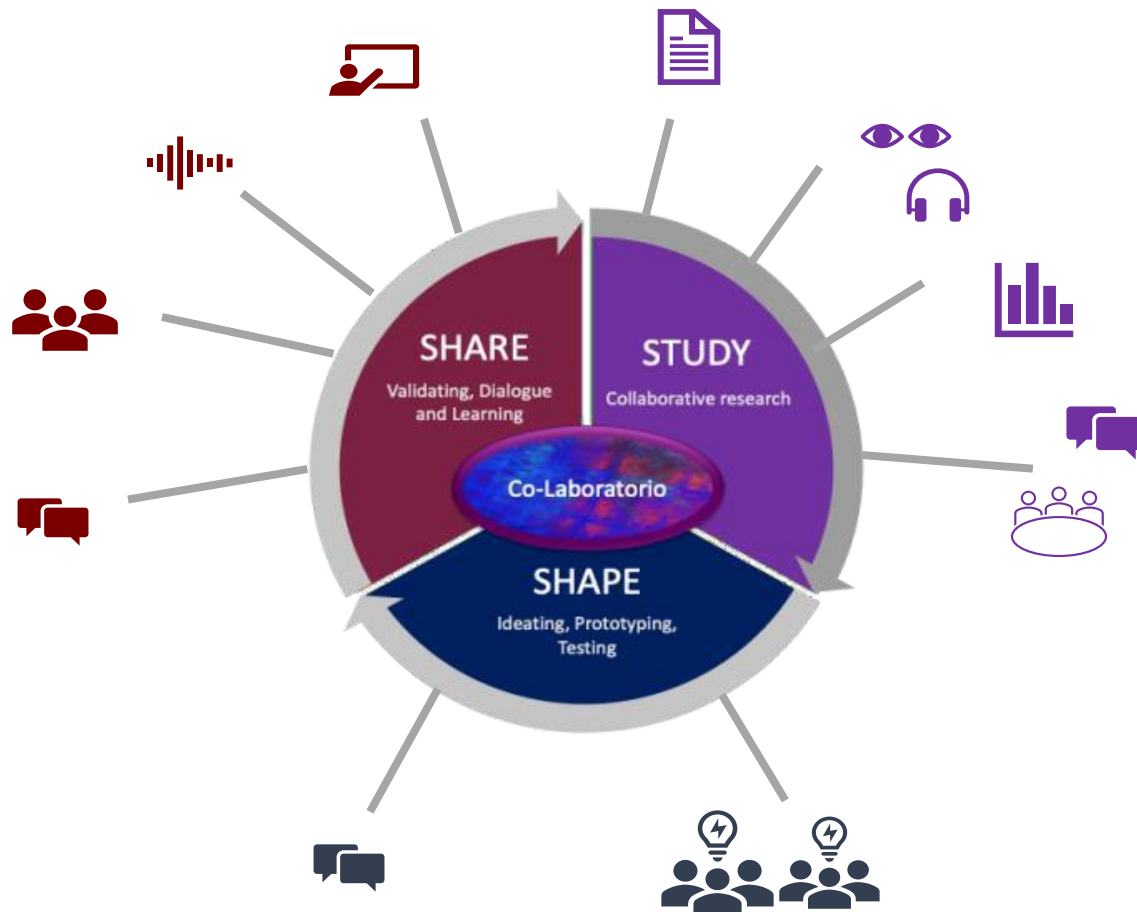
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Burnaby – The Opportunity for a Hyperdiverse City



CoLab Burnaby – Innovating for Racial Justice



Research, Knowledge, Data Sources

Review of latest knowledge/evidence-base from academic literature, benchmarks, leading practices, policies. 150+ documents, reports, articles

2016, 2021 Census and other survey-data

Recordings, transcripts, minutes from City council and committee-meetings

50+ Confidential one-on-one interviews and meetings. Participatory focus group interviews, workshops, labs and listening-sessions (including multi-lingual) 100+ participants and collaborators.

