



# Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous Peoples in Huron-Perth

An Empirical Study by the Huron County Immigration Partnership

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





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## Executive Summary

This report provides insight into the discrimination experiences of immigrants, visible minorities, and Indigenous Peoples in Huron County and Perth County, including Stratford and St Mary's, herein referred to as the Huron-Perth area, in order to support the development of evidence-based anti-discrimination initiatives at the local level. To this end, a representative survey ( $N = 595$ ) was conducted in March 2021 to examine the extent and context of discrimination experienced by immigrants, visible minorities, and Indigenous Peoples in the Huron-Perth area, 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 Huron County and Perth region (though we of course acknowledge that not all immigrants in the Huron-Perth area are visible minorities and not all visible minorities in the Huron-Perth area are immigrants). In our Immigrants & Visible Minorities group, over 50% of respondents were both immigrants and visible minorities.

The results show that approximately eight out of ten Indigenous Peoples reported experiencing discrimination in Huron-Perth in the last three years, compared to about seven out of ten Immigrants & Visible Minorities and five out of ten 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 the Immigrants & Visible Minorities group, status as an immigrant was also mentioned. 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).

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 while using public areas, such as parks and sidewalks, at their job, when attending school or classes, and in a store, bank or restaurant. For Immigrants & Visible Minorities, top contexts also included when applying for a job or promotion. For Indigenous Peoples, top contexts for experiencing discrimination also included while using libraries, community/recreational centres, or arenas, when participating in a club, meeting, or organization, and when applying for a program or benefit.

In terms of specific types of discrimination that were experienced, from the list provided, respondents in all three groups were most likely to indicate experiences of microaggressions, such as inappropriate jokes, derogatory language, and verbal abuse or threat. Indigenous Peoples also reported experiencing physical threat. Furthermore, in all three groups, respondents identified perpetrators as being male, 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. Indigenous Peoples tended to use active coping strategies more often than respondents in the other two groups. Finally, White Non-immigrants tended to report, on average, slightly higher feelings of acceptance and welcome in the Huron-Perth area than the other two groups. In addition, in all three groups, those who had experienced discrimination in the last three years reported lower feelings of acceptance and welcome in Huron-Perth than those who had not experienced discrimination.

Recommendations for organizations serving immigrants and visible minorities or Indigenous peoples 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 in their reactions to the discrimination they face so that they do not internalize the discrimination that they experience, though there is no single coping strategy that will be effective for all individuals. As a primary focus of the recommendations, the third recommendation focuses on strategies for

preventing and counteracting the discrimination reported in Huron-Perth area. These strategies should take into account the findings of the current research in terms of the context and nature of discrimination in Huron-Perth area, as well as the research literature on effective anti-discrimination strategies. In this way, Huron County and Perth Region can work toward becoming a more welcoming network of communities 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 Huron County and Perth Region**

### **An Empirical Study by the Huron County Immigration Partnership**

## Overview

This report describes the results of a representative survey (March 2021,  $N = 595$ ) examining discrimination experienced by immigrants, visible minorities<sup>1</sup>, and Indigenous Peoples in Huron County and Perth Region, including Stratford and St Mary's. 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 Huron-Perth area. Gaining insight into these experiences is crucial as a basis for developing anti-discrimination evidence-informed initiatives 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 build more just and equitable communities, and would protect 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, creating a more neighbourly community. Furthermore, anti-discrimination initiatives would help make Huron Perth area a more welcoming region 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

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<sup>1</sup> 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.

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 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 or systemic 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 toward 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). At the same time, microaggressions<sup>2</sup>, such as 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.

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<sup>2</sup> Microaggression is defined as a brief derogatory or hostile verbal, behavioral, or situational treatment that may target members of minority groups (APA Dictionary of Psychology, 2020)

## 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 eliminate 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 Canada among immigrants and visible minorities (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.

# Huron-Perth

## **Huron-Perth's Sociocultural Context**

The study described in this report was conducted to examine everyday experiences of discrimination in Huron-Perth.

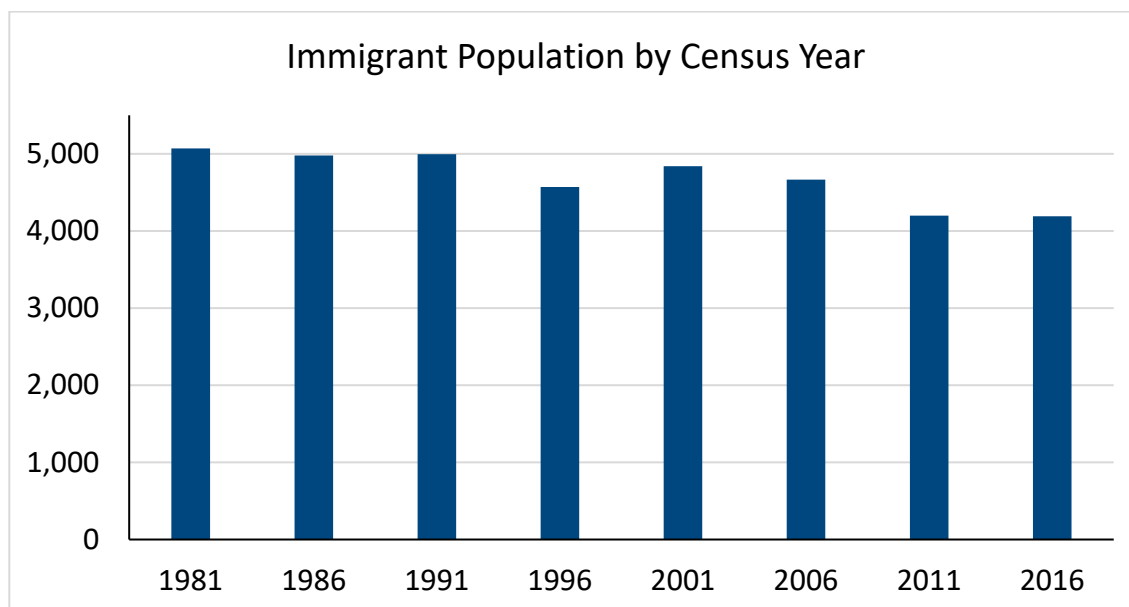
### ***Huron County***

Huron County is located along the shores of Lake Huron. This rural community is well-known for its agriculture, agricultural technology and innovation. The Huron County area comprises nine member municipalities. It is known for heritage buildings, 100 km of golden coastline, lush countryside, walking, biking and ski trails, excellent health care facilities, and plenty of educational and cultural opportunities (Huron County, 2021).

The County of Huron is situated on treaty land that is the traditional territory of the Anishinaabe, Haudenosaunee and Neutral peoples. The territory was subject to the Dish with One Spoon wampum, when multiple nations agreed to take care of the land and resources in peace (Huron County, 2021). The cultural composition of Huron County is becoming more diverse as evidenced by immigrant regions of birth described below. However, the number of immigrants settling in the County each year is relatively modest and about 90% below the provincial immigration rate (Western Ontario Wardens' Caucus, Western Ontario Workforce Strategy 2021a).

This increasing cultural diversity is a result of more individuals moving from other regions and newcomers immigrating from non-European countries over the past few decades.

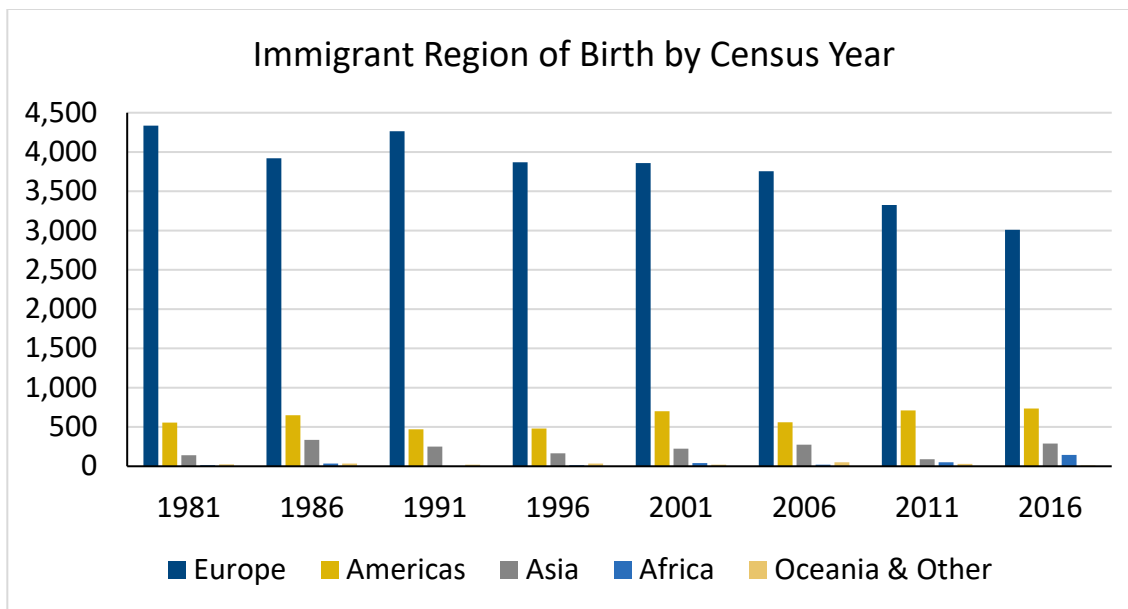
*Immigrant Population in Huron County (Census Division) by Census Year from 1981 to 2016.*



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

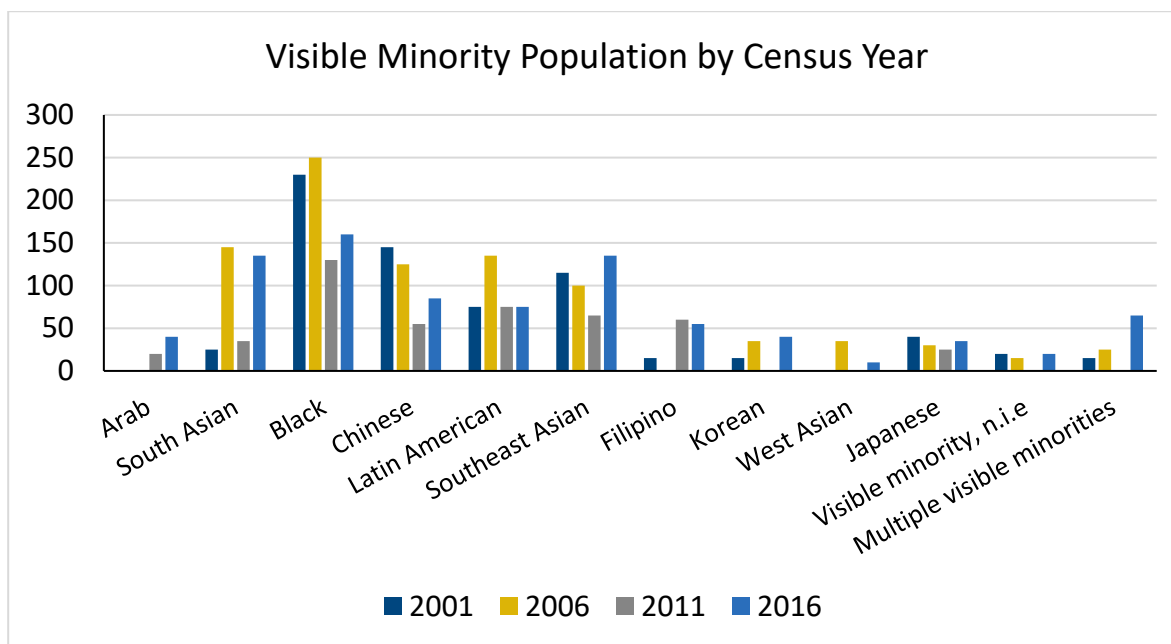
The 2016 Census indicates that the total Huron County population is approximately 59,000 people (Statistics Canada, 2017a). Huron County continues to be home to approximately 800 Indigenous Peoples, including First Nations, Métis, and Inuk (Statistics Canada, 2017a). The Huron County population also comprises approximately 4,200 immigrants and approximately 900 visible minority group members (Statistics Canada, 2017a). In 2016 about a quarter of the immigrant population was born outside of Europe, with approximately 60% of those born outside Europe being born in North and South America, in countries such as the United States and Mexico (Statistics Canada, 2017a). Huron County's visible minority population has also been increasing, with the largest visible minority groups in 2016 being Black, South Asian, and Southeast Asian (Statistics Canada, 2017a).

*Region of Birth for Immigrants Residing in Huron County Census Division by Census Year from 1981 to 2016.*



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

*Visible Minority Population in Huron County Census Division by Census Year from 2001 to 2016.*



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

Note: Visible minority, n.i.e. = Visible minority not included elsewhere. Examples: 'Guyanese,' 'West Indian,' 'Tibetan,' 'Polynesian,' 'Pacific Islander,' etc. (Statistics Canada, 2017a).

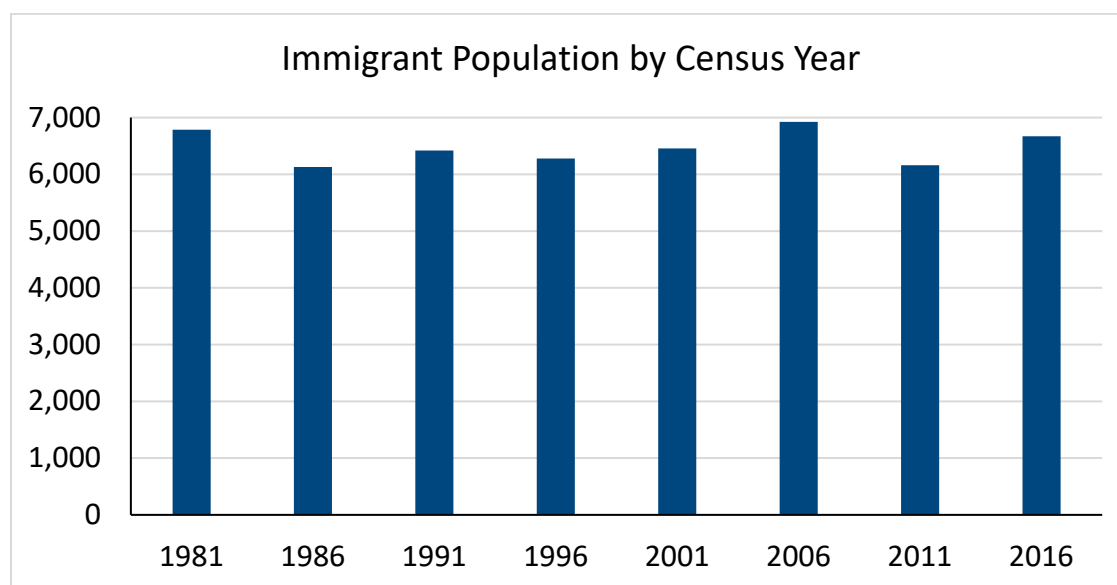


## ***Perth County***

The County of Perth is located in the centre of Southwestern Ontario and includes four member municipalities: the Municipality of North Perth, the Municipality of West Perth, the Township of Perth East, and the Township of Perth South. The County of Perth is well-known for its agriculture, walking and cycling trails (Perth County, 2021). The City of Stratford and the Town of St. Mary's are independent from the Perth County's government and have their own municipal governments. The City of Stratford is famous for its rich art life and the Stratford Festival, which is the largest North American theatre company with classical repertory (Stratford Festival, 2021). The Town of St. Mary's is known for its history and unique limestone architecture (St.Marys, 2021).

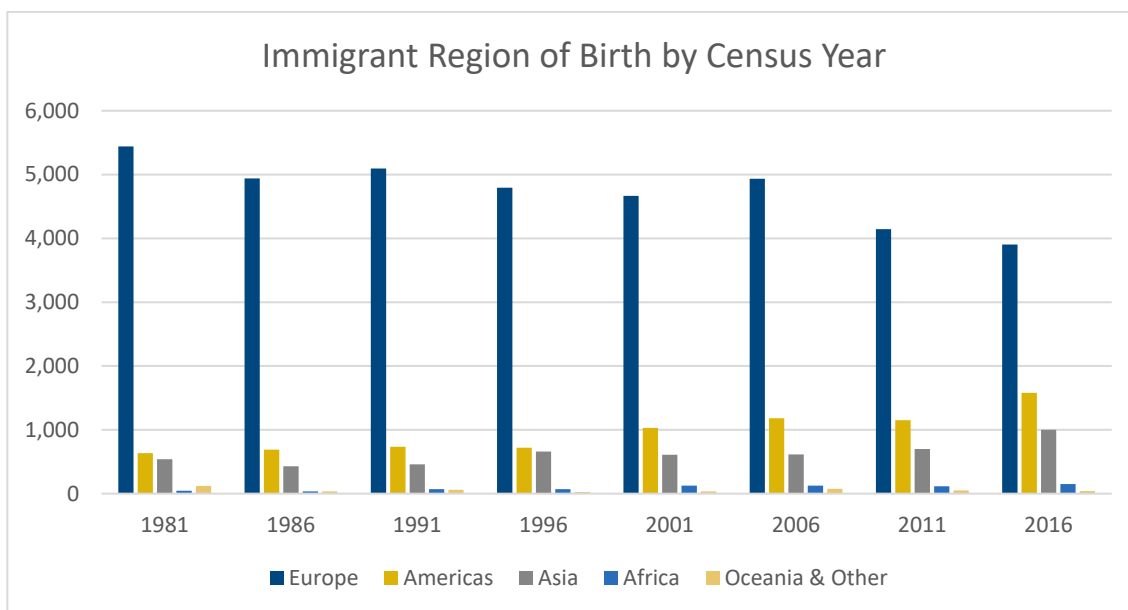
Perth is situated on land that is the traditional territory of the Anishinaabe and Omamiwinini peoples who welcomed the European settlers in the early 1800s. At that time, an emigration program from Britain offered land and support to settlers in the Canadas, including Upper Canada (Perth & District Historical Society, 2021). Similar to Huron County, the County of Perth attracts relatively few immigrants who settle in the area, with an estimate of around 66 immigrants per year over the past four years. A similar number of immigrants per year settle in Stratford (Western Ontario Wardens' Caucus, Western Ontario Workforce Strategy, 2021b). The cultural composition of Perth County is becoming more diverse as evidenced by immigrant regions of birth described below. This increasing cultural diversity is a result of more diverse regions of origin over the past few decades.

