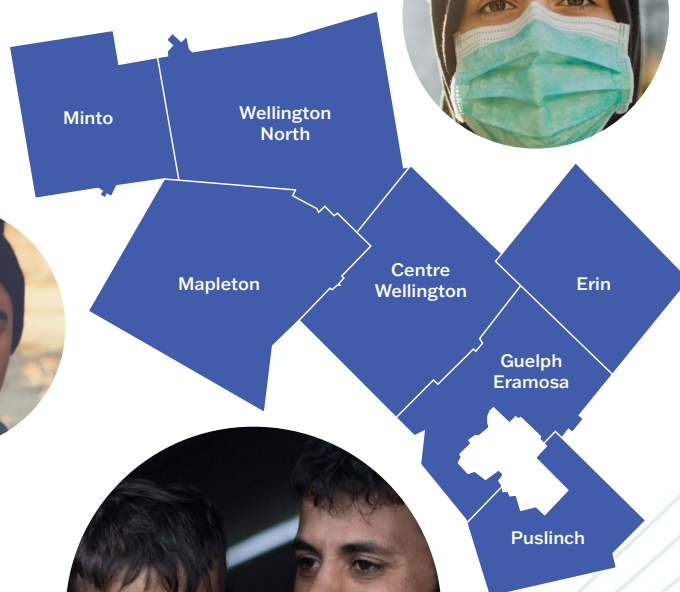


Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous Peoples in Wellington County

An Empirical Study by the
Guelph-Wellington Local
Immigration Partnership

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Executive Summary

This report provides insight into the discrimination experiences of immigrants, visible minorities and Indigenous Peoples in Wellington County in order to support the development of evidence-based anti-discrimination initiatives at the local level. To this end, a representative survey (N = 395) was conducted in March 2021 to examine the extent and context of discrimination experienced by Immigrants & Visible Minorities and Indigenous Peoples in Wellington County, 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, from whom they seek help, and their more general feelings of acceptance and welcome in the community. In addition, the survey included questions about racial equality in Wellington County and perceptions of Wellington County as a welcoming 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 Wellington County (though we of course acknowledge that not all immigrants in Wellington County are visible minorities and not all visible minorities in Wellington County are immigrants). In our Immigrants & Visible Minorities group, about 29% of respondents were both immigrants and visible minorities.



Reported experiencing discrimination in Wellington County

9 out of 10



Indigenous Peoples

7 out of 10



Immigrants and Visible Minorities

The results show that approximately 9 out of 10 Indigenous Peoples and about 7 out of 10 Immigrants & Visible Minorities reported experiencing discrimination in Wellington County in the last three years compared to about 5 out of 10 respondents in the comparison White Non-immigrants group. 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 contrast, comparison White Non-immigrants tended to perceive their experiences of discrimination as based on more

universal factors (e.g., age, gender, physical appearance, income level).

On average, Indigenous Peoples reported experiencing discrimination in more contexts than Immigrants & Visible Minorities and White Non-immigrants. Among the top five most frequently mentioned contexts in which Immigrants & Visible Minorities and Indigenous Peoples had experienced discrimination were in a store, bank or restaurant and while attending social gatherings. There were also a few contexts that were unique to the top five contexts for each group. In the case of Immigrants & Visible Minorities, this was when applying for a job or promotion, while using public areas, such as parks and sidewalks, and at their job (from supervisors, co-workers, or clients). Respondents in the Indigenous Peoples group indicated while using libraries, community/recreational centres, arenas, when looking for housing, 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 inappropriate jokes, derogatory language and verbal abuse or verbal threat. Furthermore, in all three groups, respondents identified perpetrators as males, middle-aged and White. Of interest, in the Indigenous Peoples group,

1 in 5 respondents also reported perpetrators to be other Indigenous Peoples. When they had experienced discrimination, respondents in the Immigrant & Visible Minorities group and the White Non-immigrant group were most likely to indicate they would seek help from a friend, followed by not seeking help from anyone. On the other hand, respondents in the Indigenous Peoples group were most likely to indicate that they would not seek help from anyone, followed by seeking help from a friend.



Respondents reported using both active (trying to do something about it, talking to someone) and passive (accepting, ignoring the situation) coping strategies.

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. To cope with their discrimination experiences, respondents reported using both active (trying to do something about it,



talking to someone) and passive (accepting, ignoring the situation) coping strategies. The use of active coping strategies was slightly higher among Indigenous Peoples, while passive coping strategies were used approximately equally across all three groups.

Finally, in all three groups, those who had experienced discrimination reported lower feelings of acceptance and welcome in Wellington County than those who had not experienced discrimination. The majority of respondents in all three groups indicated that they live in a welcoming, safe community and that people of different races generally get along well in Wellington County. In addition, the majority of respondents in all three groups indicated that racial relations have improved or have remained the same in Wellington County over the last 10 years, and just over half of all respondents indicated that people from all racial backgrounds have an equal chance to succeed in life. Finally, when asked about changes in race relations over the past 10 years in terms of people from all racial backgrounds having an equal chance to succeed in life, across all three groups the majority indicated that they stayed the same or improved.

Recommendations for 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 so that they do not internalize the discrimination that they experience. As a primary focus of the recommendations, the third recommendation focuses on strategies for preventing and counteracting the discrimination reported in Wellington County. These strategies should take into account the findings of the current research in terms of the context and nature of discrimination in Wellington County, as well as the research literature on effective anti-discrimination strategies. In this way, Wellington County 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 for members of certain groups.

Overview

This report describes the results of a representative survey (March 2021, N = 395) examining discrimination experienced by immigrants, visible minorities¹, and Indigenous Peoples in Wellington County.

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 Wellington County area. Gaining insight into these experiences is crucial as a basis for developing anti-discrimination evidence-informed initiatives for the community 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 help make Wellington County a more just and equitable community, and would protect its 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, making Wellington County a more neighbourly community. Furthermore, anti-discrimination initiatives would help make Wellington County a more welcoming community 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 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.

¹ 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.

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 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 persists 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 towards 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). 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.

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 tends 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 remove 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).



Immigrants, visible minorities, and Indigenous Peoples reported experiencing more discrimination during the COVID-19 pandemic than the average reported incidents by all respondents.



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.



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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) suggests 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.