Presentations and dialogue (face-to-face, online)

Triangulating with other contextual data from previous CoLab-work e.g. with Burnaby School District

Culturally Safe and Trauma Informed

Community Conversations on
Thematic Shaping Challenges on Racism, and
Embracing the Opportunities of Belonging in Burnaby



Funded by:  Immigration, Refugees and Citizenship Canada
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**BUILDING BELONGING
AND ECONOMIC
INCLUSION IN BURNABY**

Realizing the full potential of
racialized newcomer and immigrant
talent in the City

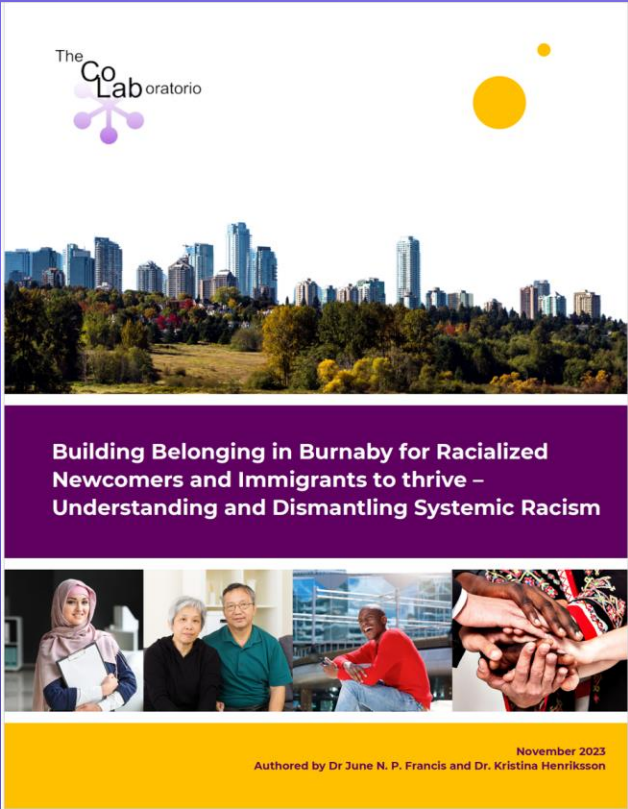


Burnaby – The Opportunity for a Hyperdiverse City



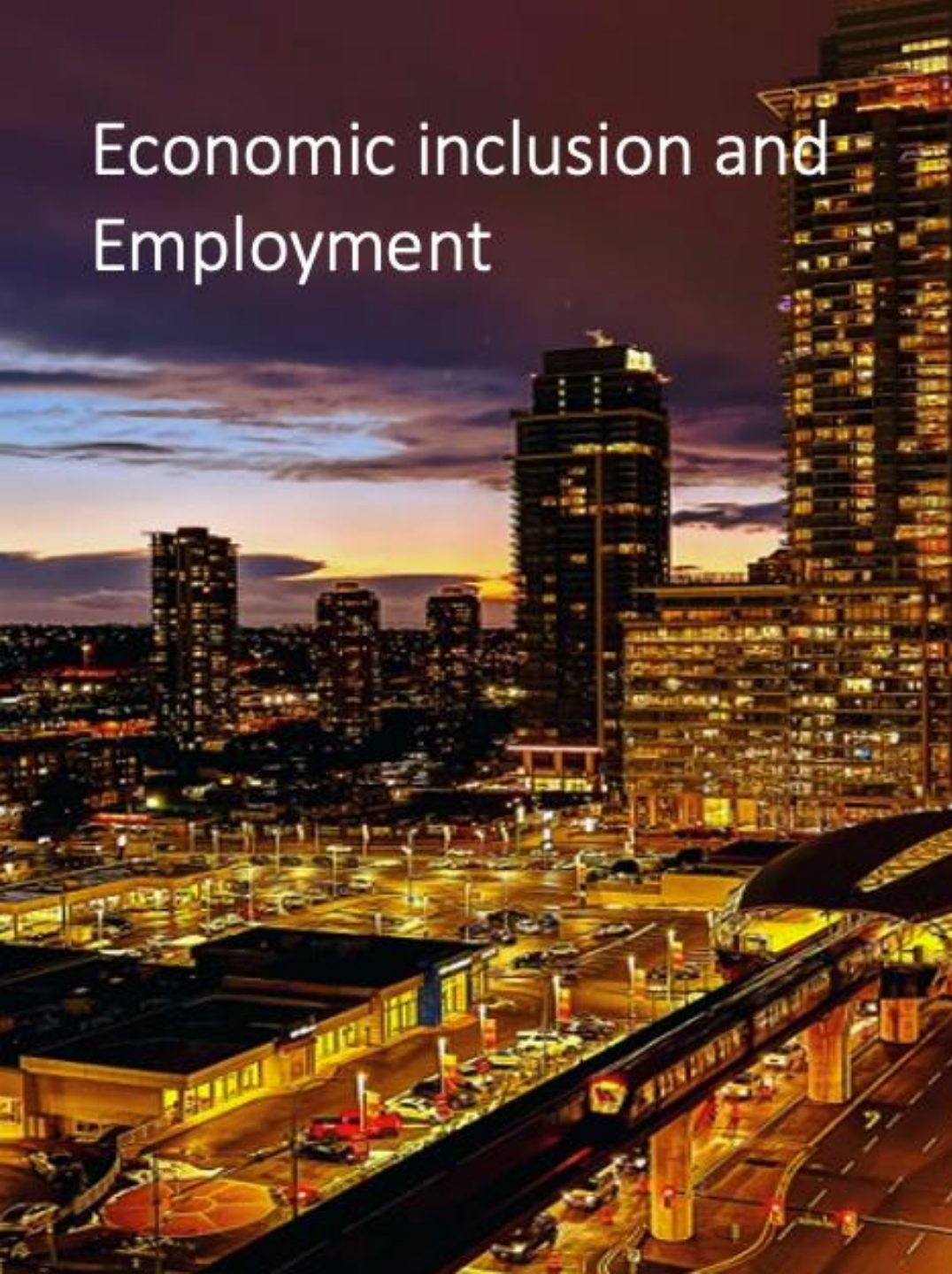
(Public Spaces)
Collective aspirational goal: *It's all here for [ALL] Our enjoyment*