*Immigrant Population in Perth County Census Division by Census Year from 1981 to 2016.*



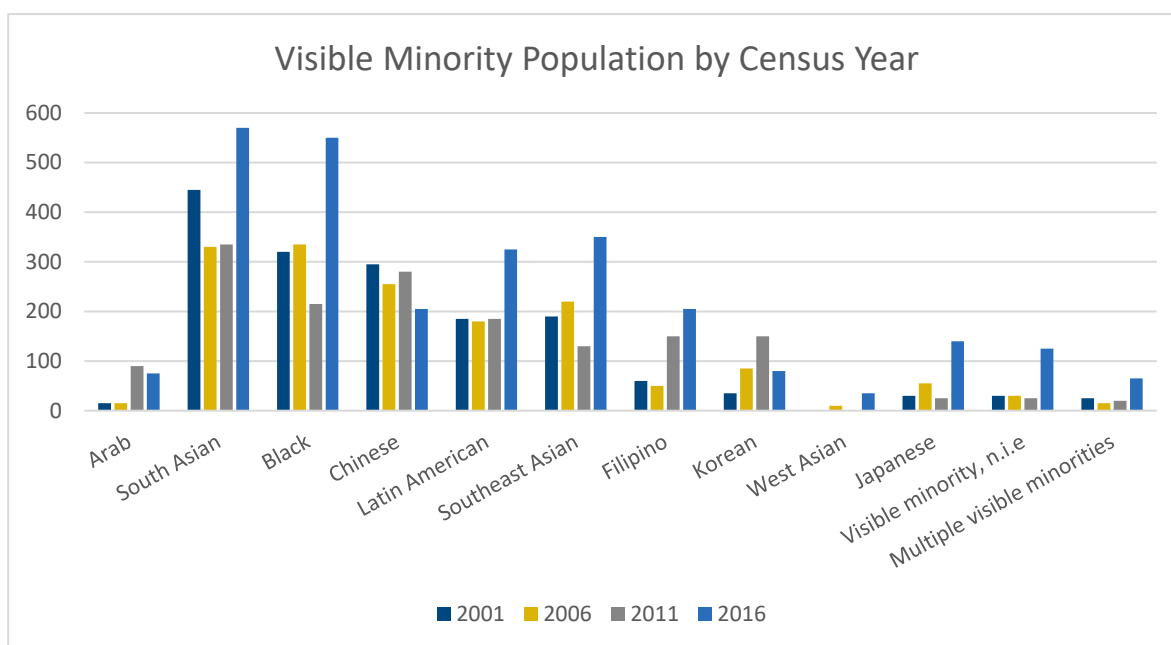
Source: Statistics Canada (1981b, 1986b, 1991b, 1996b, 2001b, 2006b, 2013b, 2017b). The 2016 Census indicates that the total Perth County population is approximately 76,800 people (Statistics Canada, 2017b). Approximately 1000 Indigenous Peoples reside in Perth County, including First Nations, Métis, and Inuk (Statistics Canada, 2017b). The Perth County population also comprises approximately 6,700 immigrants and approximately 2,700 visible minority group members (Statistics Canada, 2017b). In 2016 about 40% of the immigrant population was born outside of Europe, with approximately 57% of those born outside Europe being born in North and South America, in countries such as United States and Mexico (Statistics Canada, 2017b). Perth County's visible minority population has also been increasing, with the largest visible minority groups in 2016 being South Asian, Black, and Southeast Asian (Statistics Canada, 2017b).

*Region of Birth for Immigrants Residing in Perth County Census Division by Census Year from 1981 to 2016.*



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

*Visible Minority Population in Perth County Census Division by Census Year from 2001 to 2016.*



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

Note: Visible minority, n.i.e. = Visible minority not included elsewhere. Examples: 'Guyanese,' 'West Indian,' 'Tibetan,' 'Polynesian,' 'Pacific Islander,' etc. (Statistics Canada, 2017b).

## **Discrimination in Huron-Perth**

### ***Huron County***

Data on experiences of discrimination in Huron County is scarce; however, a few media outlets have generated awareness of discrimination against visible minorities in the region. These experiences may range from overt forms of discrimination, such as ethnic slurs, to implicit forms of racism. For example, in 2015, Huron OPP investigated racist and homophobic graffiti that included racial and homophobic slurs and a swastika. The graffiti were found in three locations in the town of Goderich (Miller, 2015). In addition, Huron County OPP officers investigated a possible hate-motivated act when a vehicle in Exeter was damaged with deep scratches and ethnic slurs (LeBel, 2018).

### ***Perth County, including Stratford and St. Mary's***

Similar to Huron County, in Perth County discrimination happens at many levels. For instance, police in Stratford have launched a hate-speech investigation after a Black veteran Stratford Festival actor saw a Confederate flag in an apartment in Stratford and posted about it on Facebook in June 2020. His post received insults and racially charged comments, as well as racist memes depicting lynching. In addition to the June 2020 racist incident, during his time in Stratford the actor "experienced numerous incidents at bars and restaurants and on the streets where people would make various snide comments toward me, hurl epithets my way, sometimes threaten physical violence" (Butler, 2020). Moreover, in some cases, police have been involved in mistreating Indigenous Peoples in the community. In 2015, police officers in Stratford charged and detained in custody a young Indigenous man with Autism who was later transferred with injuries to a hospital (Simmons, 2020).

Media reports have also brought to light evidence of systemic racism in Perth County. On June 6, 2020 the Stratford Festival acknowledged its own systemic racism, support for injustice and White supremacy, after widespread protests against anti-Black racism took place around the world in the wake of George Floyd's death in the United States (Fricker & Maga, 2020).

One key player in combating racism and discrimination, and inclusivity and retention of newcomers in Huron-Perth is the Huron County Immigration Partnership. The Huron County Immigration Partnership 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 (Government of Canada, 2017). As such, the Huron County Immigration Partnership 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 Huron County Immigration Partnership's anti-racism and anti-discrimination initiatives.

## Study on Experiences of Discrimination in Huron-Perth

Although there is evidence that discrimination takes place in Huron-Perth, 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 Huron County and Perth Region 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.

A community sample of the Huron-Perth area 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 the Huron-Perth area, though we of course acknowledge that not all immigrants in the Huron-Perth area are visible minorities and not all visible minorities in the Huron-Perth area 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 Huron County Immigration Partnership to recruit participants, administer the survey, and collect the data. Although the Huron County Immigration Partnership is based in Huron County and is funded to support the settlement and integration of newcomers in Huron County, many service providers across multiple sectors serve both Huron and Perth, including Stratford and St Mary's. This combined with the fact that Perth County does not host its own Local Immigration Partnership means that Huron County Immigration Partnership tries, as possible, to support initiatives and research that encompasses the Huron-Perth area. 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 250 Immigrants & Visible Minorities, 90 Indigenous Peoples, and 250 White

Non-immigrants were set, and the final sample included 297 Immigrants & Visible Minorities, 62 Indigenous Peoples, and 236 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 the University of Western Ontario'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 the Huron Perth area 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

In the sample, Immigrants & Visible Minorities and Indigenous Peoples reported speaking languages other than English more and reported more diverse religions than White Non-immigrants. Immigrants & Visible Minorities also tended to be more highly educated. White Non-immigrants tended to be on average quite a bit older, less likely to be employed full-time, part-time, or self-employed, and to have resided in the Huron Perth area longer than Immigrants & Visible Minorities and a bit longer than Indigenous Peoples.

In terms of the specific characteristics of Immigrants and Visible Minorities, they were most likely to be East Asian and Southeast Asian, White, or other/multiple ethnicities. More than 70% were not born in Canada. When immigrant status and visible minority status were separated, almost 55% were both immigrants and visible minorities, about 24% were non-immigrant visible minorities, and about 22% were immigrants but not visible minorities. Most of the immigrants entered Canada as economic immigrants, and the majority were now citizens of Canada or permanent residents. About 50% had been in Canada for less than 10 years.



## Respondent Demographics

	<b>Immigrants &amp; Visible Minorities (N = 297)</b>	<b>Indigenous Peoples (N = 62)</b>	<b>White Non-immigrants (N = 236)</b>
<b>Gender</b>			
Female	57.9%	51.6%	59.7%
Male	40.7%	45.2%	38.6%
Non-binary	1.0%	3.2%	1.3%
Other	0%	0%	0.4%
No response	0.3%	0%	0%
<b>Age</b>			
	Range: 18-84 Average: 41 years	Range: 19-87 Average: 41 years	Range: 18-82 Average: 49 years
18 to 24 years	14.5%	6.5%	5.1%
25 to 35 years	30.6%	21.0%	16.9%
36 to 50 years	21.9%	61.3%	25.8%
Older than 50	26.9%	9.7%	47.9%
No response	6.1%	1.6%	4.2%
<b>Language(s) Most Often Spoken at Home</b>			
English only	68.0%	71.0%	89.8%
English and another language	16.8%	11.3%	3.8%
Another language only	13.5%	17.7%	6.4%
No response	1.7%	0%	0%
<b>Employment Status</b>			
Employed full-time/part-time/self-employed	67.0%	87.1%	58.9%

Other employment status (includes unemployed, retired, student, homemaker, and other)	27.9%	12.9%	39.0%
Multiple employment statuses	3.0%	0%	1.7%
No response	2.0%	0%	0.4%

### Education Level

Secondary/high school and less	15.8%	29.0%	30.9%
College/vocational training	26.9%	43.5%	36.0%
University undergraduate degree	22.2%	19.4%	13.6%
University graduate degree and Professional degree	33.3%	8.1%	17.8%
No response	1.7%	0%	1.7%

### Annual Household Income

Less than \$45,000	24.6%	16.1%	25.4%
\$45,001 to \$80,000	25.6%	35.5%	32.6%
\$80,001 and more	40.1%	46.8%	34.3%
No response	9.8%	1.6%	7.6%

### Years Living in Huron-Perth

	Range: 0-69 Average: 15 years	Range: 0-67 Average: 26 years	Range: 0-82 Average: 28 years
Less than 5 years	30.3%	8.1%	10.6%
5 to 10 years	18.5%	16.1%	12.3%
10 to 20 years	20.9%	21.0%	18.6%
Longer than 20 years	30.3%	54.8%	58.5%

No response	0%	0%	0%
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### Religion

Christian	42.4%	30.6%	51.3%
Traditional/Spirituality	3.0%	12.9%	3.4%
No religion (atheist or agnostic)	23.6%	19.4%	35.2%
Other religion and multiple religious categories	30.6%	37.1%	9.7%
No response	0.3%	0%	0.4%

<b>Sense of Belonging to Religious Group(s)</b>	Average: 3.21	Average: 3.39	Average: 3.32
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(Scale of Very Weak = 1 to Very Strong = 5)

### Religion of Immigrants & Visible Minorities

Christian	43.8%
Muslim	9.8%
Hindu	6.7%
Sikh	2.7%
No religion (atheist or agnostic)	23.6%
Other religion and multiple religious categories	13.1%
No response	0.3%

### Race/Ethnicity

White	20.5%	0%	99.2%
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First Nations, Métis, or Inuk (Inuit)	6.7%	98.4%	0%
Visible minority, other, and multiple races/ethnicities	72.1%	1.6%	0.8%
No response	0.7%	0%	0%

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**Sense of Belonging to Racial/Ethnic Group(s)**

(Scale of Very Weak = 1 to Very Strong = 5)

Average: 3.38      Average: 3.37      Average: 3.93

**Race/Ethnicity of Immigrants & Visible Minorities**

East Asian and Southeast Asian	25.3%
South Asian	15.8%
Black	14.5%
White	20.5%
Other and multiple races/ethnicities	23.2%
No response	0.7%

**Born in Canada**

Yes	23.9%
No	76.1%
No response	0%

**Immigrant & Visible Minority Status**

Immigrant visible minority	54.2%
Non-immigrant visible minority	23.9%
Immigrant non-visible minority	21.9%
No response	0%

**Immigrants: Status Upon Arrival to Canada**

Economic class immigrant	29.0%
Family class immigrant	26.3%
Temporary worker	2.4%
Temporary student	4.0%
Other entry class	14.5%
No response	23.9%

**Immigrants: Current Immigration Status**

Permanent resident	12.5%
Canadian citizen	56.9%
Other status (temporary resident, protected person, refugee claimant, undocumented, other)	6.4%
No response	24.2%

**Immigrants: Years living in Canada**

	Range: 0-70 Average: 16 years
Less than 5 years	36.7%
5 to 10 years	12.5%
Longer than 10 years	50.5%
No response	0.3%

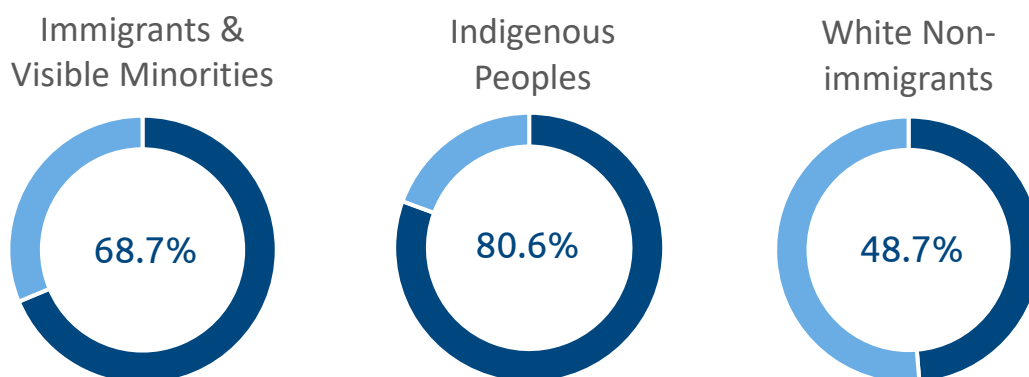
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## Experiences of Discrimination

**To what extent have Immigrants & Visible Minorities, Indigenous Peoples, and comparison White Non-Immigrants experienced discrimination in Huron-Perth County in the past three years?**

A substantial percentage of respondents experienced discrimination in one or more contexts in the Huron-Perth area over the last three years, with Indigenous Peoples especially likely to have experienced discrimination (81%), followed by Immigrants & Visible Minorities (69%).

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

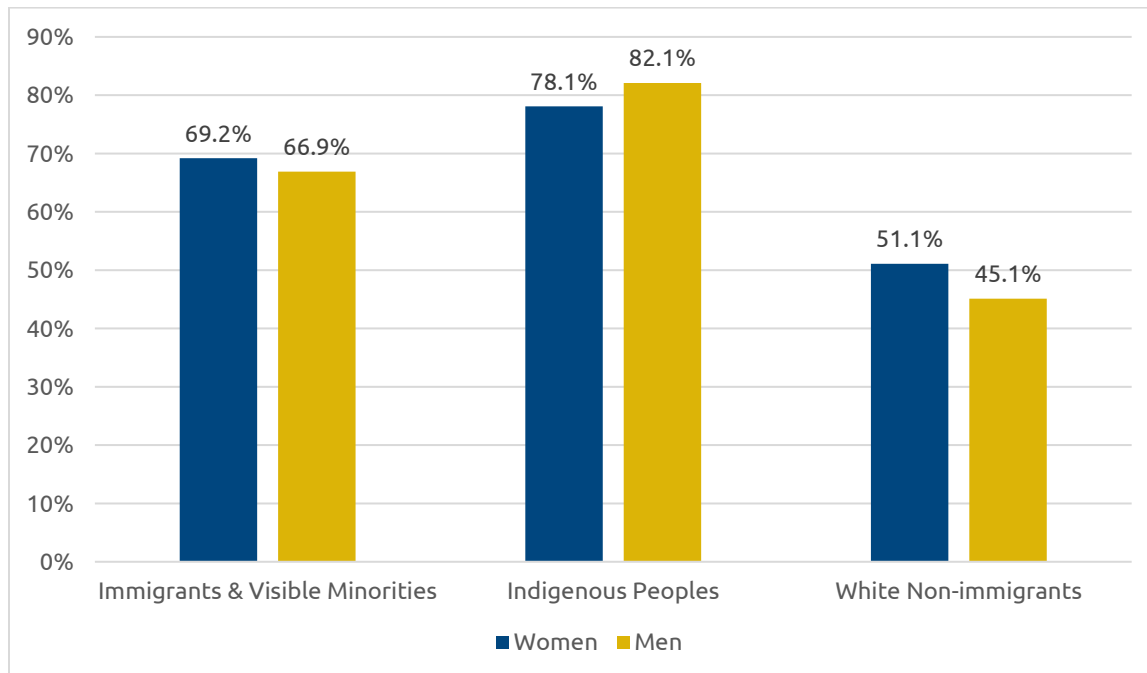


**Within the three groups, to what extent do experiences of discrimination differ as a function of demographic characteristics?**

### *The role of gender*

In the Immigrants & Visible Minorities group and the White Non-immigrants group, females reported experiencing discrimination more often than males. In contrast, in the Indigenous Peoples group females reported experiencing discrimination less than males.