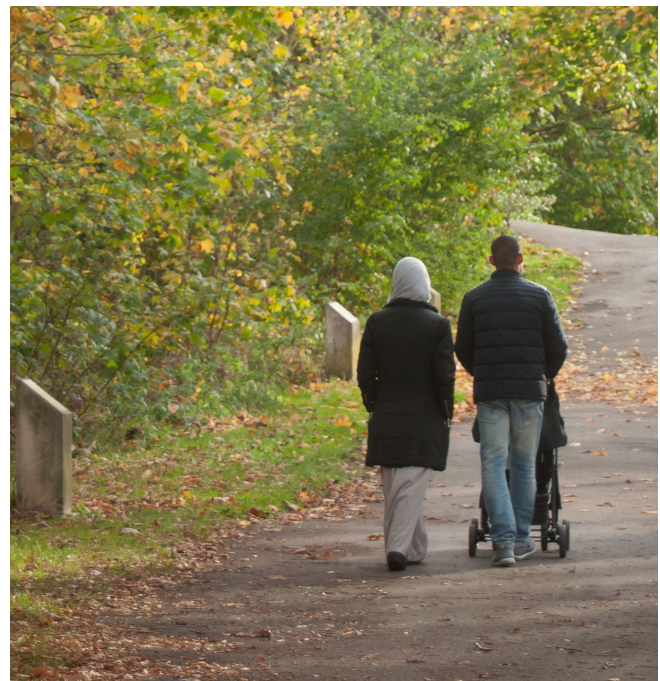
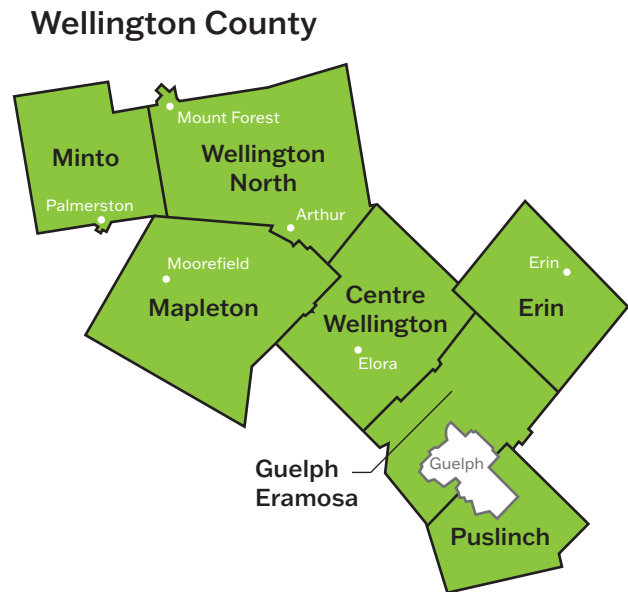
Wellington County

The study described in this report was conducted to examine everyday experiences of discrimination in Wellington County, located in Southwestern Ontario.

Besides the City of Guelph which is excluded from the current report, the Wellington County area comprises of seven member municipalities including two towns (the Town of Erin and Town of Minto) and five townships (e.g., Township of Wellington North, Township of Mapleton, Township of Puslinch). The top employment sectors include agriculture, manufacturing and health. The county offers proximity to vital transportation corridors, high speed transportation, affordable living, and excellent green space (Wellington County, 2021).

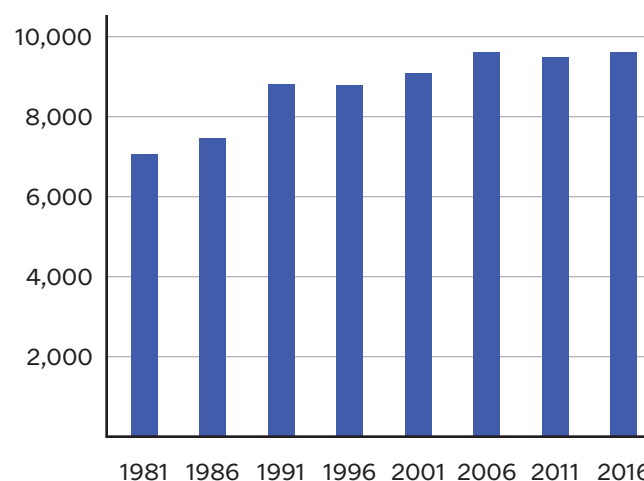
Wellington County's Sociocultural Context

Wellington County is the original Lands of the Mississaugas and the Six Nations Peoples. The cultural composition of Wellington County is becoming more diverse, as evidenced by immigrant regions of birth described below. 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.



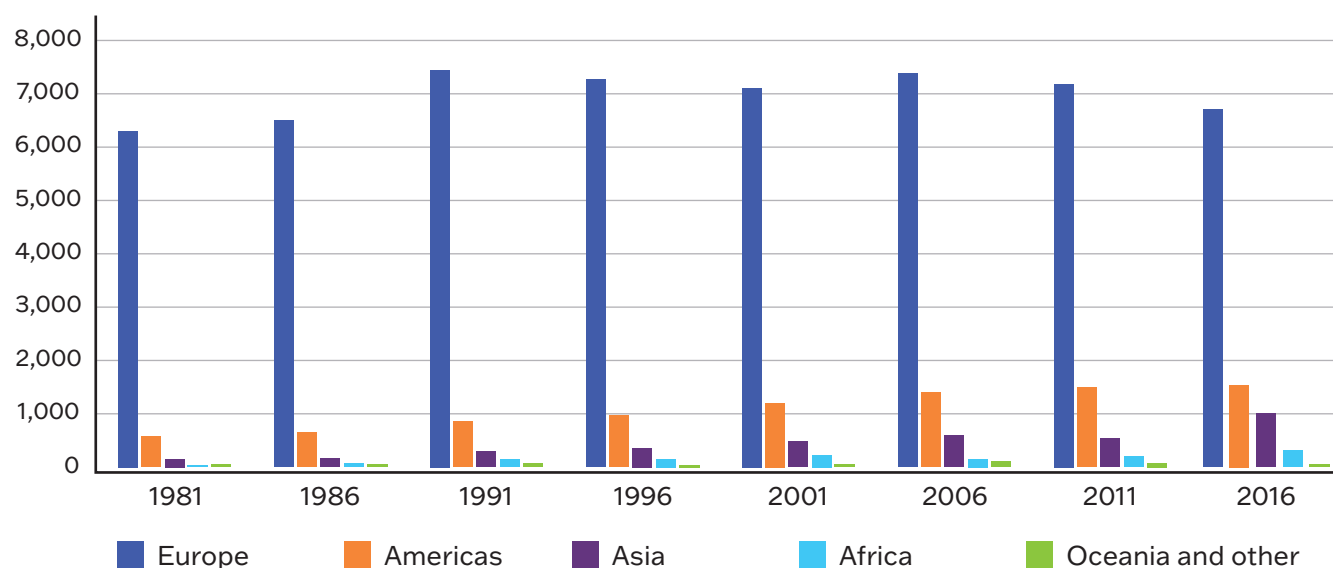
The 2016 Census indicates that the total Wellington County population is approximately 91,000 people (Statistics Canada, 2017). Wellington County continues to be home to approximately 1,500 Indigenous Peoples, including First Nations, Métis, and Inuk (Statistics Canada, 2017). The Wellington County population also comprises approximately 9,500 immigrants and approximately 3,000 visible minority group members (Statistics Canada, 2017). In 2016 more than half of the immigrant population was born outside of Europe, with approximately 30% of those born outside Europe being born in Asia, in countries such as China, India, and the Philippines (Statistics Canada, 2017). Wellington County's visible minority population has also been increasing, with the largest visible minority groups in 2016 being South Asian, Black, Chinese, and Filipino (Statistics Canada, 2017).