What We Found

Economic inclusion and Employment



- Credentialing and experience and language undervaluing
- Racial bias in recruitment, advancement and succession-practices
- Equity, anti-racism not linked/aligned with business opportunity
- Organizational capacity Issues-Disproportionate under-representation in leadership
- Lack of challenge to corporate culture 'normality' and status quo that leads to underemployment of migrants, perceived as risks
- Marketplace challenges – undersupply of cultural/racial goods and services
- Systemic (lending) barriers and lack of access to capital for racialized entrepreneurs
- Lack of disaggregated workforce data
- City and other business procurement-barriers
- 'Othering' built into settlement and immigration and labour-market interventions

Comment on employment programs: “...we keep going around in circles...not naming the underlying problem of racism...”

“All what I want is not to feel discriminated against wherever I go. Wherever I work, I shouldn't feel that...I want to feel that I have the right to say no. That I can say that I'm tired or I can't carry this or express myself. But what I'm saying now that if I said all of that, they will let me go. They will ask me to leave and I'm in need of this money to pay my bills. And, you know, I, feel that they know that...all what I am looking for is to be treated as a human being. And not as a slave and for them to remember that I know the laws and I can do something. But I prefer not to. To keep my job.”



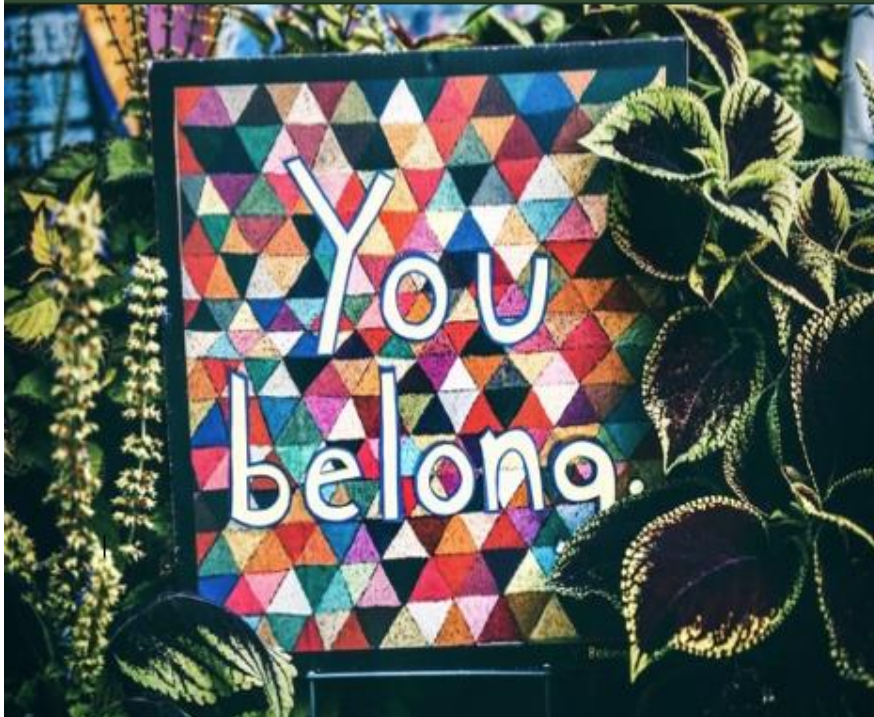
Public spaces and institutions

A City designed for some

“Place identities are prominently demonstrated in the built environment. Cities often encourage specific architectural styles, and planners implement design and land use controls. ... Architectural styles connote historic and cultural heritages, which may be constructed from standpoints and manipulated to benefit certain groups ... Thus, planning and design controls can reflect local power dynamics, especially in places experiencing rapid demographic changes.”^{xxx}

- City designed for some; spatial inequities, white spaces
- Weathering – oversurveillance and lack of lateral social inclusion
- Unwelcoming through design, aesthetics, representations
- Barriers for racialized (newcomer) youth/senior participation and access
- Lack of targeted programming (cf. hockey, swim-lessons etc.)
- Infrastructure -Accessibility/side-walks, transportation, in equity-denied areas of Burnaby
- Lack of disaggregated client- and community experience data
- Representation by the City as to who belongs

Health and Wellbeing



Lack of Social connectedness and belonging

Sense of social exclusion even for young children

Seniors among the most isolated

Impact of racism on health

“Over the long term, racism accelerates aging and degrades key brain circuits involved in regulating emotion and cognition. “This is not an effect of race,”. “It is an effect of the burdens we place on racial groups.” Nathaniel Harnett, neuroscientist at McLean Hospital and an assistant professor of psychiatry at Harvard Medical School



Some Racialized Youth:

- lack a sense of belonging and are poorly engaged
- Impact on emotional and mental Health and youth violence prevention
- Negatively impacted by spatial inequality/limited resourced environments
- Limited access to culturally aligned arts, sports
- Exclusion from some sports

What's holding back change in the system?

Flurry of activities, initiatives, proclamations without clear coordination

Anti-racism not aligned/integrated with strategies

Organizational constraints - lack capacity, commitment, follow through and resources

"Colour-blind" service delivery model- Lack targeted solutions based on differential experience; one-size-fits-all

Organizational capacity gaps – for meaningful engagement with Black communities, Indigenous and other racialized groups; especially lack BIPOC voices

Few culturally safe decisioning spaces - internally and externally & cross sector

Lack "generative" collaborative inter-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)