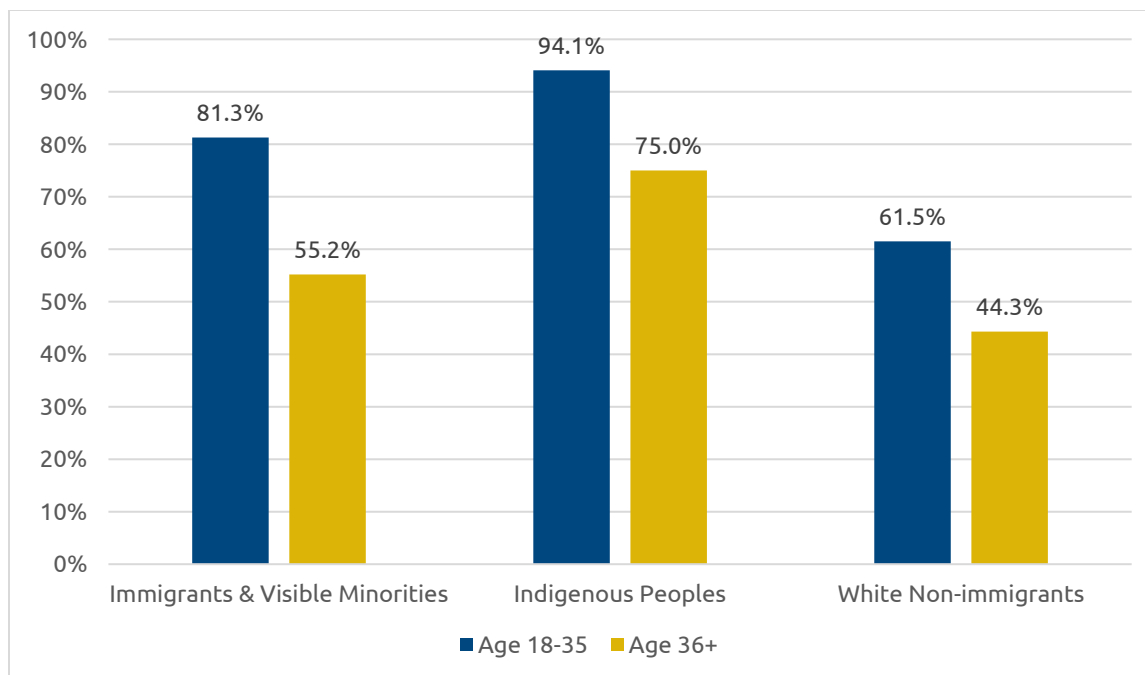
## Percentage of Respondents Who Experienced Discrimination by Gender



### ***The role of age***

Across all groups, 18-35 years old respondents were more likely to report experiencing discrimination in the Huron-Perth area than other age groups.

#### **Percentage of Respondents Who Experienced Discrimination by Age**

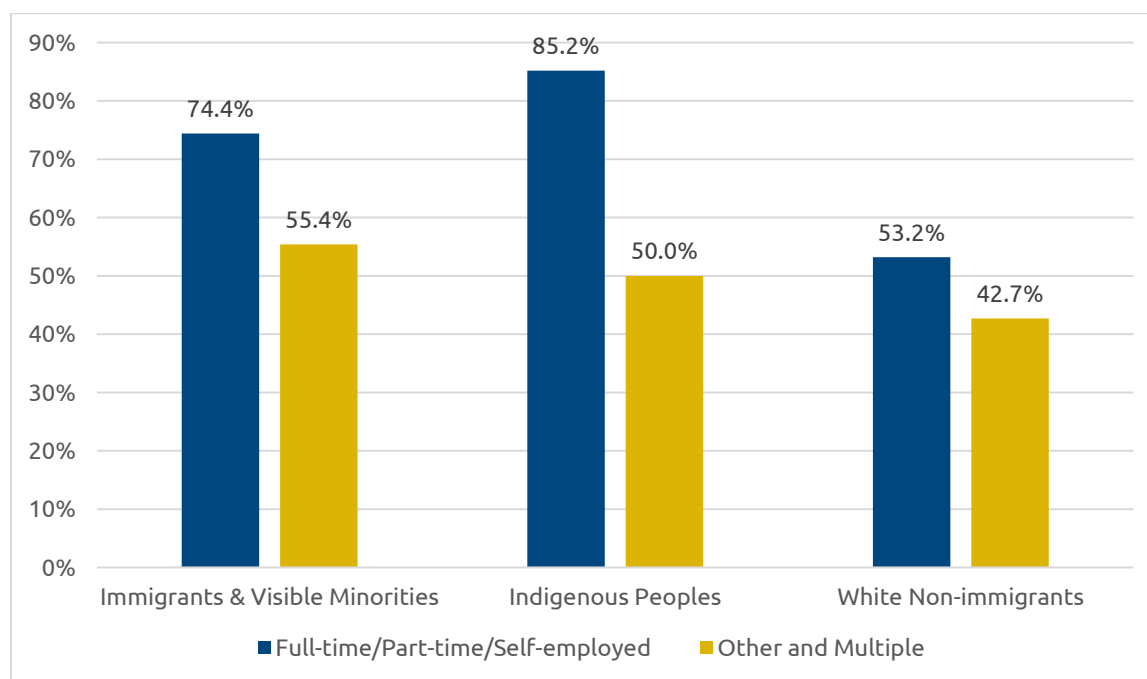




### ***The role of employment status***

Across all groups, respondents who had full-time/part-time/self-employed status were most likely to report experiencing discrimination in the Huron-Perth area.

### **Percentage of Respondents Who Experienced Discrimination by Employment Status**

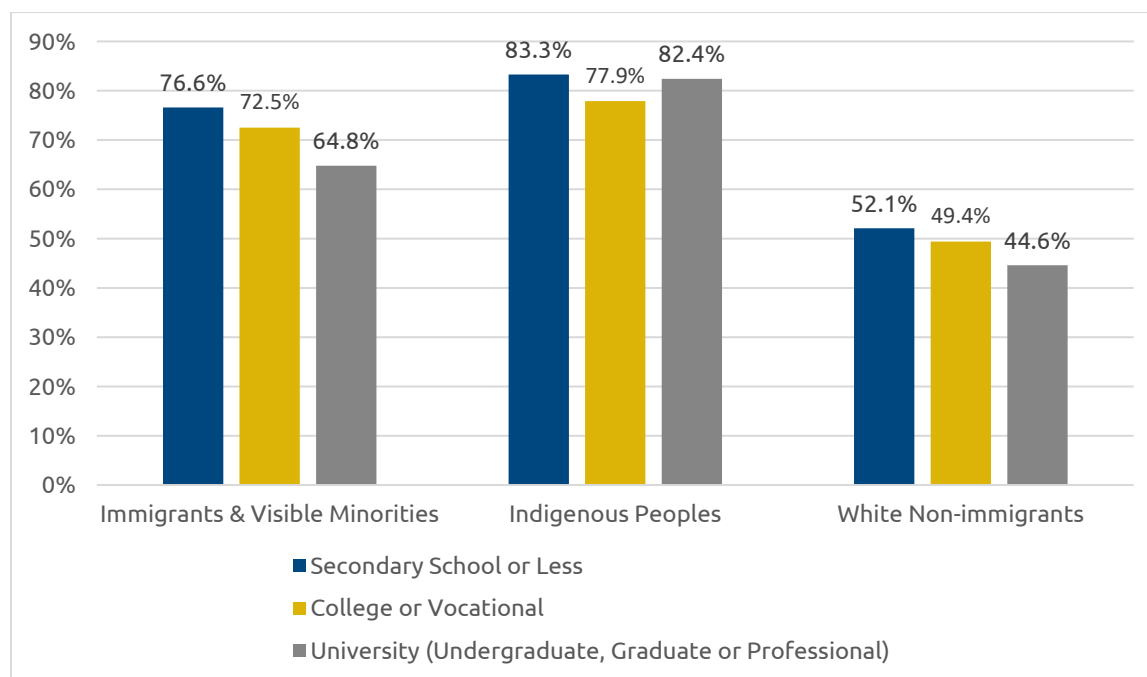


Note: Due to the small cell size, the finding for Indigenous Peoples with other and multiple employment status is suggestive only. The “Other and Multiple” employment status category includes unemployed, retired, student, homemakers, or other, as well as people who indicated more than one employment status (e.g., homemaker and retired).

### ***The role of education level***

Across all groups, respondents who obtained secondary school education or less were more likely to report experiencing discrimination in the Huron-Perth area. In the Indigenous Peoples group, respondents with university undergraduate, graduate or professional degrees reported experiencing discrimination almost to the same degree as those who obtained secondary school education or less.

### **Percentage of Respondents Who Experienced Discrimination by Highest Level of Education**

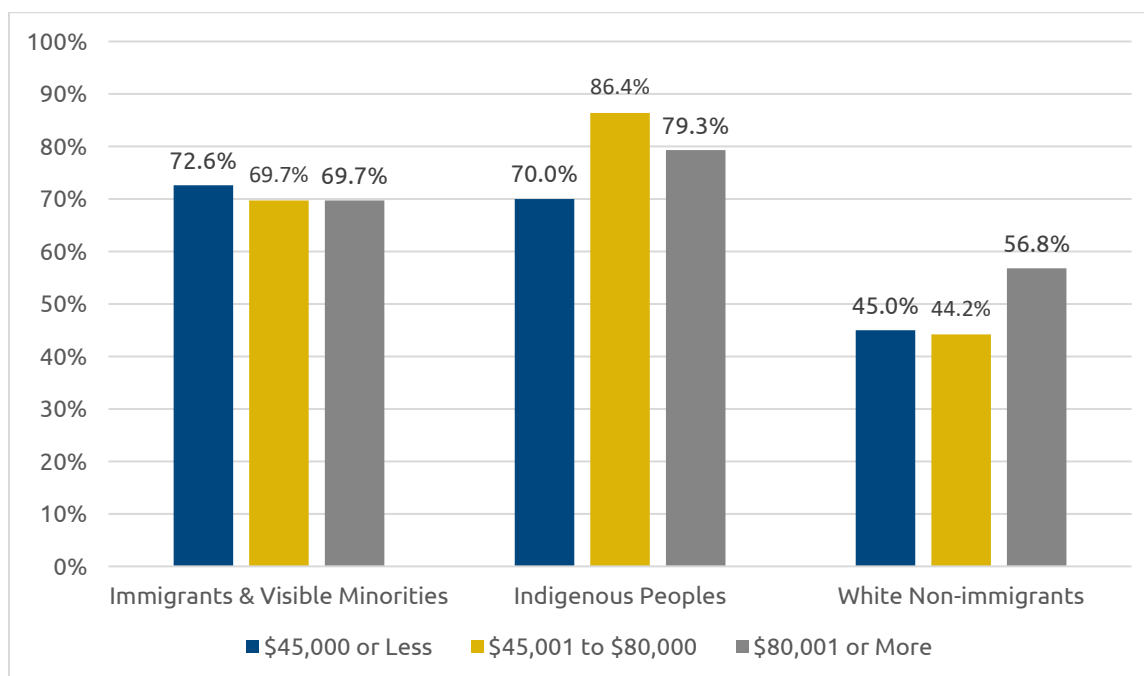


Note: Due to the small cell size, the finding for Indigenous Peoples with a university degree is suggestive only.

### ***The role of annual household income***

In the Immigrants & Visible Minorities group, those with annual household income of less than \$45,000 were most likely to report experiencing discrimination in the Huron-Perth area. In the Indigenous Peoples group, those with annual household income of \$45,001 to \$80,000 were most likely to report experiencing discrimination in the Huron-Perth area. In the comparison White Non-immigrants group, the likelihood of experiencing discrimination was the highest in those whose annual household income was \$80,001 and more.

### **Percentage of Respondents Who Experienced Discrimination by Annual Household Income**

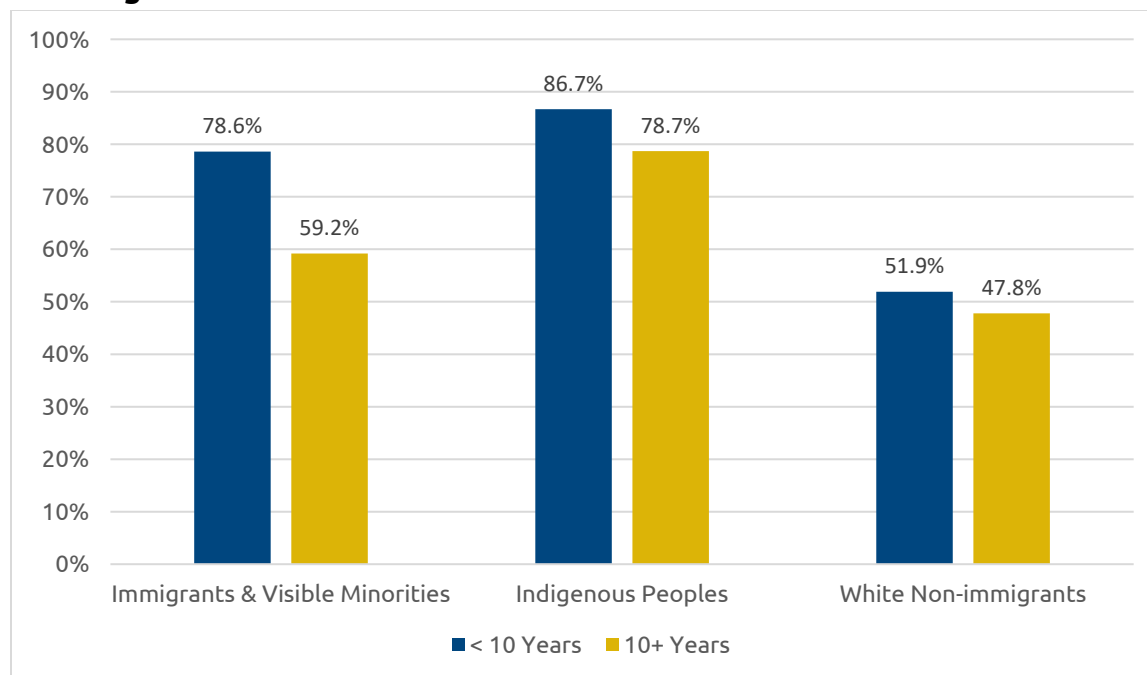


Note: Due to the small cell size, the finding for Indigenous Peoples with income of \$45,000 or less is suggestive only.

### ***The role of length of time residing in Huron-Perth***

Across all groups, respondents who have lived in the Huron-Perth area for less than 10 years were most likely to report experiencing discrimination in the past three years.

#### **Percentage of Respondents Who Experienced Discrimination by Length of Time Residing in Huron-Perth**

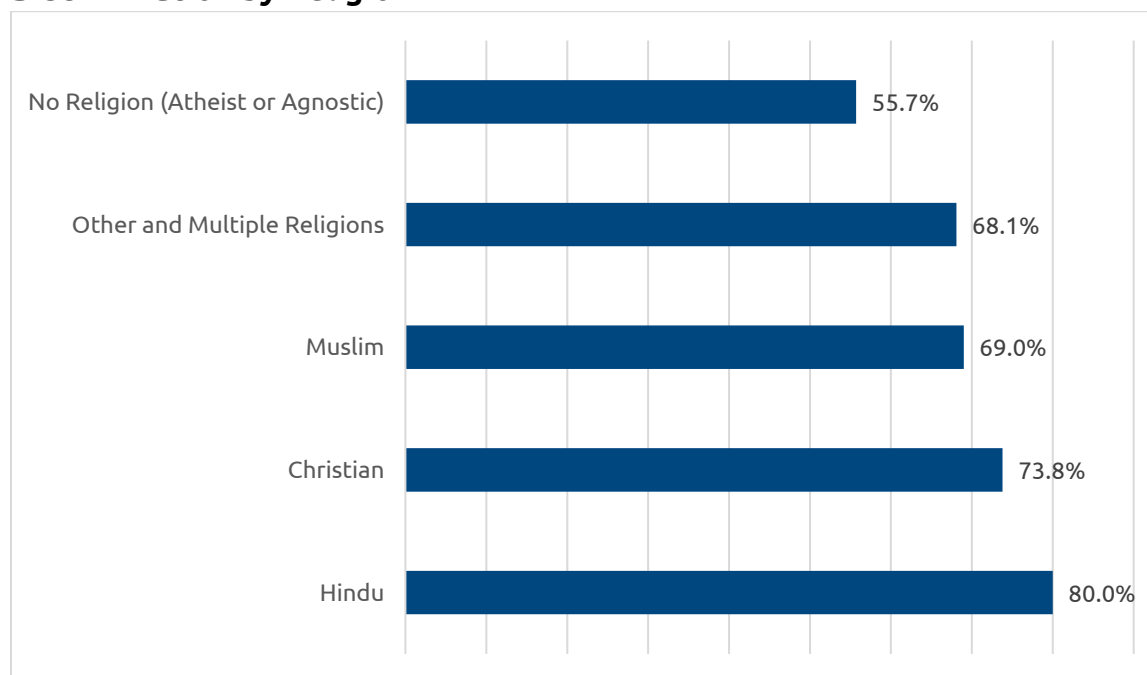


Note: Due to the small cell size, the finding for Indigenous Peoples who have lived in the Huron-Perth area for less than 10 years is suggestive only.