Immigrant Population in Wellington County Census Division by Census Year From 1981 to 2016



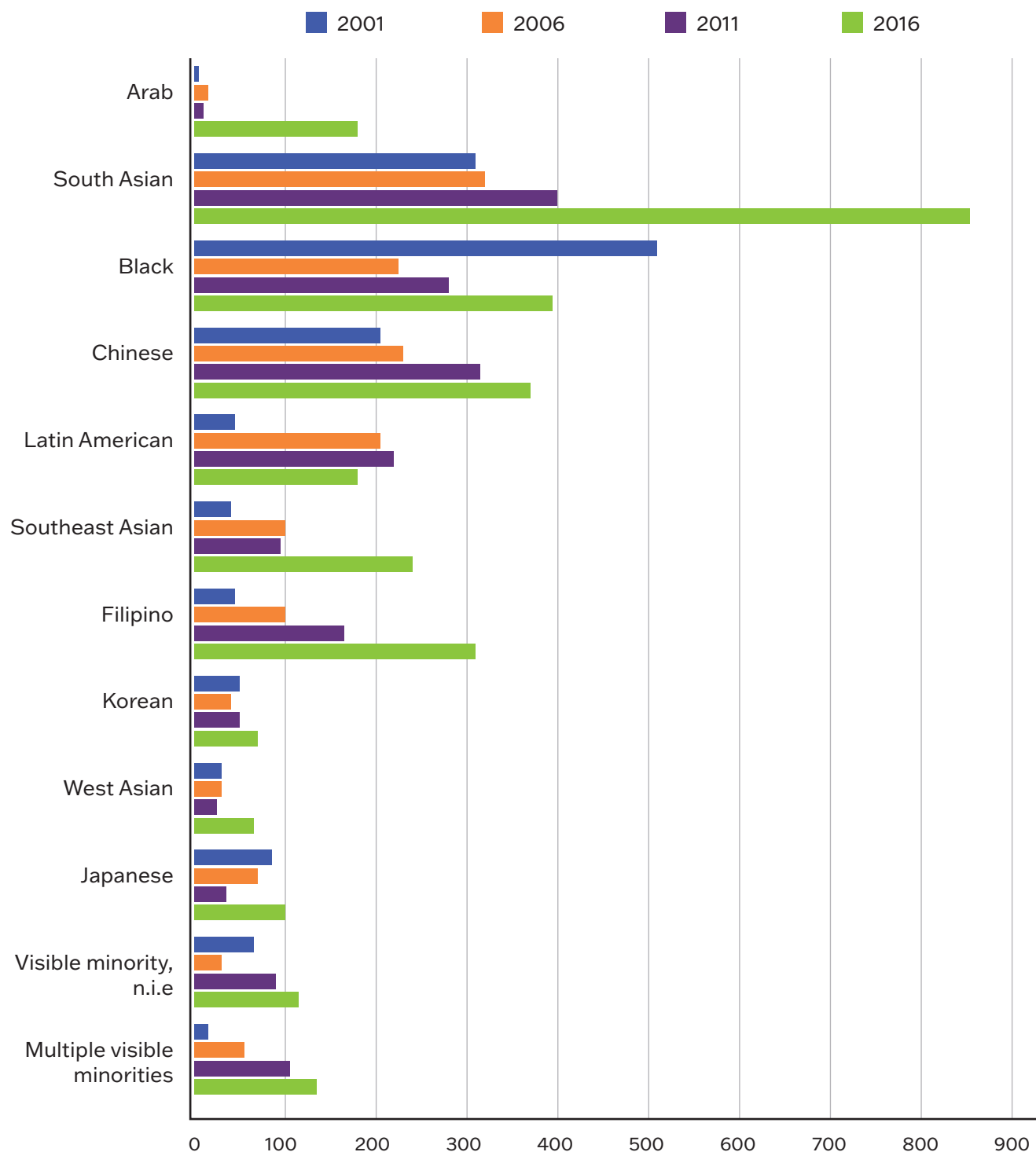
Source: Statistics Canada (1981, 1986, 1991, 1996, 2001, 2006, 2013, 2017)

Region of Birth for Immigrants Residing in Wellington County Census Division by Census Year From 1981 to 2016



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

Visible Minority Population in Wellington County Census Division by Census Year From 2001 to 2016



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

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

Discrimination in Wellington County

Data on experiences of discrimination in Wellington County is scarce; however, several media outlets have generated awareness of discrimination against visible minorities in the region. For example, a Black woman recounted regularly experiencing racial discrimination growing up in Wellington (Nankivell, 2020).

These experiences ranged from overt forms of discrimination, such as a customer refusing to be served by her at her job due to her race, and racial slurs directed at her, to implicit forms of racism, such as people comparing their skin to hers to mark their progress from tanning. More recently, a resident of Harriston posted a video of a Syrian refugee family walking and commenting that “it’s too bad” that the perpetrator of a recent terror attack against a Muslim family in London Ontario was not there to crash into the Syrian family (Kozolanka, 2021). In the town of Erin, a pregnant woman expressed concerns for her future biracial child after seeing the words “No Browns” spray painted at the Erin Fall Fair (Broderick, 2017). In another case, residents and Jewish

organizations petitioned for a street in Puslinch called “Swastika Trail” to be renamed; however, a majority of the residents living on the street voted against changing the street name, with one commenting that they are “proud to live on ‘Swastika’” (Morris, 2017).

One key player in combating racism and discrimination, and inclusivity and retention of newcomers in Guelph and Wellington is the Guelph-Wellington Local Immigration Partnership (LIP). The Guelph-Wellington LIP is funded by Immigration, Refugees, and Citizenship Canada. It is one of over 80 LIPs 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 Guelph-Wellington LIP 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 Guelph-Wellington LIP’s anti-racism and anti-discrimination initiatives.



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Study on Experiences of Discrimination in Wellington County

Although there is evidence that discrimination takes place in Wellington County, and indeed experiences of discrimination in the Wellington County area are being brought to light through the media, 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 Wellington County 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.



The goal of this study was to systematically examine discrimination experienced by immigrants, visible minorities, and Indigenous Peoples in Wellington County through a representative survey.