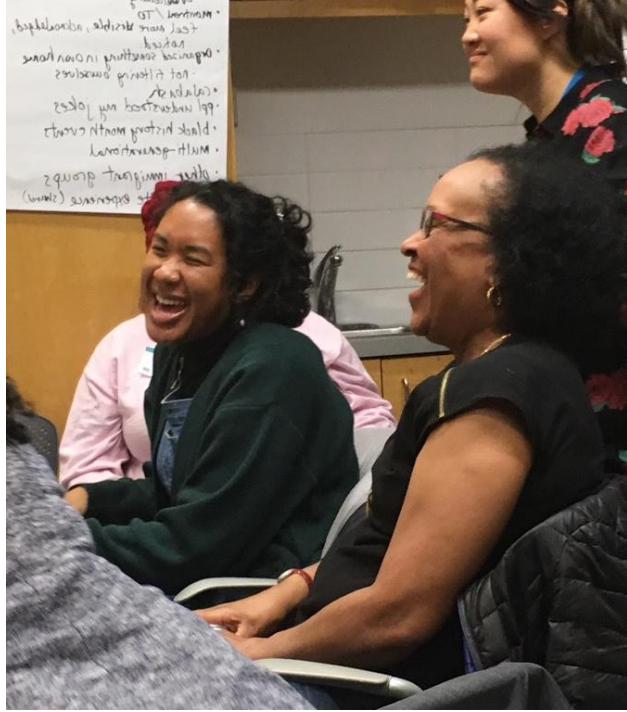
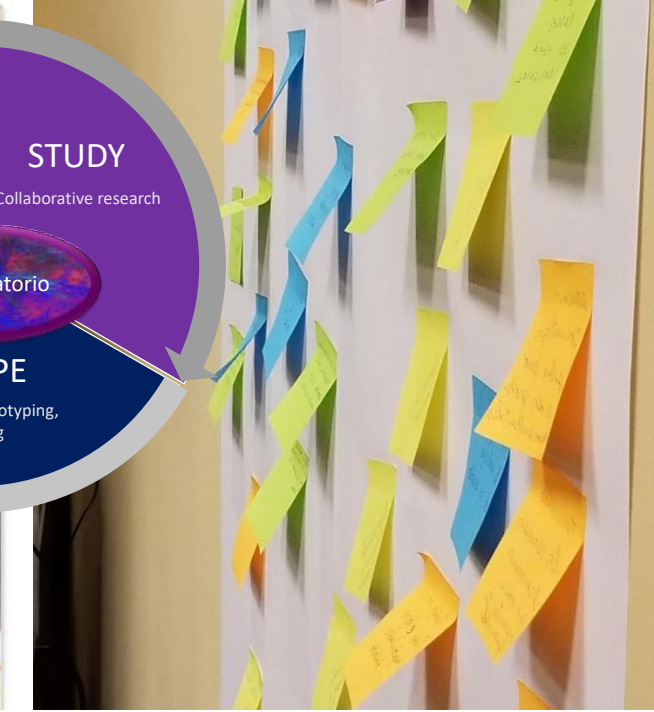
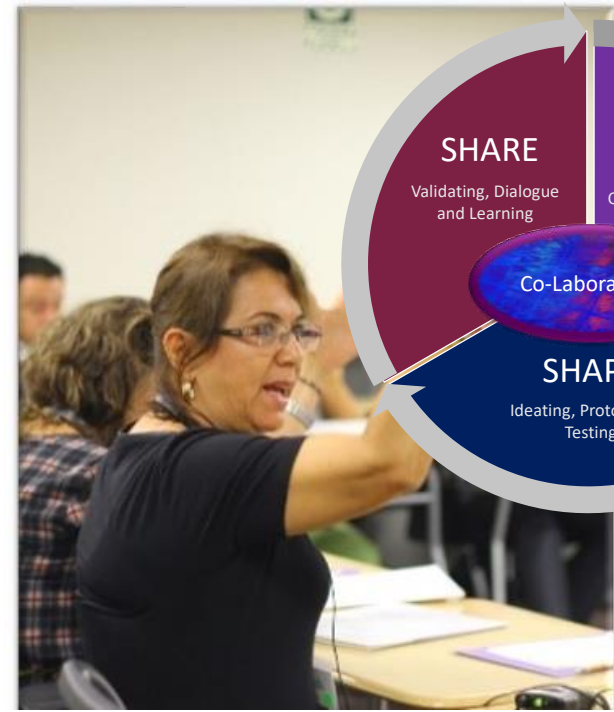
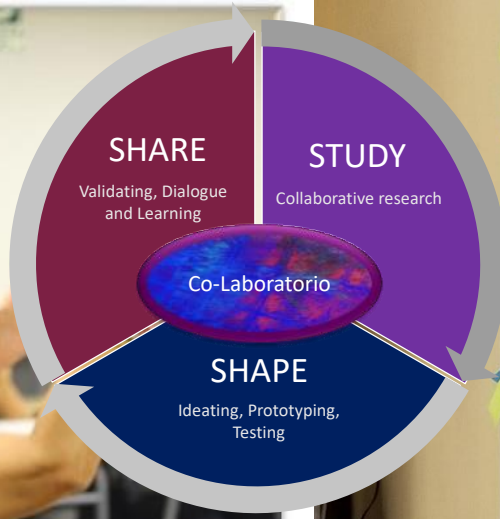
Not integrated with external legislative & regulatory compliance (e.g. DRIPA, Anti-racism Data Act, Accessibility act, anti-racism legislation, Employment Equity Act)