### ***Immigrants and visible minorities: The role of religion***

In the Immigrants & Visible Minorities group, Hindus were most likely to report experiencing discrimination in the Huron-Perth area.

#### **Percentage of Immigrant and Visible Minority Respondents Who Experienced Discrimination by Religion**

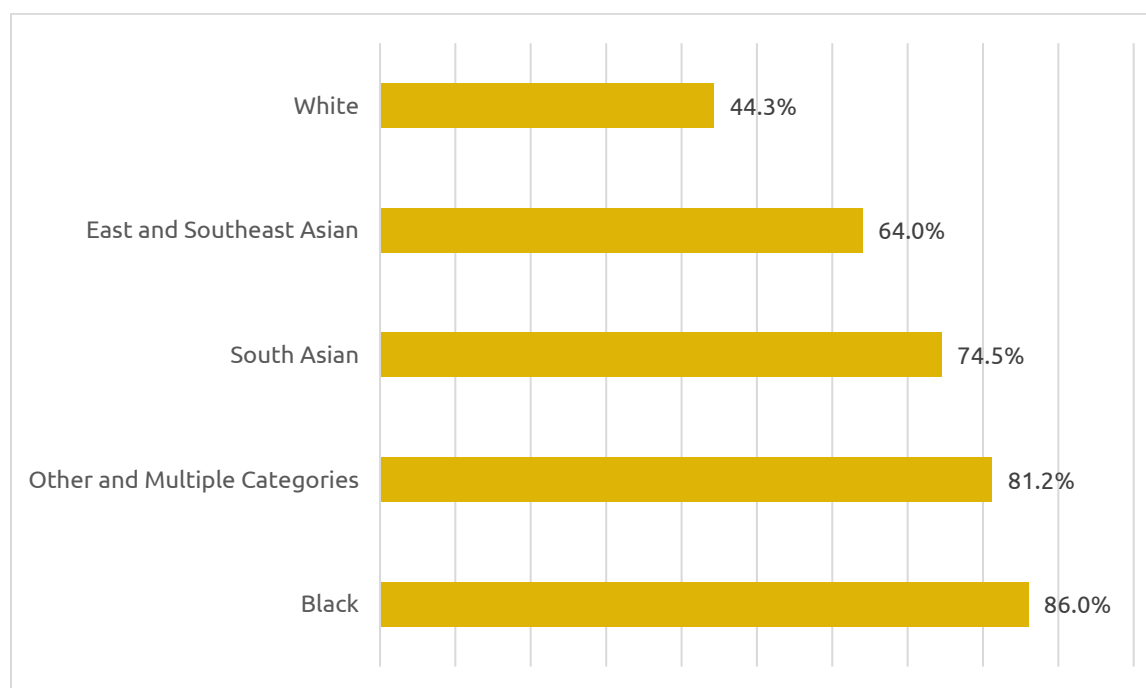


Note: The “Other and Multiple” religions category includes people who indicated that they are Baha’i, Buddhist, Jewish, Mennonite, Traditional / Spirituality, and other, as well as people who indicated more than one religion.

### ***Immigrants and visible minorities: The role of ethnicity/race***

In the Immigrants & Visible Minorities group, Black respondents were most likely to report experiencing discrimination in the Huron-Perth area.

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



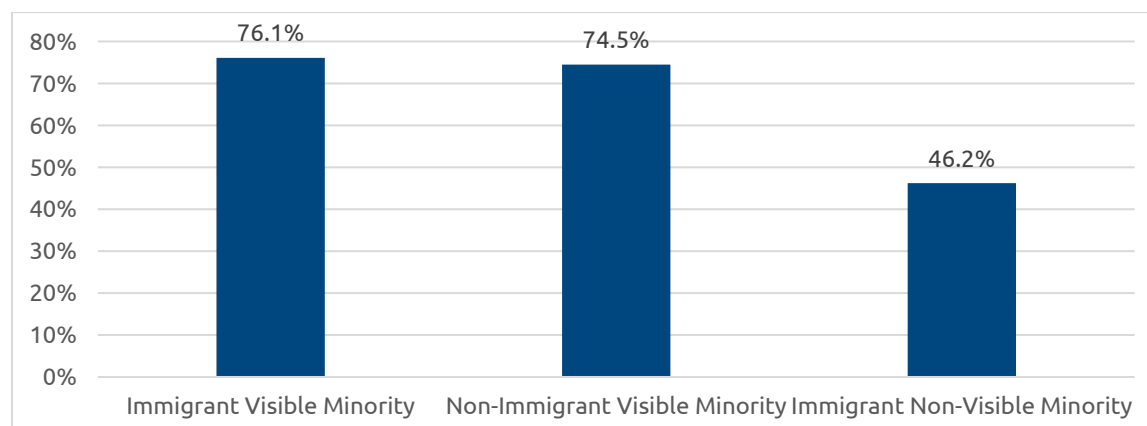
Note: The “Other and Multiple” category includes people who indicated that they are Arab, Indigenous, Latin American, West Asian, or other, as well as people who indicated more than one category (e.g., White and Latin American).

A follow-up analysis examined experiences of discrimination in Immigrants & Visible Minority respondents who identified as West Asian, Arab, and Indigenous. In this subgroup, 83.3% of respondents indicated experiencing discrimination.

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

In the Immigrants & Visible Minorities group, immigrant visible minorities were most likely to report experiencing discrimination in the Huron-Perth area.

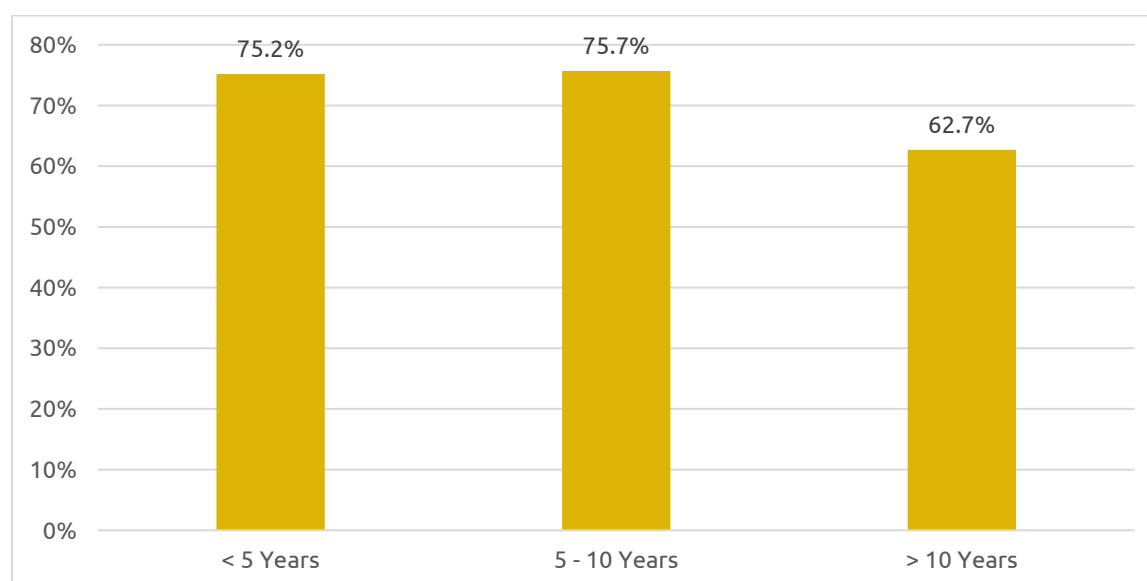
### Percentage of Immigrant and Visible Minority Group Respondents Who Experienced Discrimination as a Function of their Immigrant and Visible Minority Statuses



### *Immigrants: The role of length of time in Canada*

Of the immigrant respondents, those who had lived in Canada for less than 10 years were most likely to report experiencing discrimination in the past three years in the Huron-Perth area.

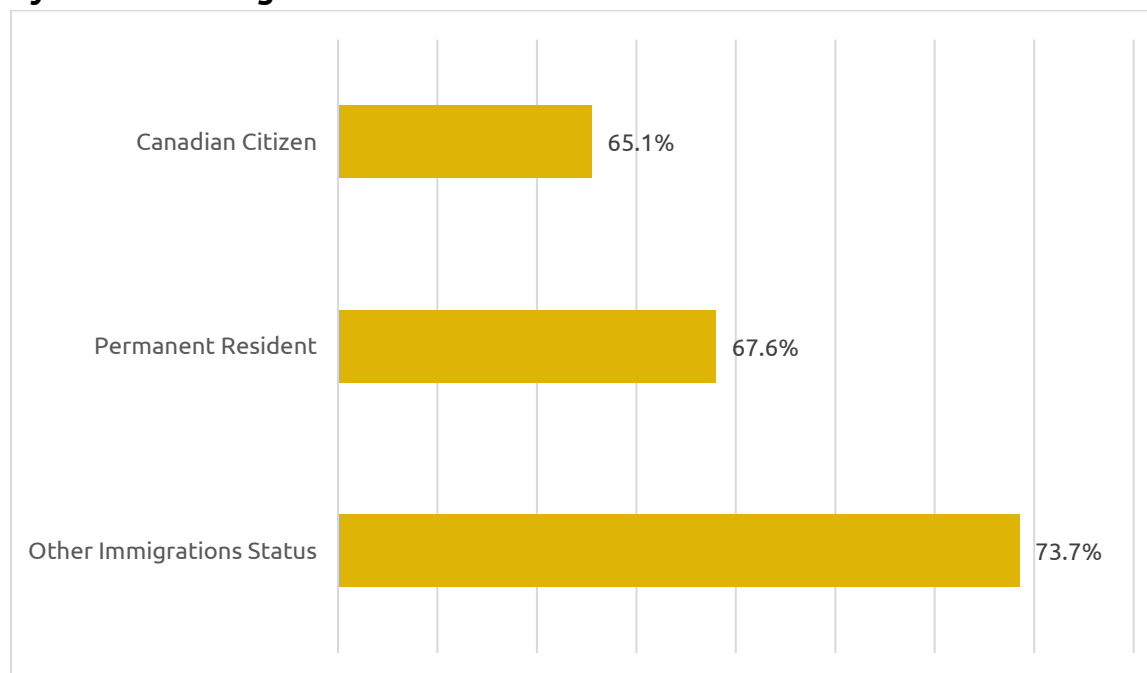
### Percentage of Immigrants Who Experienced Discrimination by Length of Time in Canada



### ***Immigrants: The role of current immigration status***

Of the immigrant respondents, those who had other status (temporary resident, protected person, refugee claimant, undocumented, or other) were most likely to report experiencing discrimination in the Huron- Perth area.

#### **Percentage of Immigrants Who Experienced Discrimination by Current Immigration Status**



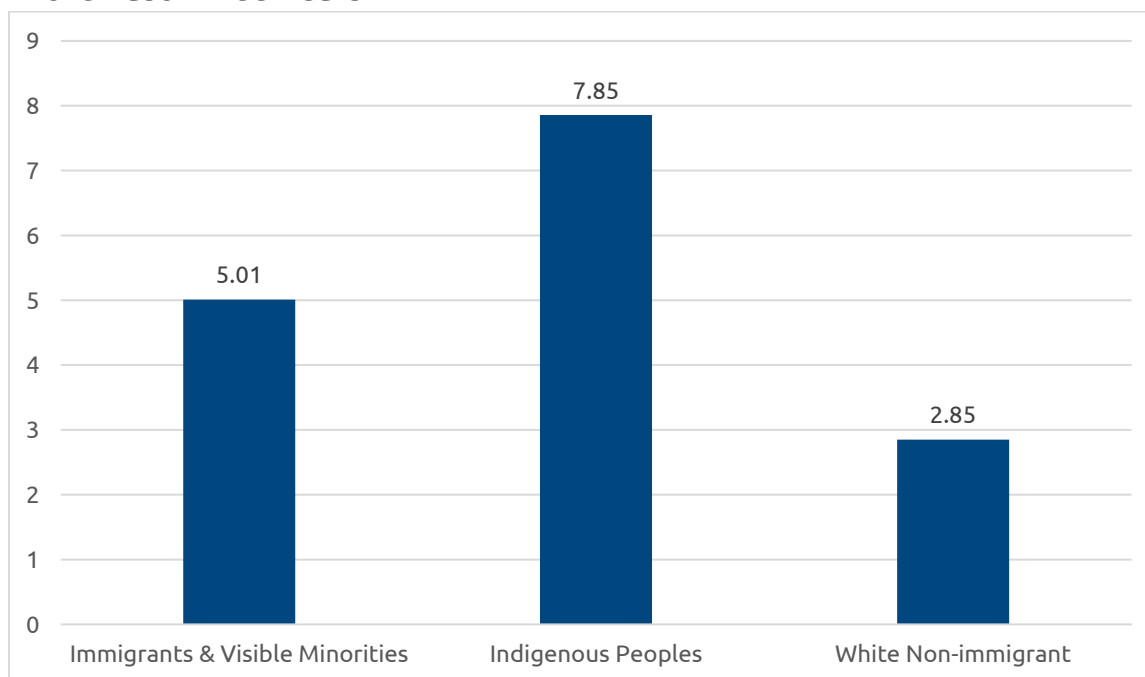
Note: Due to the small cell size, the finding for Immigrants & Visible Minorities with Other immigration status is suggestive only. The “Other Immigration Status” category included protected persons, temporary residents, refugee claimants, and those who are undocumented.

#### **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.



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



A follow-up analysis examined the average number of contexts in which respondents in each category experienced discrimination in the past three years by gender. As seen table below, in all three groups, males reported experiencing discrimination in more contexts than did females.

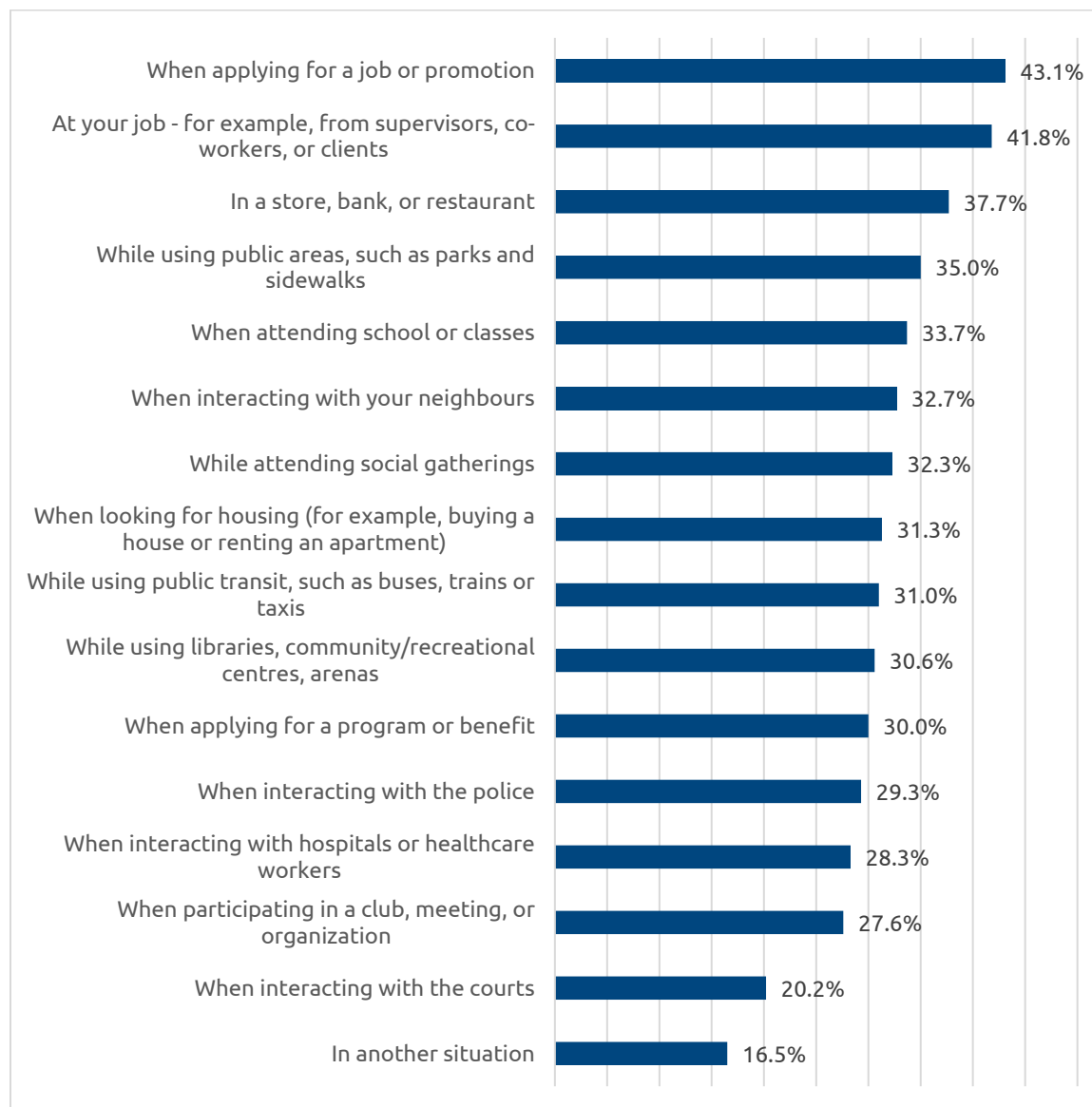
***Gender Differences in Average Number of Contexts in Which Respondents Experienced Discrimination in the Past Three Years***