A community sample of Wellington County residents (excluding the City of Guelph) 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 Wellington County (though we of course acknowledge that not all immigrants in Wellington County are visible minorities and not all visible minorities in Wellington County 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 Guelph-Wellington Local Immigration Partnership to recruit participants, administer the survey, and collect the data. 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 140 Immigrants & Visible Minorities, 140 Indigenous Peoples, and 140 White Non-immigrants were set, and the final sample included 170 Immigrants & Visible Minorities, 111 Indigenous Peoples, and 114 White Non-immigrants. This ensured a relatively representative sample of participants within each of the three groups. The survey took approximately 15 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), who the main perpetrators of this discrimination



Participants in the survey:

170

**Immigrants
& Visible
Minorities**

111

**Indigenous
Peoples**

114

**White Non-
immigrants**

were (gender, age, race or ethnicity), and seeking help when experiencing discrimination. 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 Wellington County at the present time, as well as perceptions of Wellington County as a welcoming community were also asked. Other questions addressed changes in racial relations over the last 10 years, racial equality in terms of success in life and corresponding changes during the last decade. 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 Appendix).

Profile of Respondents

Appendix A contains the respondents' demographic characteristics.

Immigrants & Visible Minorities reported speaking languages other than English more and reported more diverse religions than Indigenous Peoples and White Non-immigrants. Immigrants & Visible Minorities also tended to be more highly educated. Immigrants & Visible Minorities, and Indigenous Peoples, reported higher annual household incomes than White Non-immigrants. Additionally, White Non-immigrants tended to be on average quite a bit older, more likely to be female, less likely to be employed full-time/part-time/self-employed, and to have resided in Wellington County longer than Immigrants & Visible Minorities and Indigenous Peoples.

In terms of the specific characteristics of Immigrants and Visible Minorities, members of this group were most likely to be Christian, have other religion or no religion. They were most likely to be East Asian and Southeast Asian, South Asian, Black, or other/multiple ethnicities. Almost 70% were not born in Canada. When immigrant status and visible minority status were separated, almost 60% were both immigrants and visible minorities, just over 30% were non-immigrant visible minorities, and only about 9% were immigrants but not visible minorities. Most of the immigrants entered Canada as economic immigrants, and the majority were now permanent residents or citizens of Canada. About 68% had been in Canada for longer than 10 years.

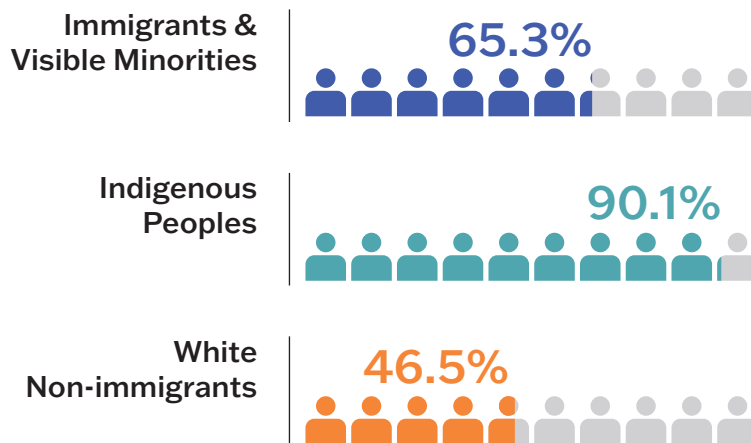


Experiences of Discrimination

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

A substantial percentage of respondents experienced discrimination in one or more contexts in Wellington County over the last three years, with Indigenous Peoples especially likely to have experienced discrimination (90%), followed by Immigrants & Visible Minorities (65%).

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

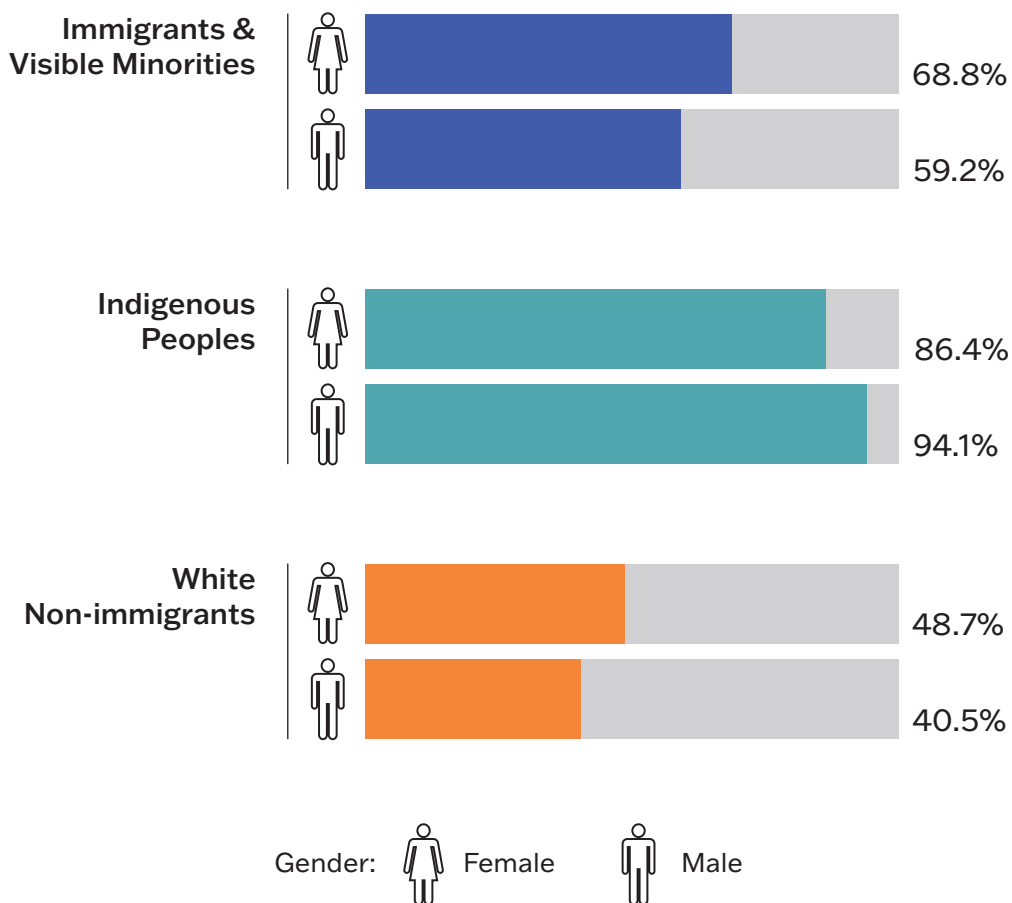


Within the three groups, to what extent do experiences of discrimination differ as a function of demographic characteristics?