Recommended actions
and moving forward



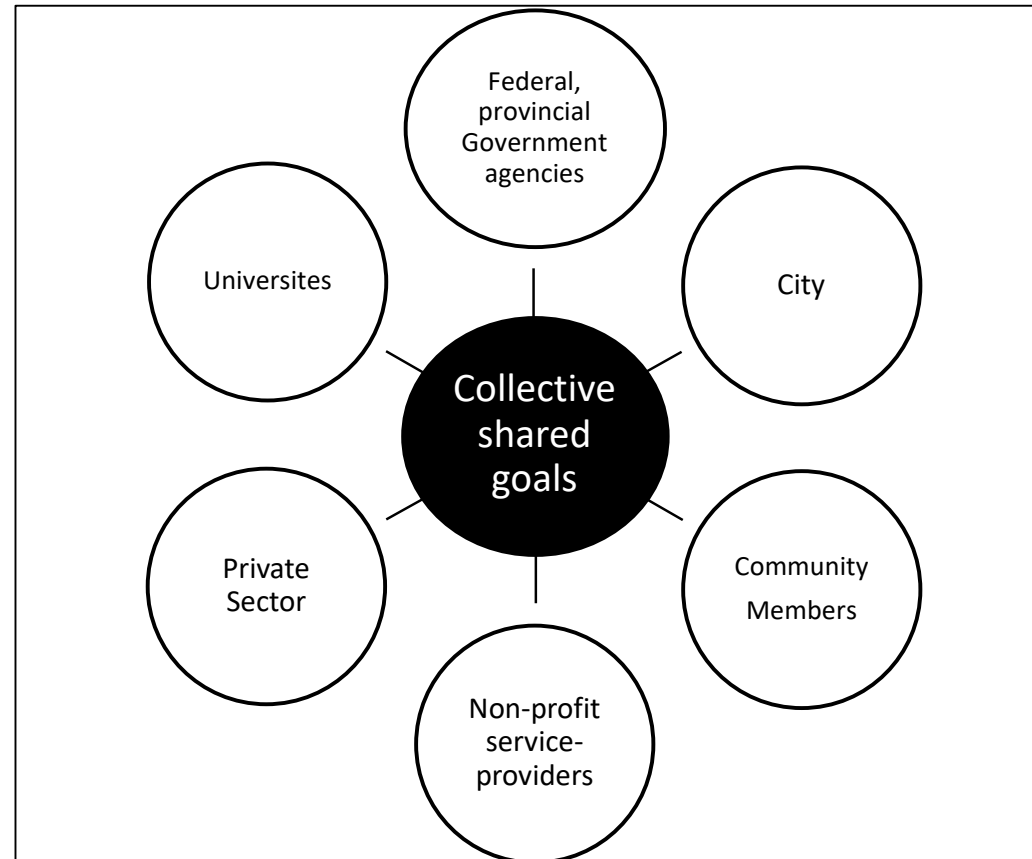
A roadmap for change – Recommended Actions

*Transformative change
demands innovation, collaboration and new
ways of working, organizing, decision-
making and planning together*



Next stage
The Co-Laboratorio
Shaping & Solutioning
for Racial Justice


The city and driving institutions and service providers must learn to collaborate and to address these issues using inclusive and systemic approaches.