	<b>Immigrants &amp; Visible Minorities (N = 297)</b>	<b>Indigenous Peoples (N = 62)</b>	<b>Immigrants &amp; Visible Minorities (N = 297)</b>
Women	4.79	7.19	2.32
Men	5.21	8.57	3.68

**In what contexts is this discrimination being experienced?**

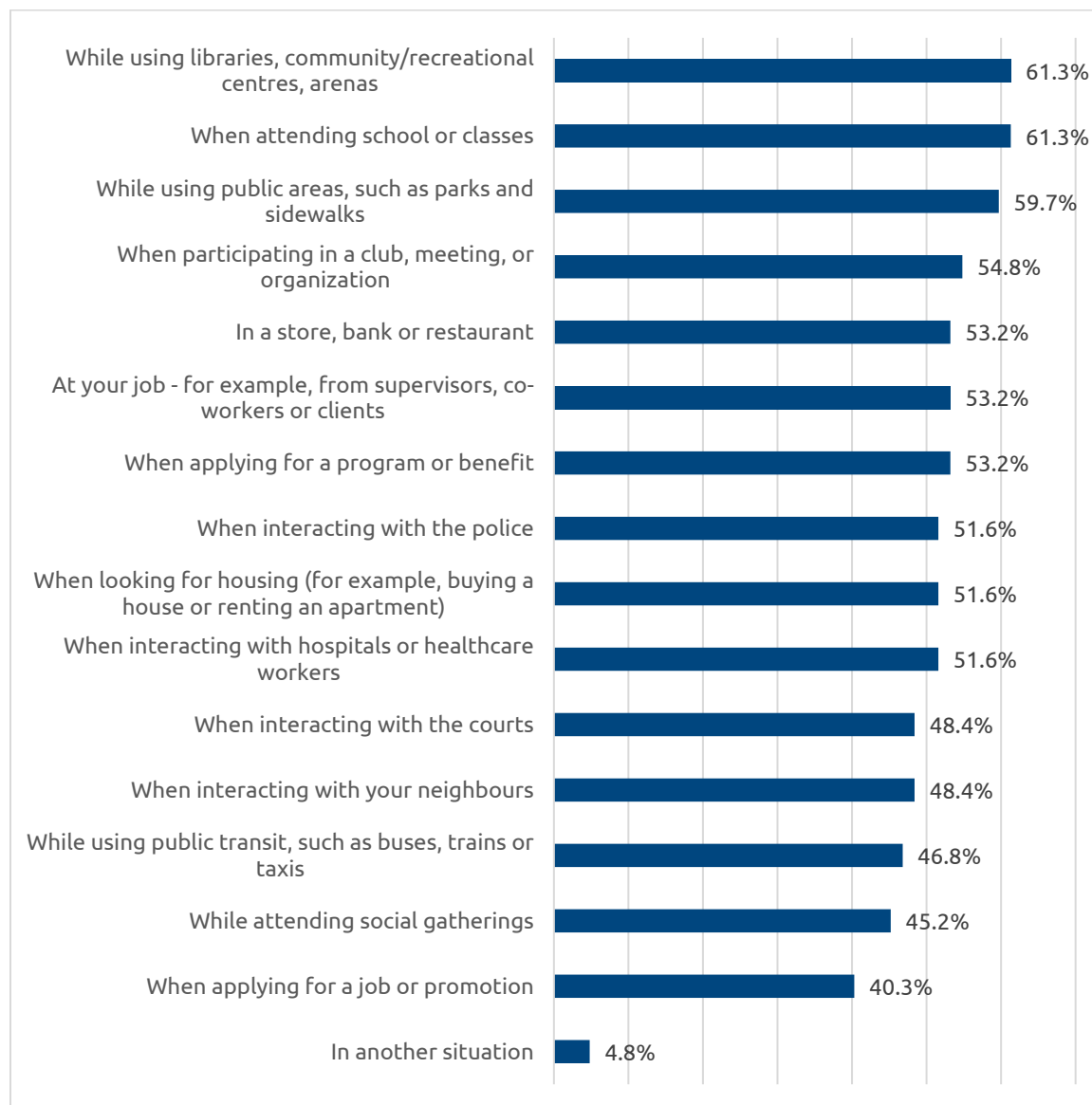
Overall, Immigrants & Visible Minorities are most likely to experience discrimination in the Huron- Perth area when applying for a job or promotion, at their job (from supervisors, co-workers, or clients), in a store, bank or restaurant, while using public areas, such as parks and sidewalks, and when attending school or classes.

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



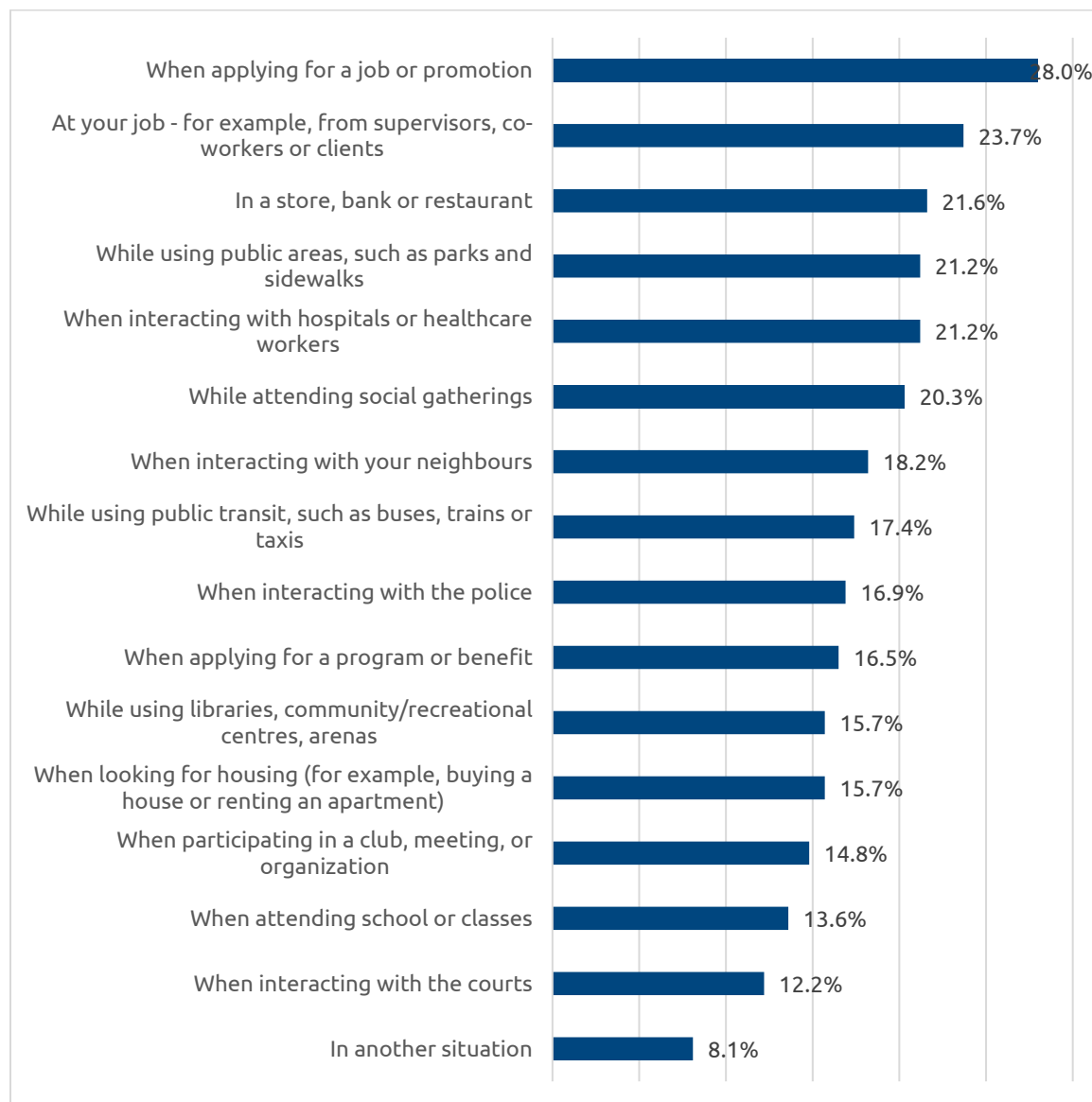
Overall, Indigenous Peoples report experiencing discrimination in the Huron-Perth area in many contexts. They are most likely to experience discrimination in Huron-Perth area while using libraries, community/recreational centres, arenas, when attending school or classes, while using public areas, such as parks and sidewalks, when participating in a club, meeting or organization, in a store, bank, or restaurant, at their job (e.g., from supervisors, co-workers, or clients), and when applying for a program or benefit.

## Indigenous Peoples: Contexts In Which Discrimination Occurred



Overall, White Non-immigrants are most likely to experience discrimination in the Huron-Perth area when applying for a job or promotion, at their job (e.g., from supervisors, co-workers, or clients), in a store, bank, or restaurant, while using public areas, such as parks and sidewalks, and when interacting with hospitals or healthcare workers.

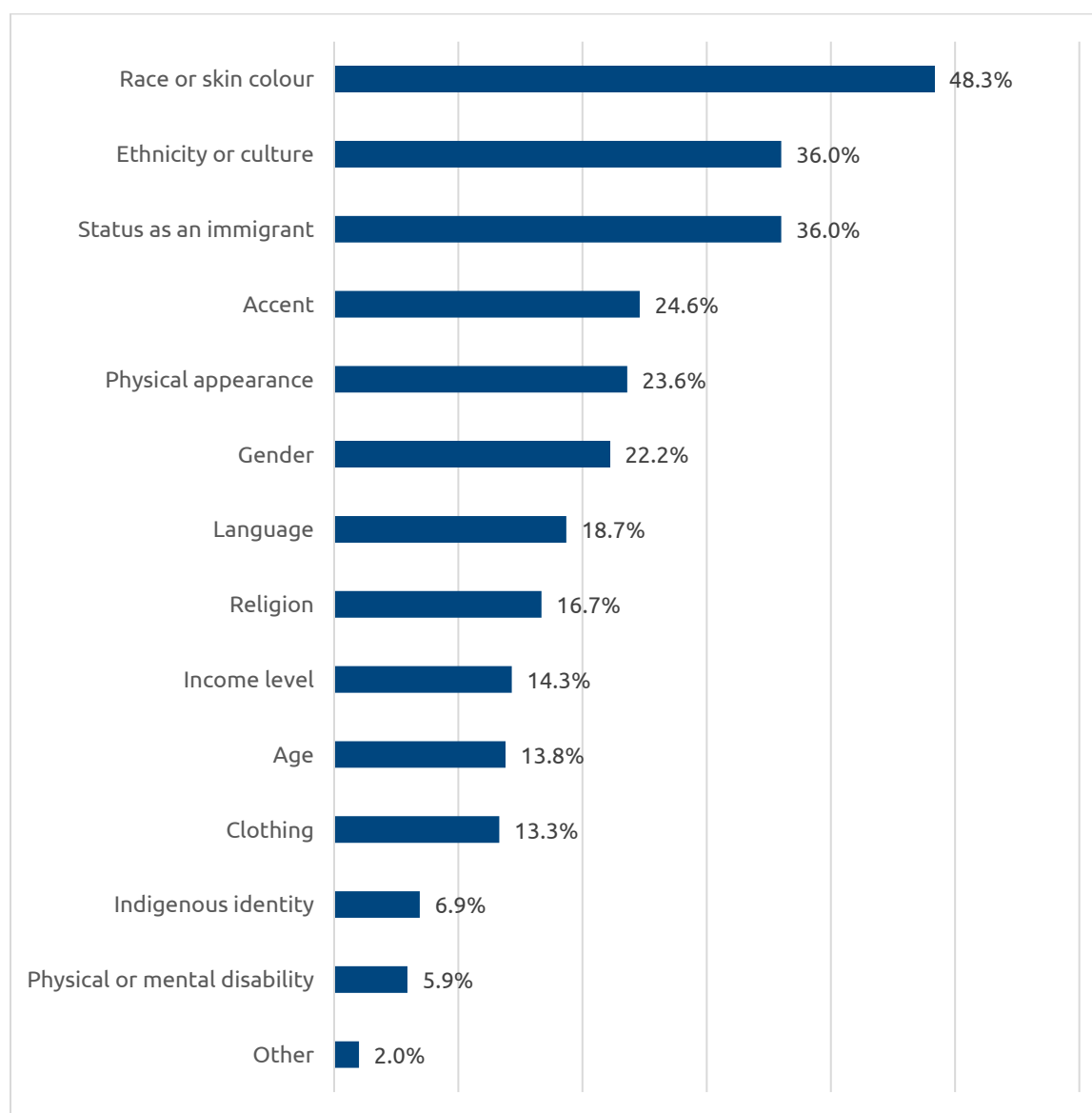
## White Non-immigrants: Contexts In Which Discrimination Occurred



## What are the presumed bases of experiences of discrimination?

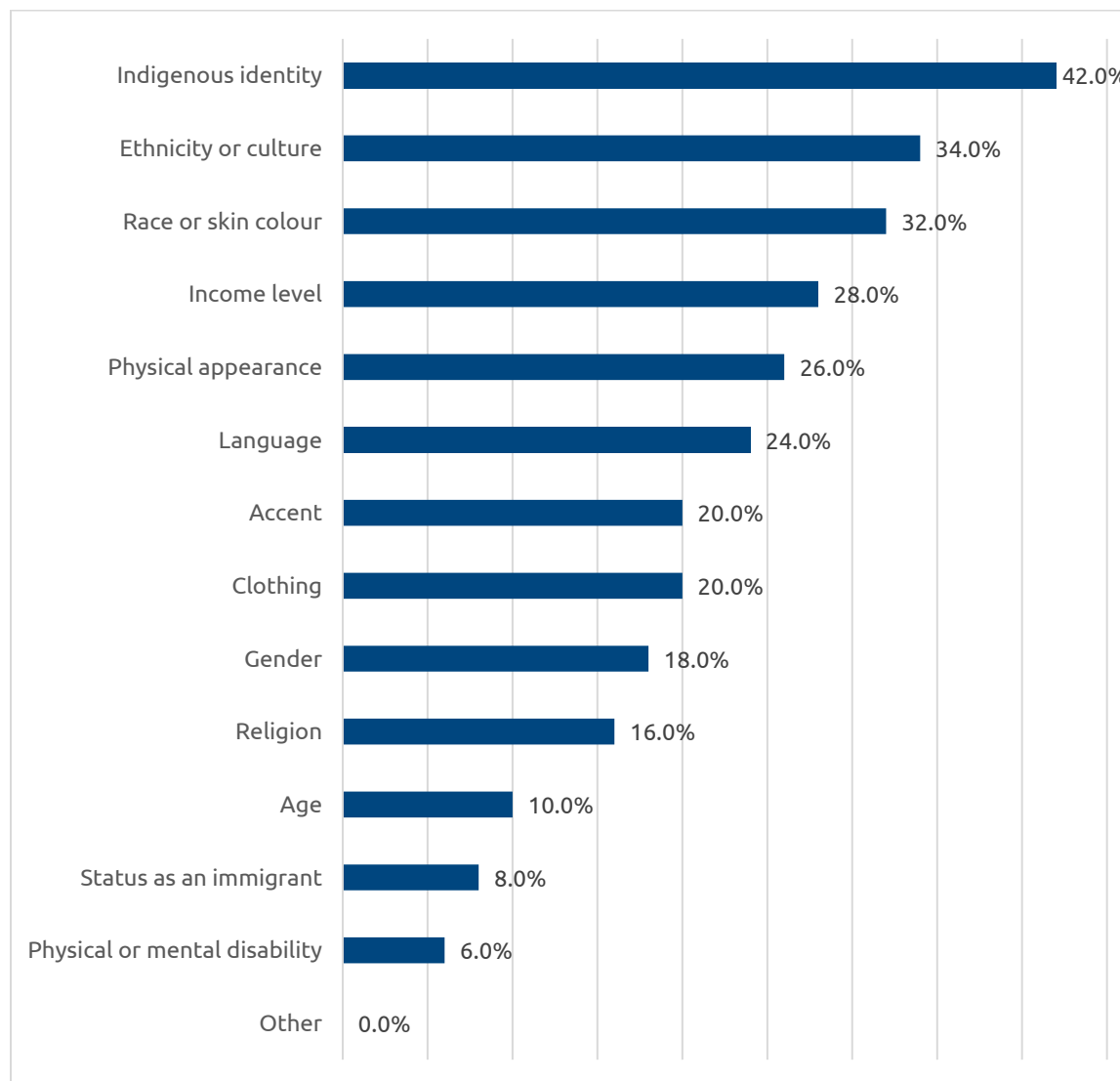
Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to indicate what they thought the main reasons were for their experiences of discrimination (respondents could choose more than one reason). Immigrants & Visible Minorities were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