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

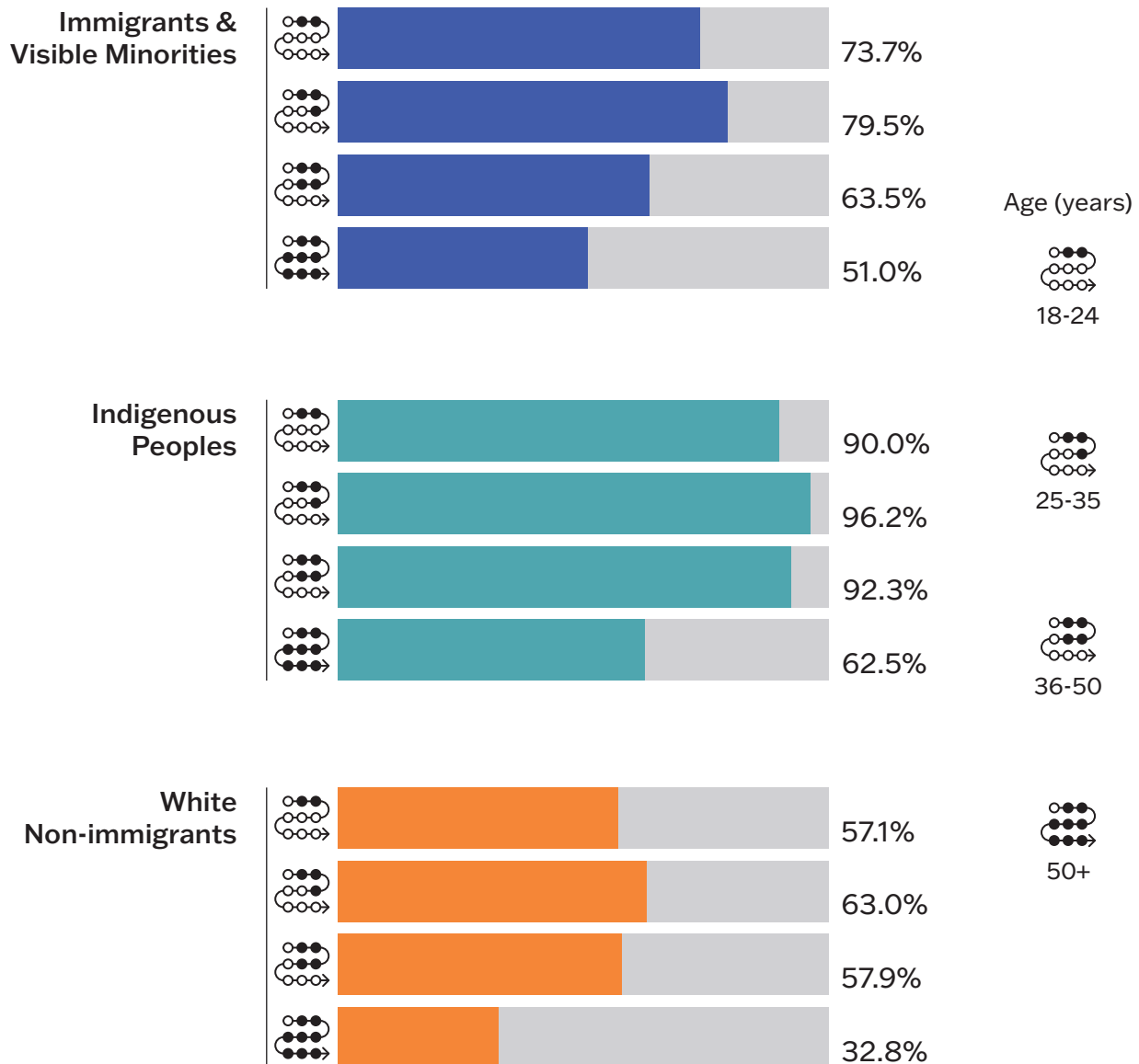


Note: Due to the small cell sizes, the findings for male White Non-immigrants are suggestive only.

The role of age

Across all groups, 25-35 years old respondents were more likely to report experiencing discrimination in Wellington County than other age groups.

Percentage of Respondents Who Experienced Discrimination by Age



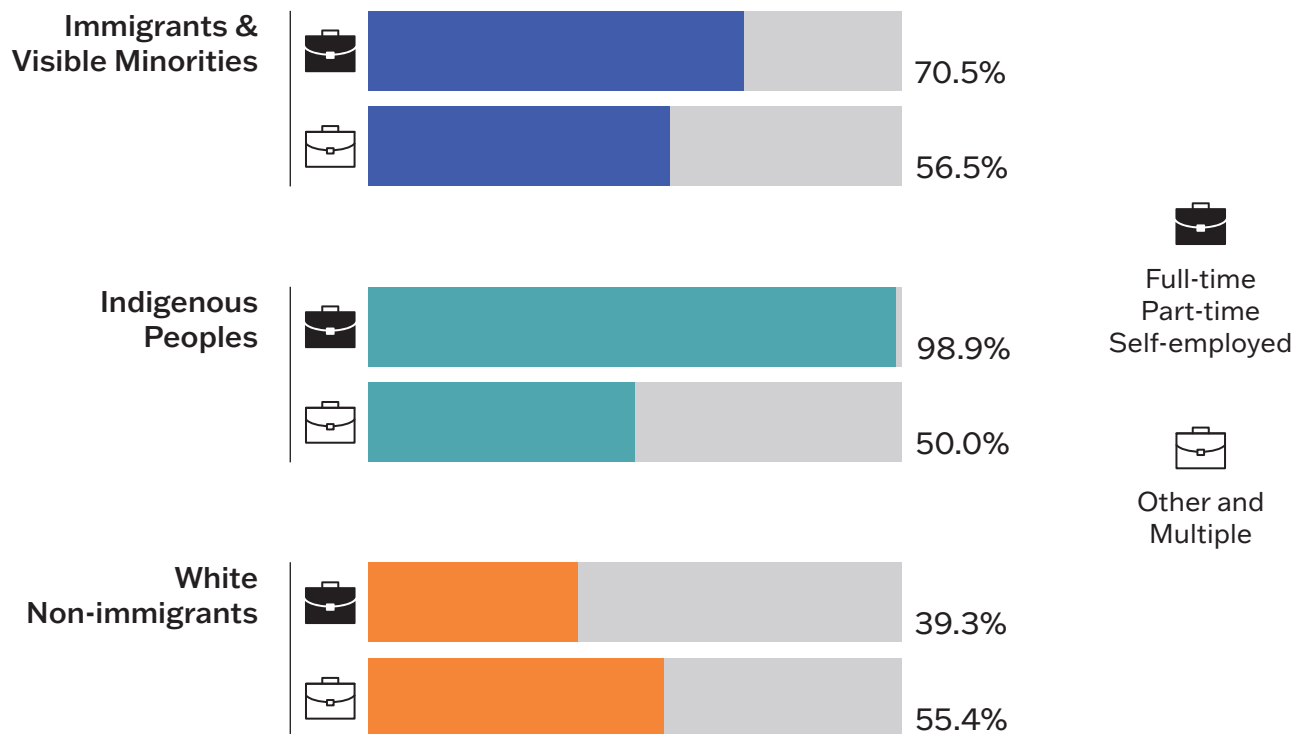
Note: Due to the small cell sizes, the findings for all respondents aged 18-24, Indigenous Peoples aged 51 years old and above and White Non-immigrants aged 36-50 years old are suggestive only.