C0-Designing Public and other Spaces



This is the plan to rebuild Vancouver's Hogan's Alley for the Black community

 Kenneth Chan | Jun 15 2020, 5:34 pm

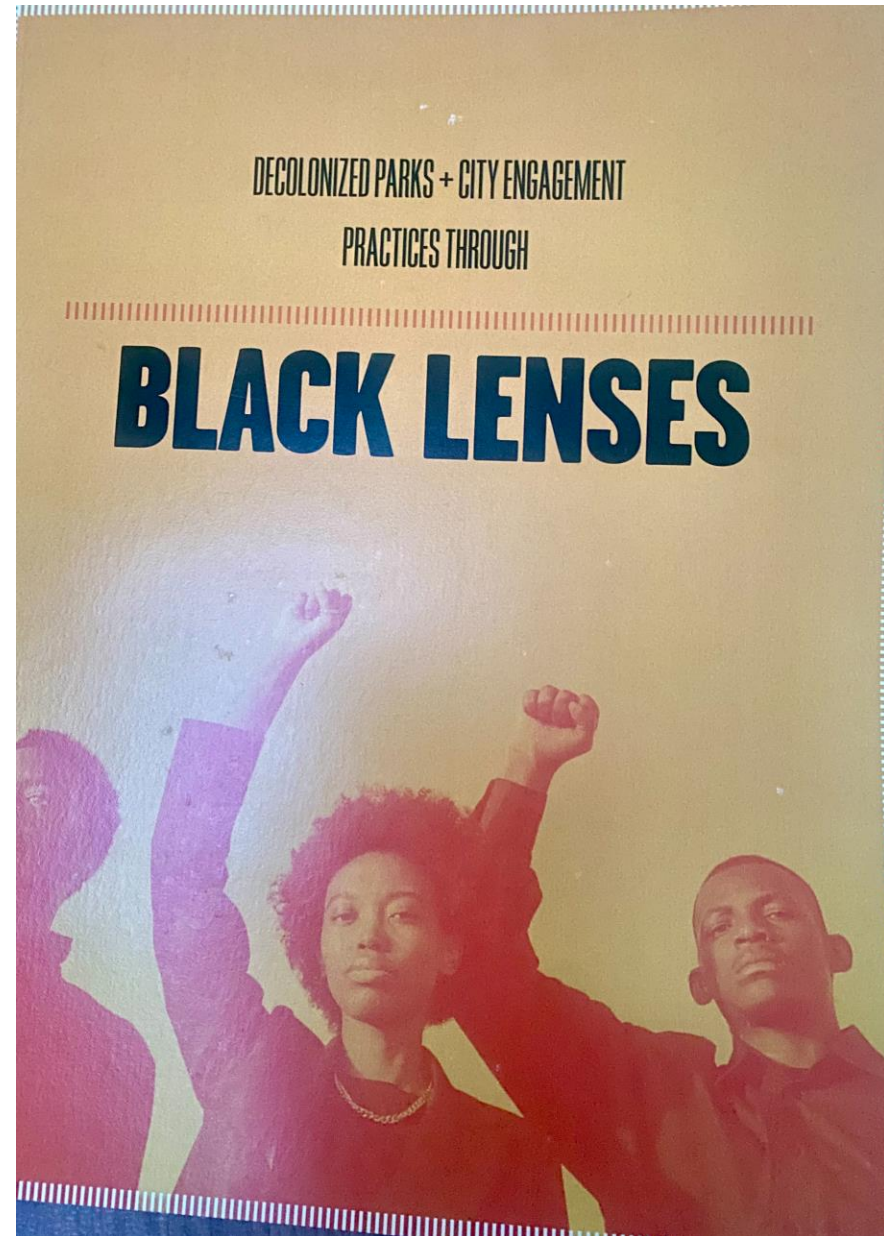


Collaborating on Small and Micro Business Innovation



Photo by [Tim Mossholder](#) on [Unsplash](#)

Using Inclusive Practices

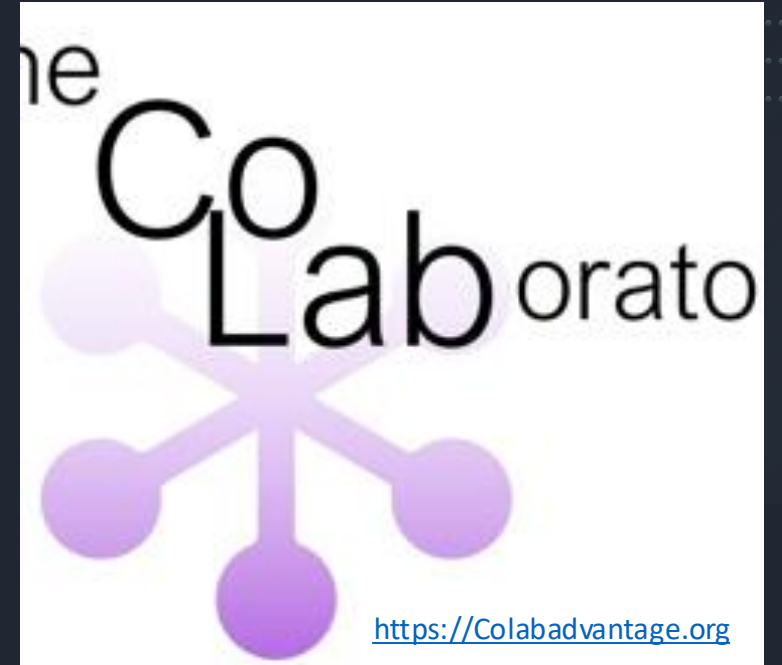




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