### 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, ethnicity or culture, followed by race or skin colour.

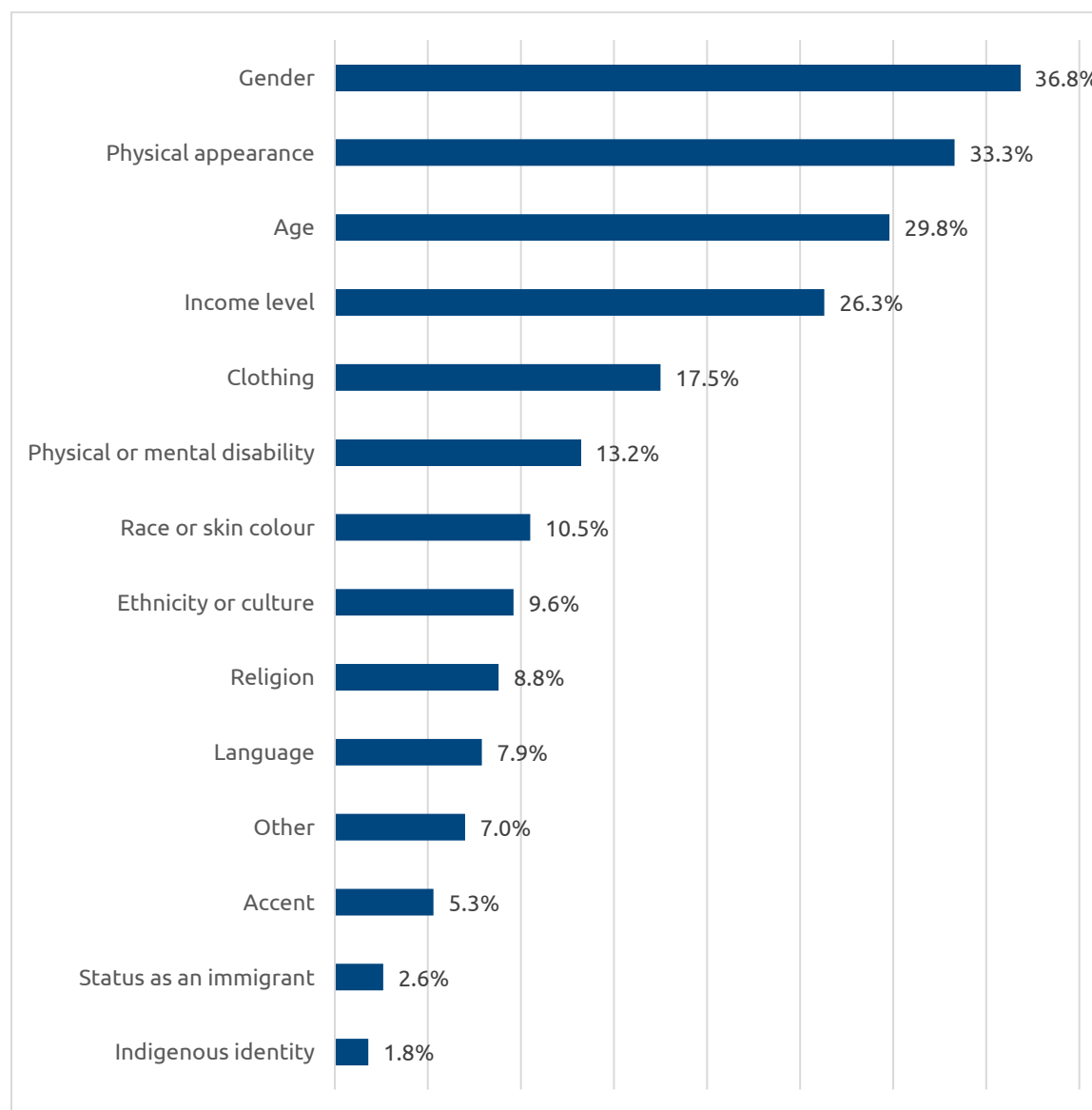
### Indigenous Peoples Who Had Experienced Discrimination: Percentage Who Indicated Each Basis for Discrimination



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 Huron-Perth area 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, physical appearance, and age.

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



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

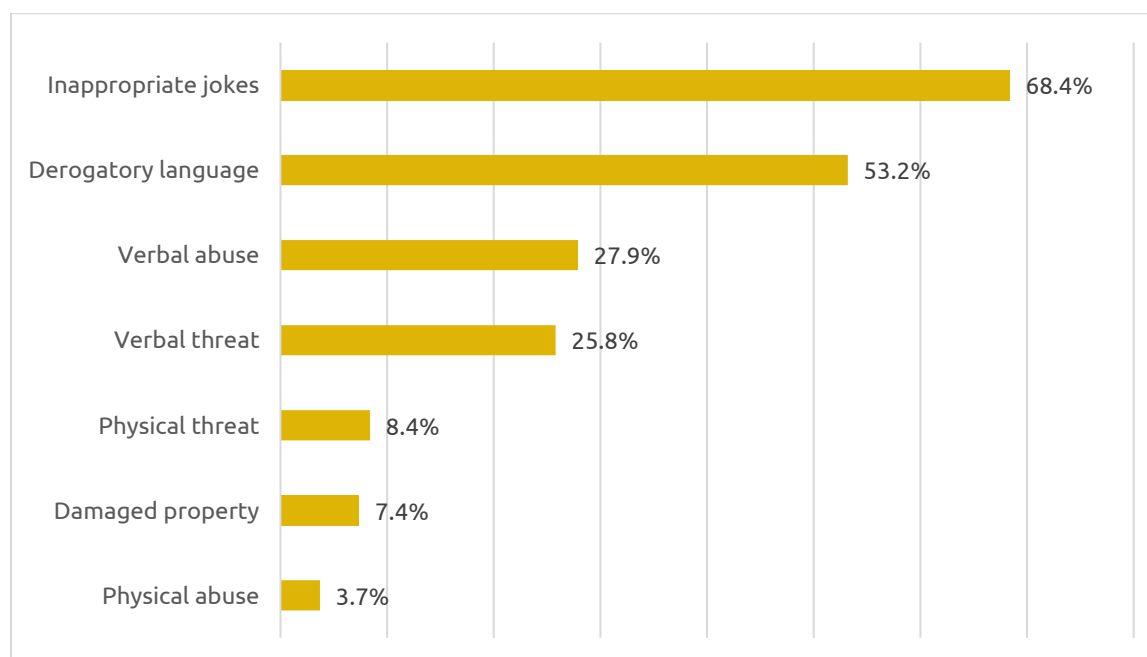


These results suggest that Immigrants & Visible Minorities and Indigenous Peoples are most likely to perceive their experiences of discrimination as based on ethnocultural factors related to different minority group statuses, such as race or skin colour, Indigenous identity, ethnicity or culture. In 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 35.8% reporting discrimination based on gender as compared to 11.1% of males), age, and physical appearance.

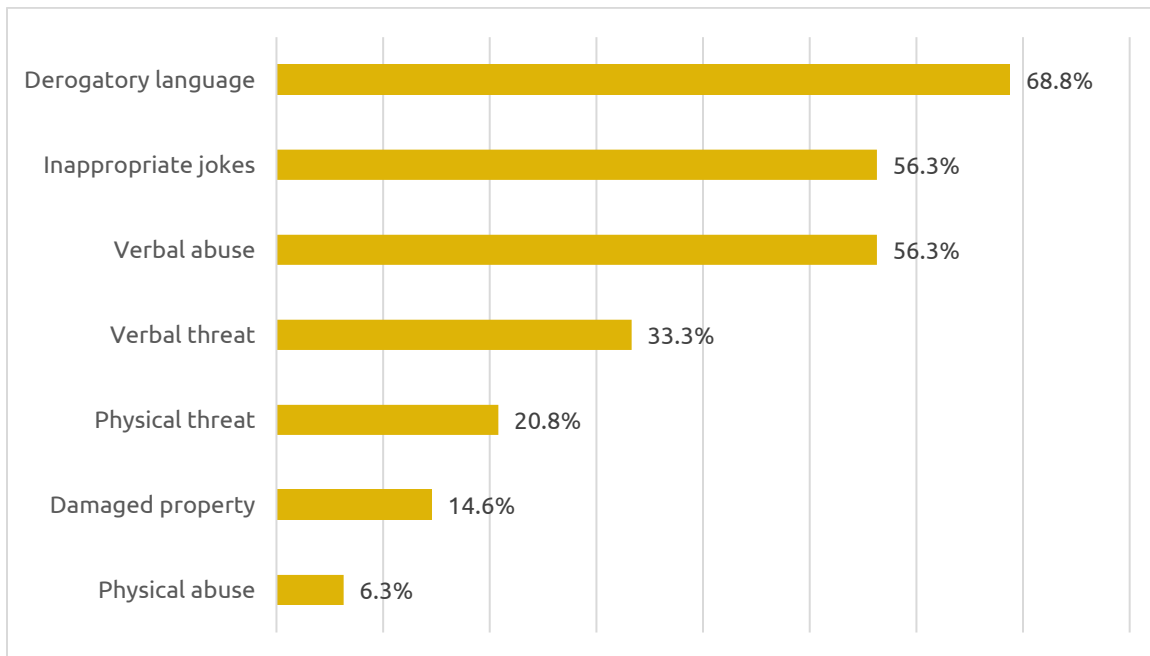
### **Are specific types of discrimination being experienced?**

Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to indicate whether they had experienced specific types of discrimination (respondents could choose more than one type). Across all groups, respondents were most likely to report that they had experienced inappropriate jokes and derogatory language, followed by verbal abuse or verbal threat. Of note, Indigenous Peoples also noted considerable levels of physical threat.

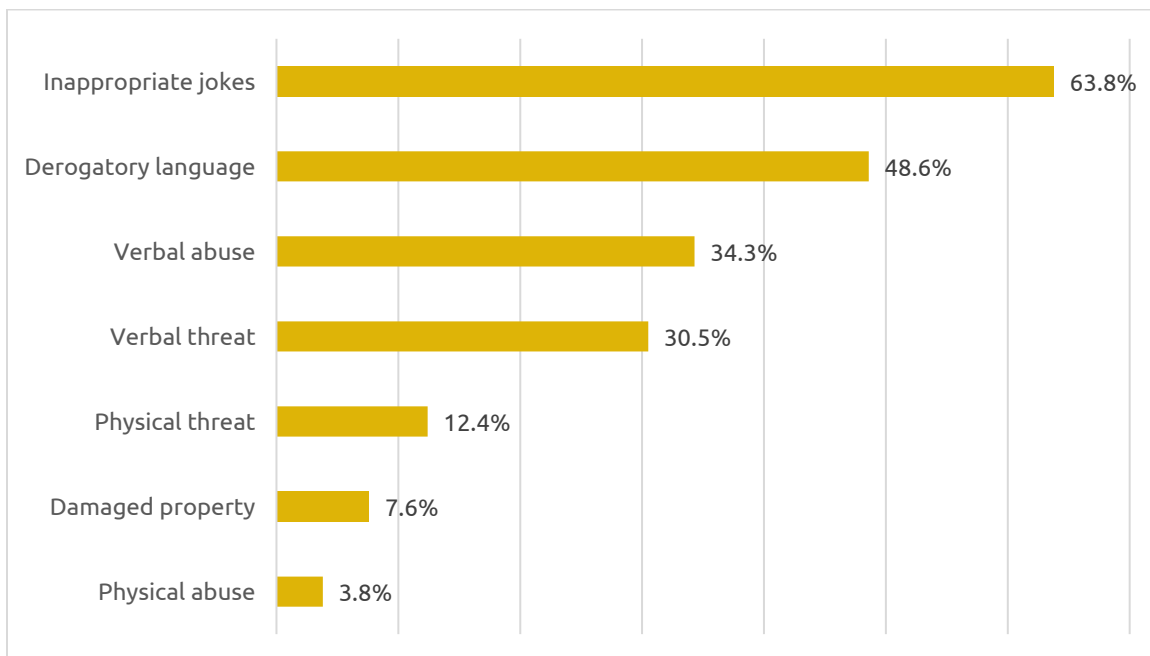
### **Immigrants & Visible Minorities Who Had Experienced Discrimination: Percentage Who Had Experienced Each Type of Discrimination**



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



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

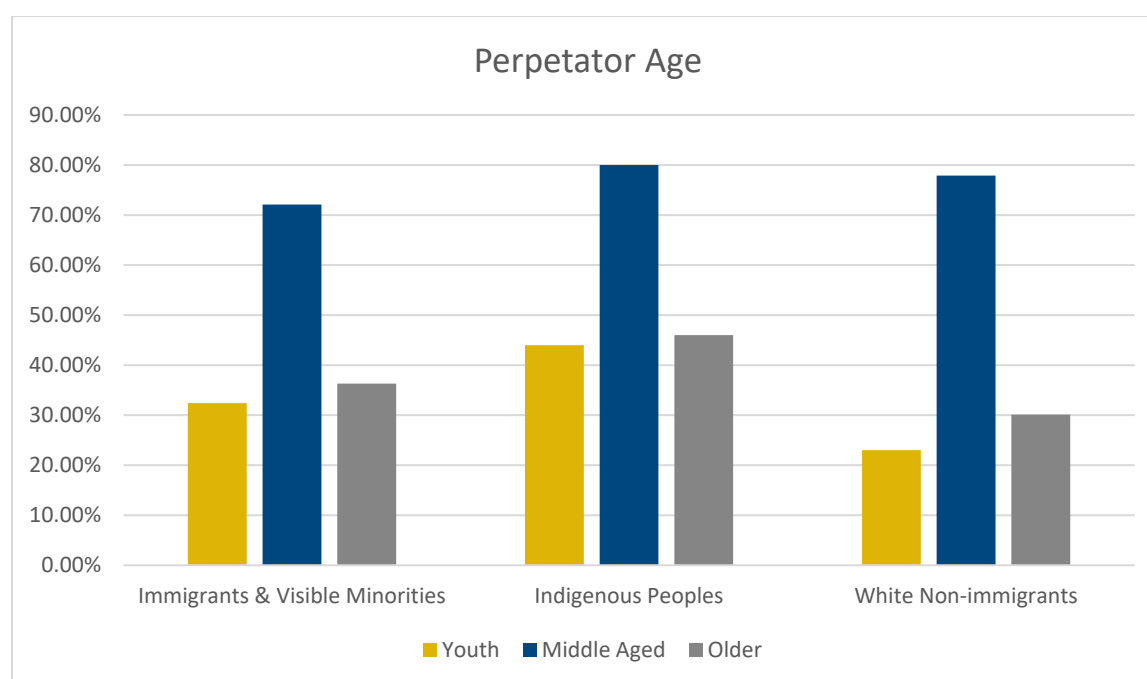


## Who are the perpetrators of discrimination?

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 ethnicity (respondents could choose more than one response for each category).