The role of employment status

In the Immigrants & Visible Minorities group and the Indigenous Peoples group, respondents who had full-time/part-time/self-employed status were most likely to report experiencing discrimination in Wellington County. This was not the case for the White Non-

immigrants group, where respondents with other and multiple employment statuses (includes unemployed, retired, student, homemakers, or other, as well as people who indicated more than one employment status) reported experiencing more discrimination.

Percentage of Respondents Who Experienced Discrimination by Employment Status



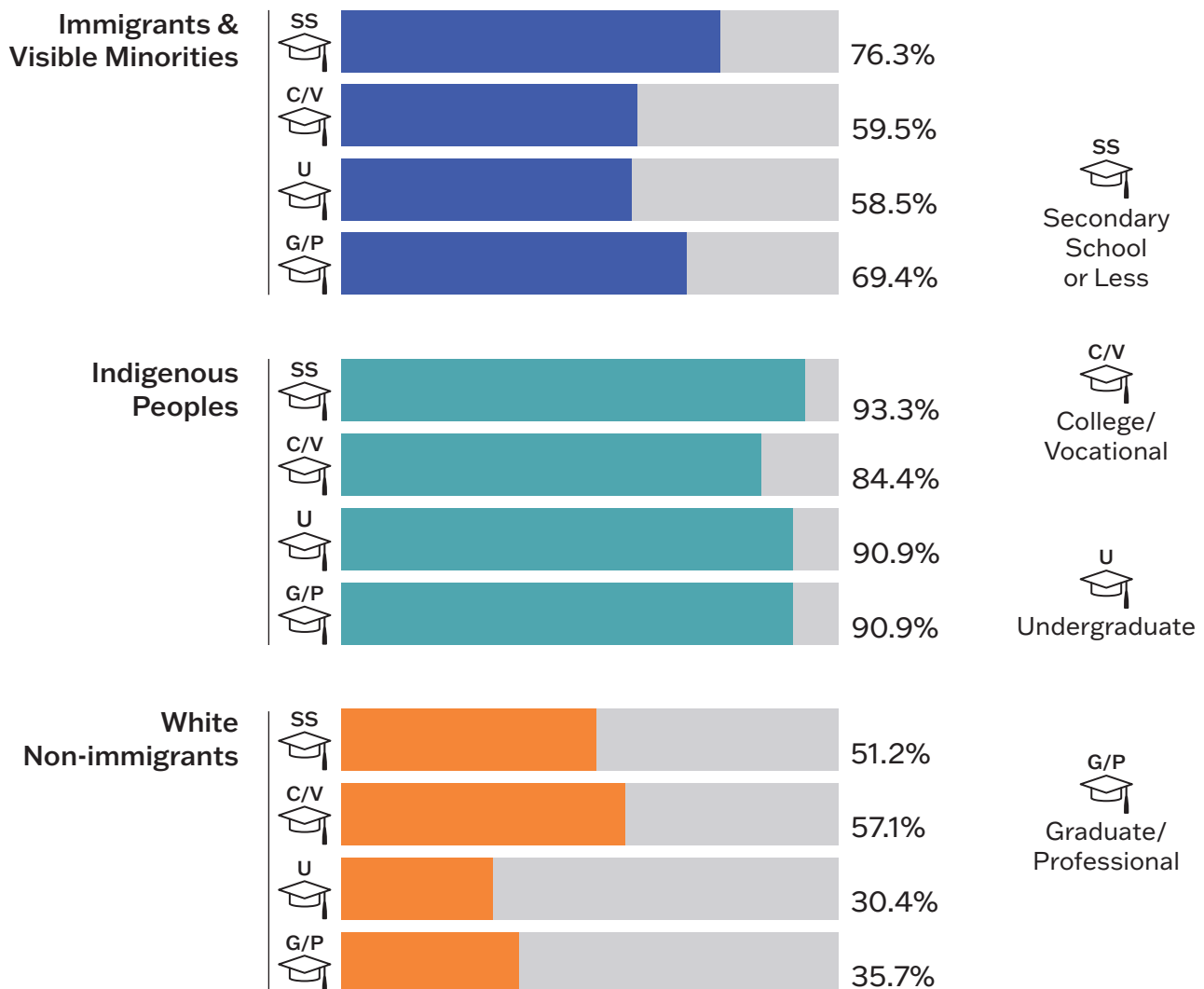
Note: Due to the small cell sizes, the finding for Indigenous Peoples with other and multiple employment status is suggestive only. The “Other and Multiple” employment status category includes unemployed, retired, student, homemakers, or other, as well as people who indicated more than one employment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

The role of education level

In the Immigrants & Visible Minorities group and the Indigenous Peoples group respondents who obtained secondary school education or less were more likely to report experiencing discrimination. In the

comparison White Non-immigrants group, those with college/vocational training were more likely to report experiencing discrimination in Wellington County.

Percentage of Respondents Who Experienced Discrimination by Highest Level of Education