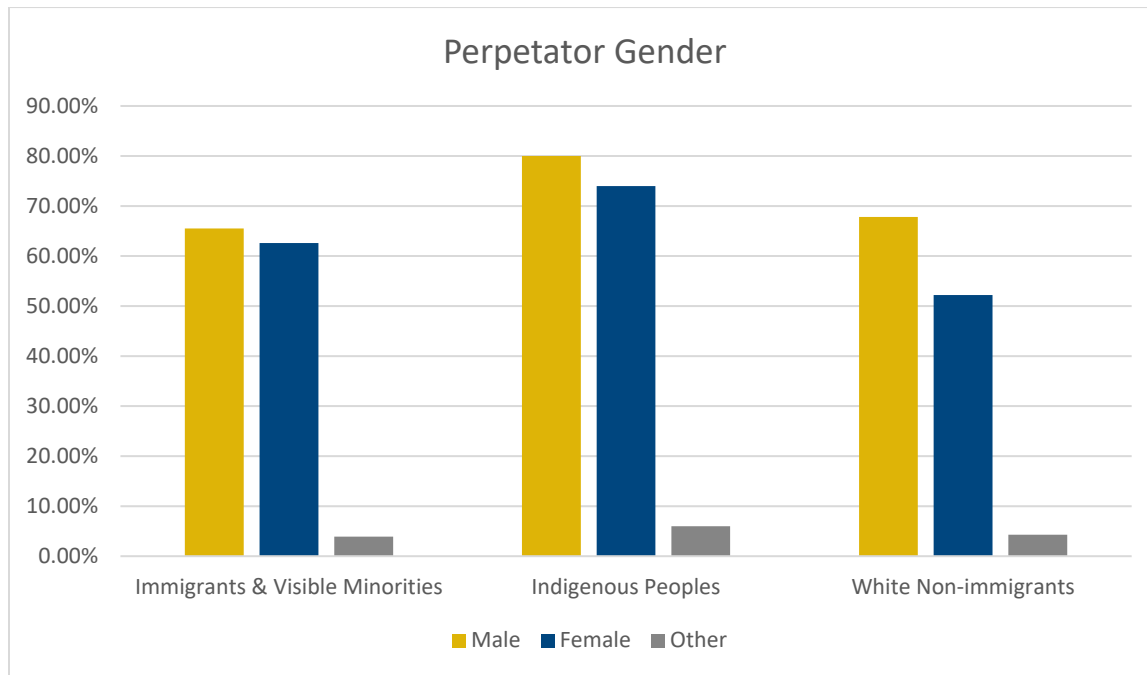
### *Perpetrator age*

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



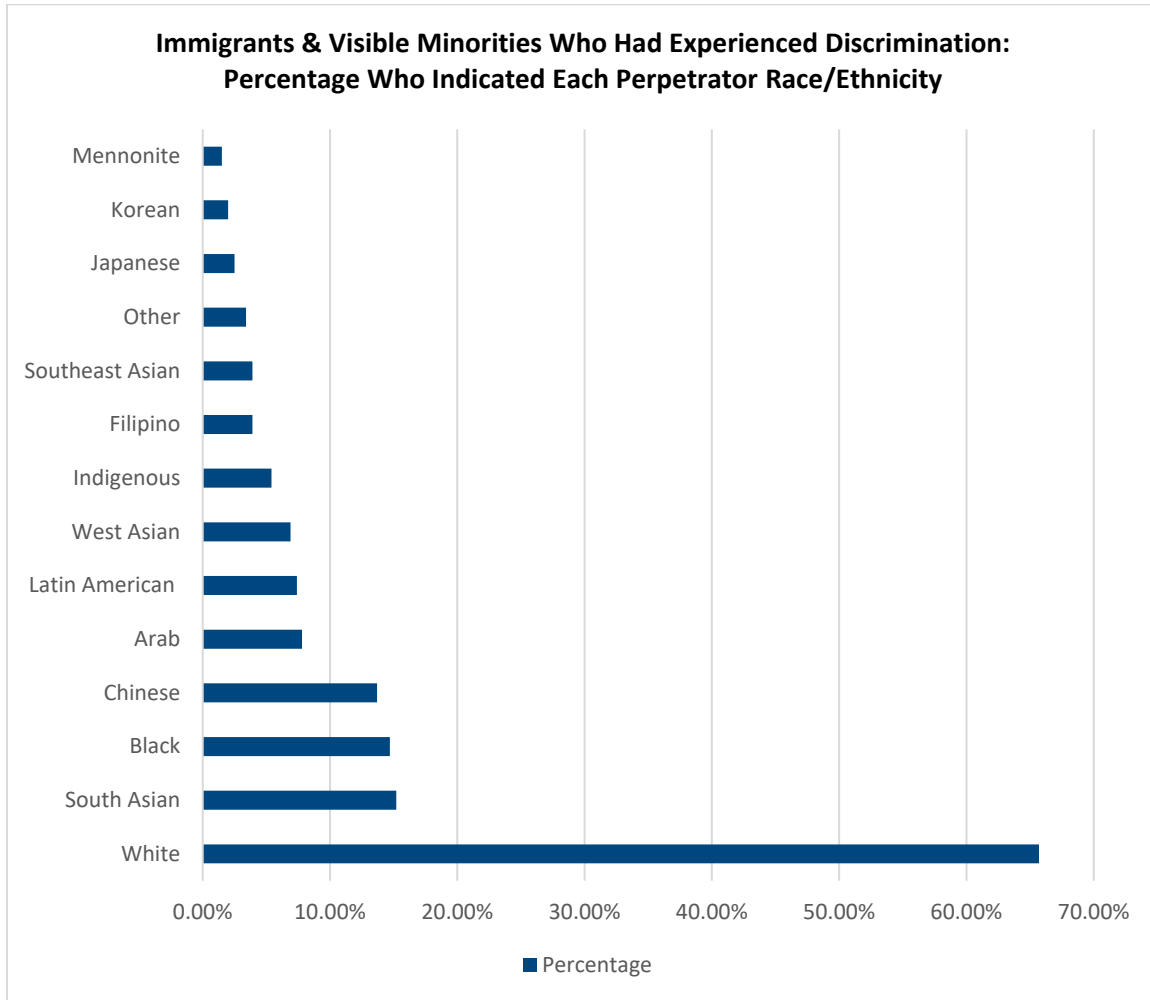
### ***Perpetrator gender***

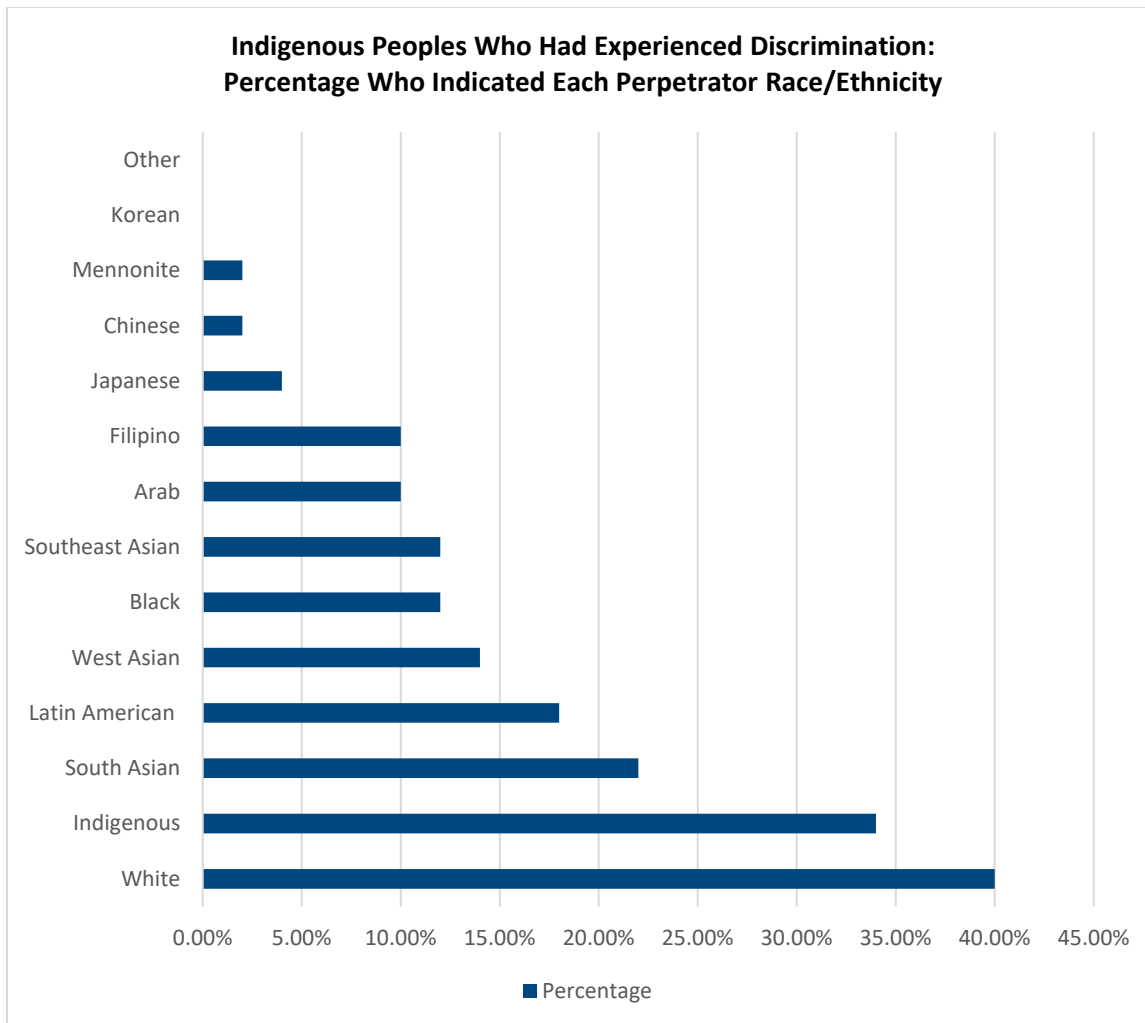
In all three groups, respondents reported perpetrators as most likely to be male.

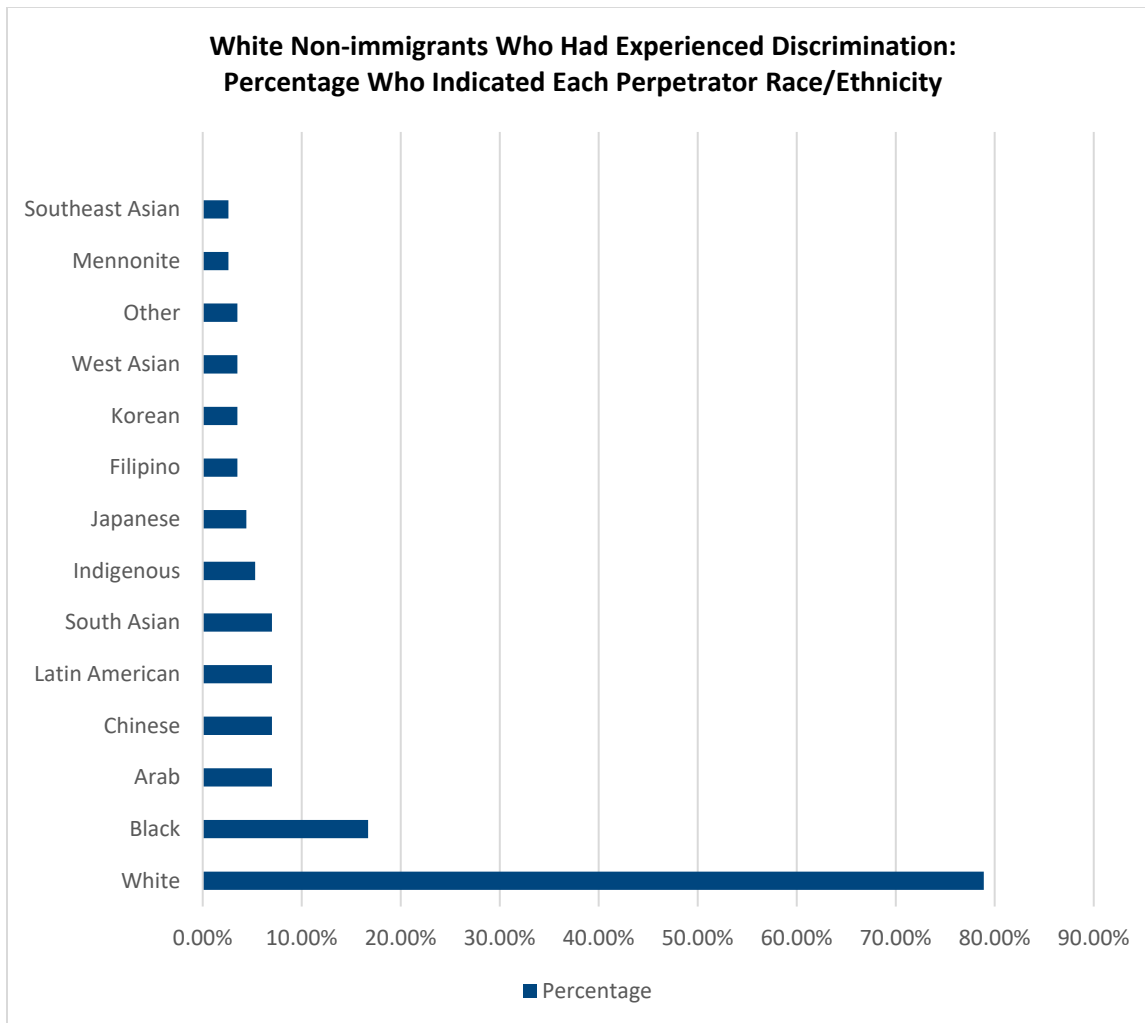


### ***Perpetrator race or ethnicity***

All three groups of respondents reported that perpetrators were most likely to be White, though Indigenous Peoples also often reported that perpetrators included other Indigenous Peoples.

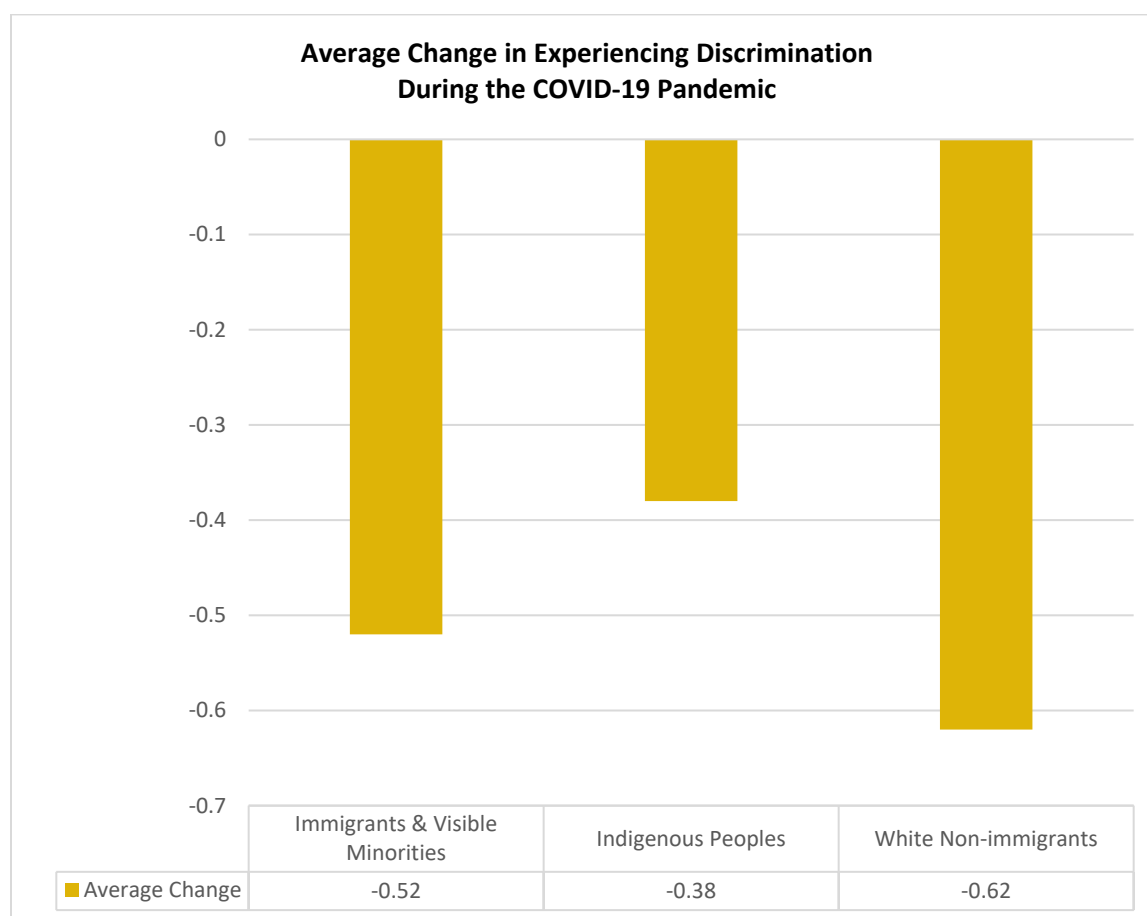






## Have experiences of discrimination increased or decreased during the COVID-19 pandemic?

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. White Non-immigrants reported that discrimination decreased to a greater extent than Immigrants & Visible Minorities and Indigenous Peoples.



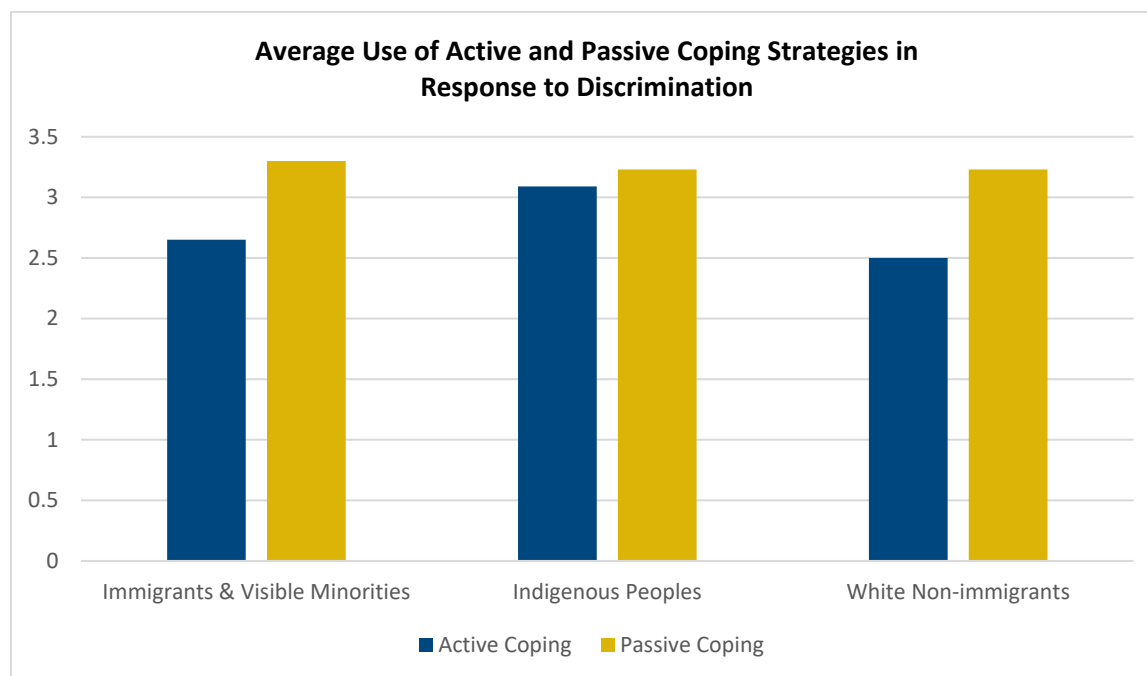
Note: Possible responses could range from much lower (-2) to much higher (+2).