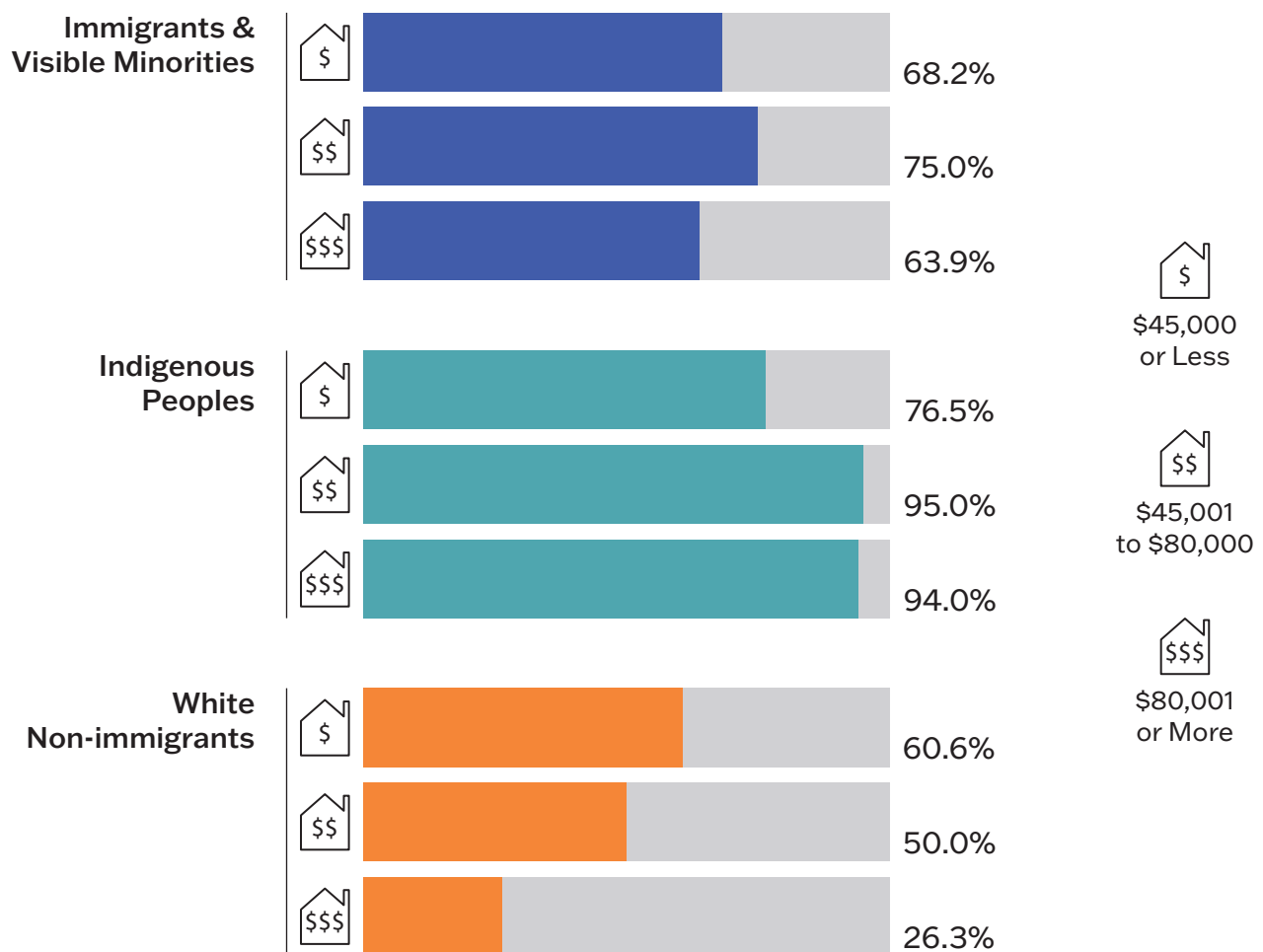
Note: Due to the small cell sizes, the findings for Indigenous Peoples with a graduate/professional degree and White Non-immigrants with undergraduate and graduate/professional degree are suggestive only.

The role of annual household income

In the Immigrants & Visible Minorities group, those with annual household income of \$45,001 to \$80,000 were most likely to report experiencing discrimination in Wellington County. Similarly, in the Indigenous Peoples group, those with annual household income of \$45,001 and above were most likely to report

experiencing discrimination in Wellington County. In the comparison White Non-immigrants group, the likelihood of experiencing discrimination was the highest in those whose annual household income was less than \$45,000.

Percentage of Respondents Who Experienced Discrimination by Annual Household Income



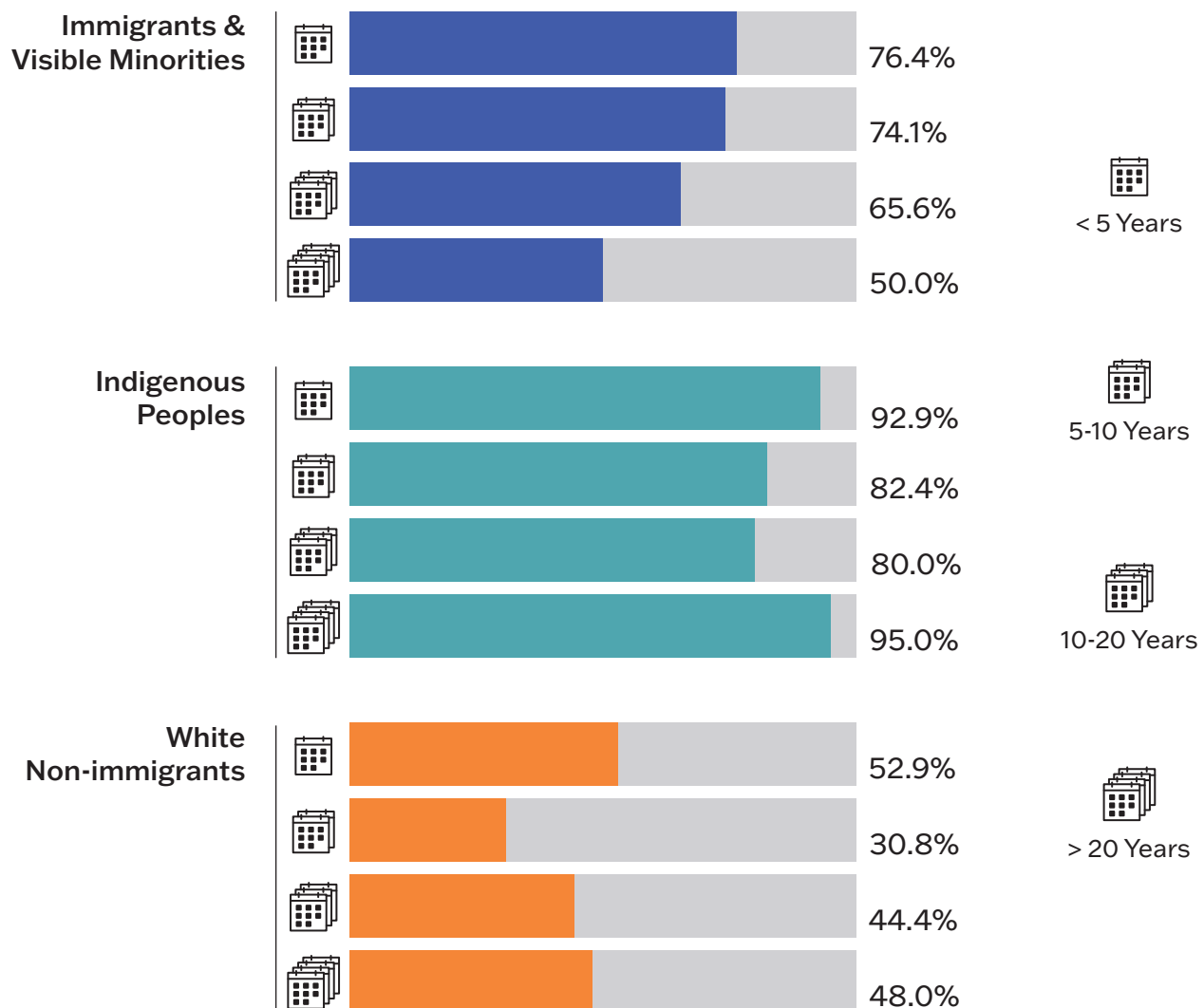
Note: Due to the small cell sizes, the findings for Indigenous Peoples with income of \$45,000 or less and White Non-immigrants with income of \$80,000 or more are suggestive only.