## 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, talked to someone about how you were feeling, expressed anger or got mad) and passive (e.g., accepted it as the way things are, ignored it, avoided situations where it could happen again)<sup>3</sup> 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. Indigenous Peoples tended to use active coping strategies more often than respondents in the other two groups.

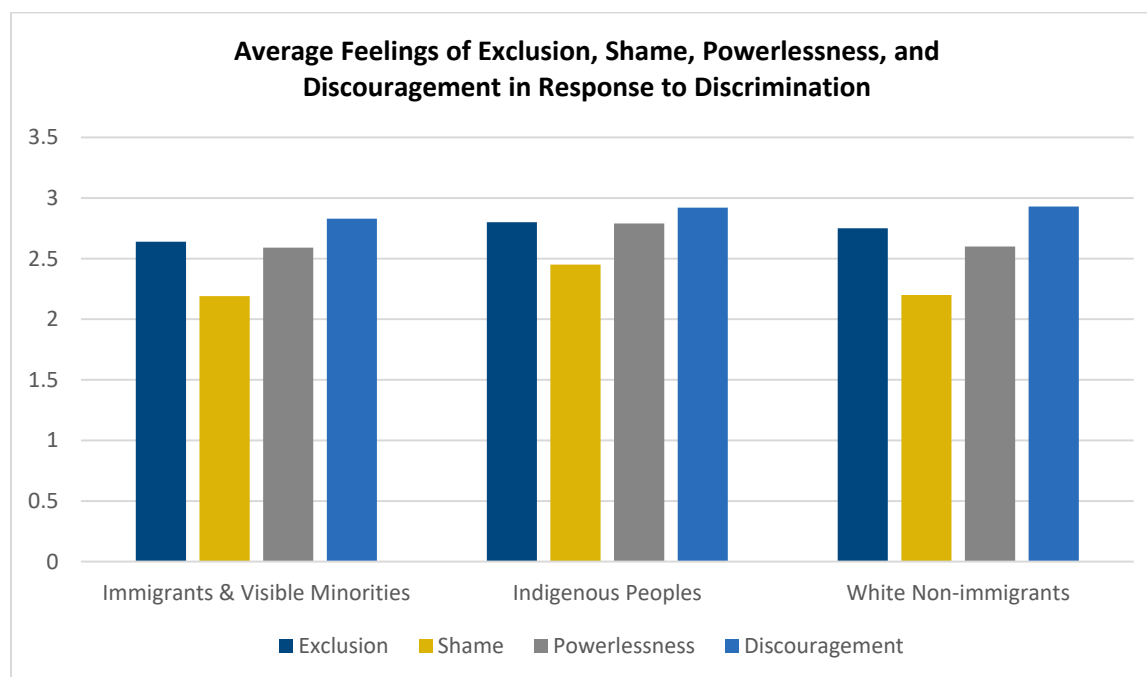


Note: Possible responses could range from never (1) to always (5).

<sup>3</sup>The full list of coping strategies is available in the Appendix, question 21.

## 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; unwanted), shame (e.g., ashamed; foolish), powerlessness (e.g., helpless; weak), and discouragement (e.g., discouraged; frustrated)<sup>4</sup>. All three groups of respondents tended to experience discouragement, exclusion, and powerlessness more than shame.

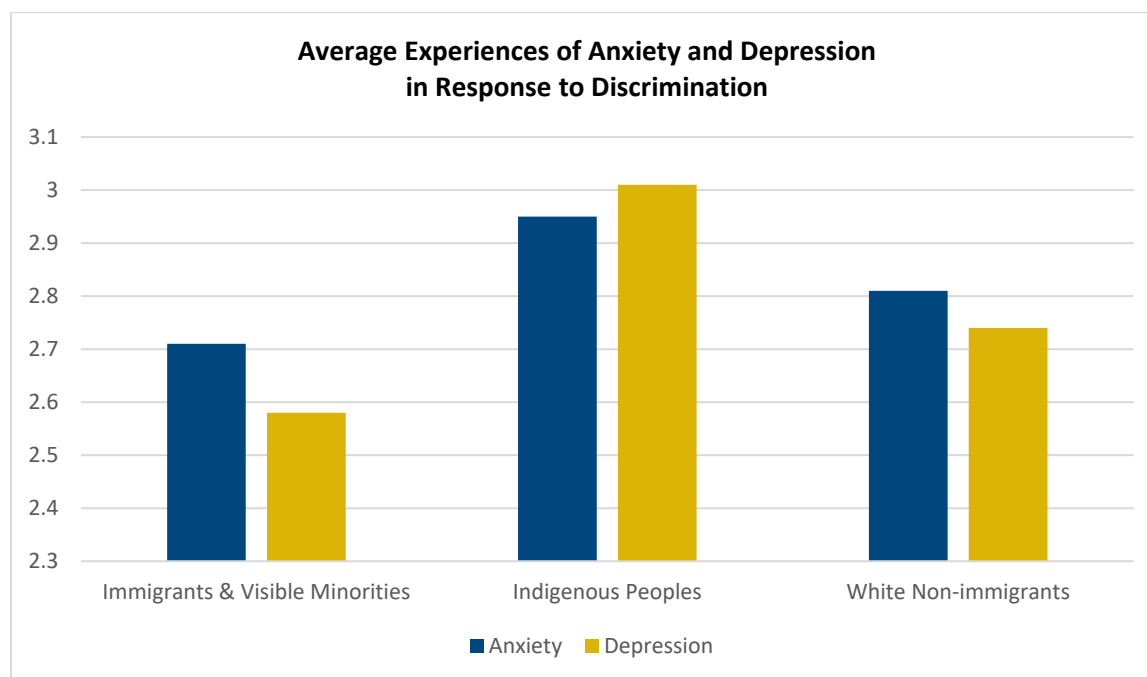


Note: Possible responses could range from never (1) to always (5).

<sup>4</sup> The full list of feelings is available in the Appendix, question 22.

## How much psychological distress is experienced in response to discrimination?

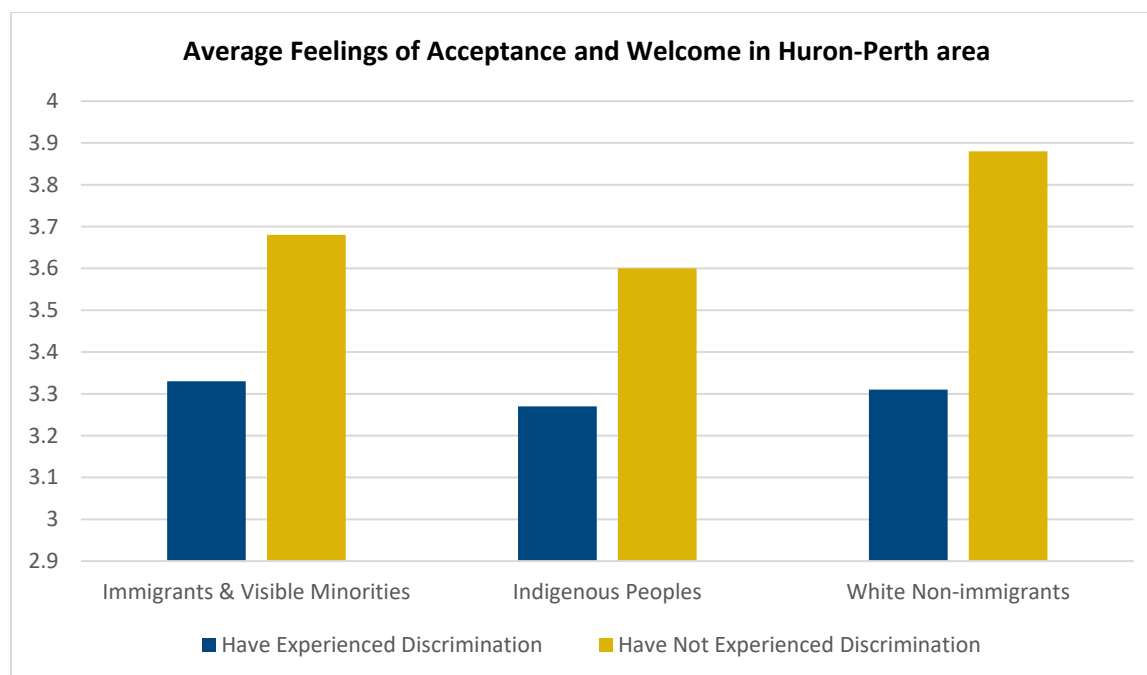
Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to what extent they experienced psychological distress in response to the discrimination across four items, which were then combined into anxiety (e.g., nervous, anxious, or on edge; not being able to stop or control worrying) and depression (e.g., down, depressed, or hopeless; little interest or pleasure in doing things). All three groups of respondents experienced some level of anxiety and depression, though Indigenous Peoples were especially likely to experience both aspects of distress.



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

## Huron-Perth area as a Welcoming Community

All respondents were asked to what extent they felt accepted and welcomed in the Huron-Perth area at the present time using five items, which were combined. Overall, Immigrants & Visible Minorities and Indigenous Peoples tended to report a slightly lower sense of acceptance and welcome in the Huron-Perth area than the comparison White Non-immigrants group. Across all three groups, the sense of acceptance and welcome was lower in those who had experienced discrimination in the last three years compared to those who had not.



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

## Summary of Findings

### **Immigrants & Visible Minorities**

Approximately seven out of ten respondents in the Immigrants & Visible Minorities group reported experiencing discrimination in the Huron-Perth area in the past three years. Those who were 18-35 years old, respondents who obtained secondary school education or less, respondents with annual household income of less than \$45,000, and those who had lived in the Huron-Perth area for less than 10 years were most likely to report experiencing discrimination. Also, for Immigrants & Visible Minorities, religion and ethnicity/race played a role. In particular, Hindu and Black respondents were most likely to report experiencing discrimination in the Huron-Perth area. In terms of specific characteristics of immigrants, those who had other status (temporary resident, protected person, refugee claimant, undocumented, or other) and those who had lived in Canada for less than 10 years were most likely to report experiencing discrimination in the Huron-Perth area.

Immigrants & Visible Minorities were most likely to experience discrimination when applying for a job or promotion, at their job (from supervisors, co-workers, or clients), in a store, bank or restaurant, while using public areas, such as parks and sidewalks, and when attending school or classes. The most common bases for discrimination reported by Immigrants & Visible Minorities were their race or skin colour, ethnicity or culture, and status as an immigrant. 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. Perpetrators were most commonly reported to be males, 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. Those who had experienced discrimination reported lower feelings of acceptance and welcome in the Huron-Perth area than those who had not experienced discrimination.

### **Indigenous Peoples**

In the Indigenous Peoples group, approximately eight out of ten respondents reported experiencing discrimination in the Huron-Perth area in the past three years. Those who were 18-35 years old, male, those who were primarily employed, those

with annual household income of \$45,001 to \$80,000, and those who had lived in the Huron-Perth area for less than 10 years were most 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 libraries, community/recreational centres, arenas, when attending school or classes, while using public areas, such as parks and sidewalks, when participating in a club, meeting or organization, in a store, bank, or restaurant, at their job (e.g., from supervisors, co-workers, and clients), and when applying for a program or benefit.

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

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. They also reported experiencing slightly more anxiety and depression than Immigrants & Visible Minorities and White Non-Immigrants. On average, they indicated using both active and passive coping strategies to deal with their discrimination experiences; they tended to use active coping strategies more often than the other two groups. As for the other two groups, those who had experienced discrimination reported lower feelings of acceptance and welcome in the Huron-Perth area than those who had not experienced discrimination.

### **Comparison White Non-immigrants**

Almost five out of ten respondents in the comparison White Non-immigrants group reported experiencing discrimination in the Huron-Perth area 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), in a store, bank, or restaurant, while using public areas, such as parks and sidewalks, and when interacting with hospitals or healthcare workers. White Non-immigrants reported that the main reasons for their discrimination experiences had to do with more universal factors such as gender, physical appearance, and age. Of interest, White Non-immigrants reported a slightly 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, slightly higher feelings of acceptance and welcome in the Huron Perth area than the other two groups, particularly if they had not experienced discrimination in the last three years.

### **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 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 less likely to be employed full-time, part-time, or self-employed 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 the Huron-Perth area and, indeed, in our Immigrants & Visible Minorities sample over 50% 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 the Huron Perth area. This was particularly the case among Indigenous Peoples, with 8 out of 10 Indigenous respondents indicating that they had experienced discrimination. This finding is especially concerning and is in line with other findings on widespread racial discrimination and racial profiling experienced by Indigenous Peoples across the Province of Ontario (Ontario Human Rights Commission, 2017a). Likewise, according to another report, a substantial number of Indigenous workers feel emotionally unsafe on the job (Catalyst Canada, 2021). Similarly, Immigrants & Visible Minorities reported higher rates of discrimination than White Non-Immigrants. Despite high rates of discrimination, many incidents go unreported, raising the question of why this might be the case. Some experiences of discrimination may go unreported due to their subtle nature, such as in the case of microaggressions against minorities, which may be misinterpreted or seen as invalid (Lui, 2020). Another reason for unreported discrimination experiences is a lack of trust in the system, lack of understanding of human rights, and harmful negative stereotypes about visible minorities and other marginalized groups (Ontario Human Rights Commission, 2017b). 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, Eliminate Hate (E8) 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 passive coping strategies were utilized more often 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 the Huron-Perth area. This was particularly the case for Indigenous Peoples, and among the Immigrants & Visible Minorities group, those who were visible minorities (whether immigrants or not). These discrimination experiences tended to be more prevalent in certain contexts. Across all three groups, three contexts were among the top most frequently mentioned contexts. These contexts included when using public areas (e.g., parks and sidewalks), in a store, bank or restaurant, and at their job (e.g., from supervisors, co-workers, or clients). Among Immigrants & Visible Minorities and Indigenous Peoples, these contexts also included when attending school or classes.

This suggests that anti-discrimination initiatives should focus on these particular contexts, developing common strategies across groups for settings such as public areas and employment settings, which tend to be common contexts of discrimination across groups, and for Immigrants & Visible Minorities and Indigenous Peoples, schools or classes. Targeted strategies for combatting the discrimination that Indigenous Peoples experience in a wide variety of other contexts should also be developed.

The current study also found that males were identified as perpetrators of discrimination. Perpetrators were also more 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 and derogatory language were most frequently mentioned by all three groups, followed by verbal abuse and threat. Indigenous Peoples also reported experiencing physical threat. These findings suggest that anti-discrimination initiatives in the Huron-Perth area 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 the Huron-Perth area.

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; Klev 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 that 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 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, Huron-Perth area 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 Huron-Perth

The next questions are about your experience with discrimination in the past 3 years (or in the time you have lived in the Huron-Perth 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 Huron-Perth area in the following situations.

1. While using libraries, community/recreational centres, arenas.
 

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always	<input type="checkbox"/> Does Not Apply
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2. While using public areas, such as parks and sidewalks.
 

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always	<input type="checkbox"/> Does Not Apply
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3. While using public transit, such as buses, trains or taxis.
 

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always	<input type="checkbox"/> Does Not Apply
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------	---
  
4. In a store, bank, or restaurant.
 

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always	<input type="checkbox"/> Does Not Apply
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------	---
  
5. When applying for a job or promotion.
 

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always	<input type="checkbox"/> Does Not Apply
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------	---
  
6. At your job – for example, from supervisors, co-workers, or clients.
 

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always	<input type="checkbox"/> Does Not Apply
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------	---
  
7. When interacting with the police.
 

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always	<input type="checkbox"/> Does Not Apply
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------	---
  
8. When interacting with the courts.
 

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always	<input type="checkbox"/> Does Not Apply
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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 Huron-Perth 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 Huron-Perth 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 Huron-Perth 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 Huron-Perth 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 Huron-Perth area?

Not at all       Slightly       Moderately       Very       Extremely

25. How much do you feel welcome in the Huron-Perth area?

Not at all       Slightly       Moderately       Very       Extremely

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

Not at all       Slightly       Moderately       Very       Extremely

27. How much do you feel recognized as part of the Huron-Perth area?

- Not at all     Slightly     Moderately     Very     Extremely

28. How much do you feel safe in the Huron-Perth 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-Referral 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 Huron-Perth 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