The role of length of time residing in Wellington County

In the Immigrants & Visible Minorities group and the comparison White Non-immigrants group, those who have lived in Wellington County for less than 5 years were most likely to report experiencing discrimination in the past three years. In the Indigenous Peoples

group, those who have lived in Wellington County for longer than 20 years were most likely to report experiencing discrimination in Wellington County in the past three years.

Percentage of Respondents Who Experienced Discrimination by Length of Time Residing in Wellington County

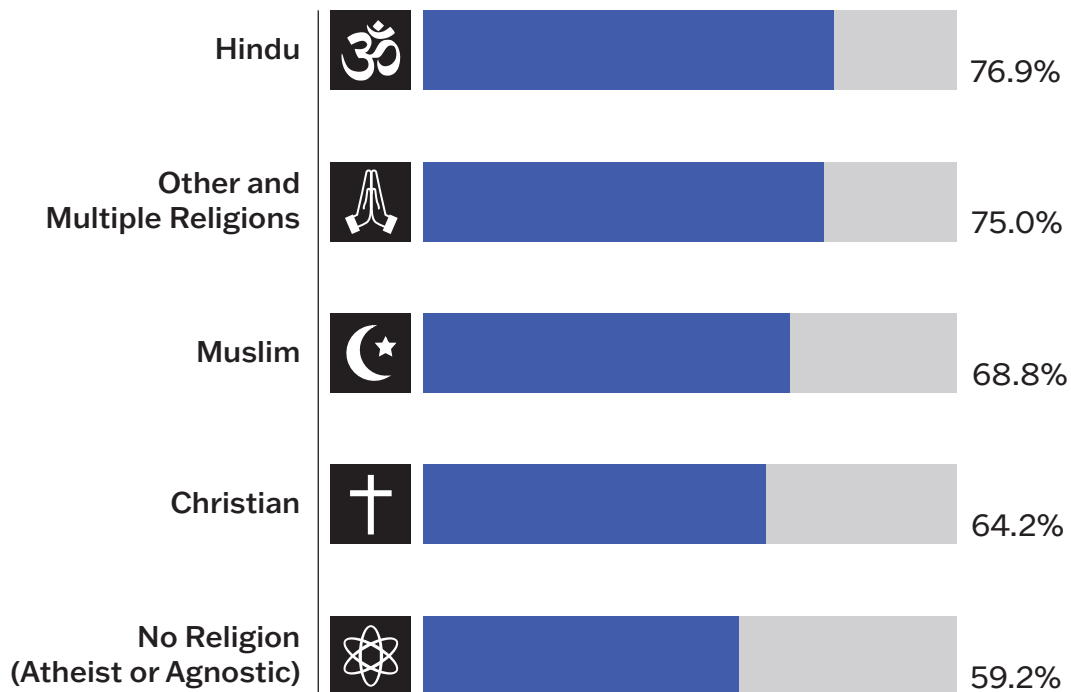


Note: Due to the small cell sizes, the findings for Indigenous Peoples and White Non-immigrants who have lived in Wellington County for less than 20 years are suggestive only.

Immigrants and visible minorities: The role of religion

In the Immigrants & Visible Minorities group, Hindu were most likely to report experiencing discrimination in Wellington County.

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

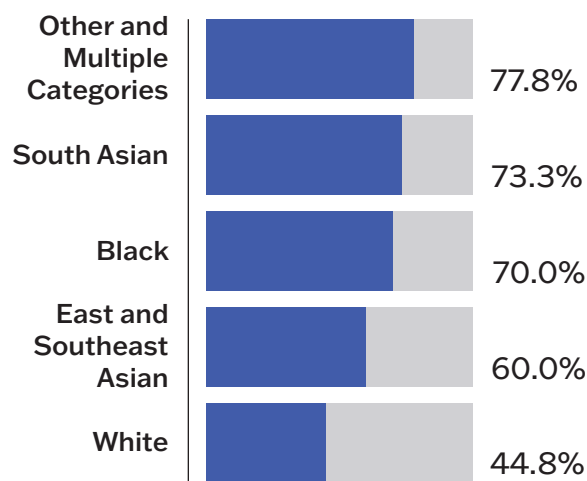


Note: The “Other and Multiple” religions category includes people who indicated that they are Baha’i, Buddhist, Jewish, Mennonite, Traditional / Spirituality, and other, as well as people who indicated more than one religion.

Immigrants and visible minorities: The role of ethnicity/race

In the Immigrants & Visible Minorities group, respondents with other/multiple ethnicities were most likely to report experiencing discrimination in Wellington County.

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

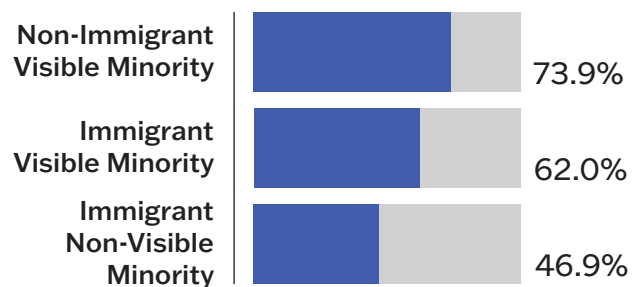


Note: The “Other and Multiple” category includes people who indicated that they are Arab, Latin American, West Asian, or other, as well as people who indicated more than one category (e.g., White and Latin American).

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

In the Immigrants & Visible Minorities group, non-immigrant visible minorities were most likely to report experiencing discrimination in Wellington County.

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



Note: Due to the small cell size, the finding for Immigrant Non-Visible Minority is suggestive only.

Immigrants: The role of length of time in Canada

Of the immigrant respondents, those who had lived in Canada for 5 to 10 years were most likely to report experiencing discrimination in the past three years in Wellington County.

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 immigration status were most likely to report experiencing discrimination in Wellington County.

Percentage of Immigrants Who Experienced Discrimination by Current Immigration Status



Note: 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. These questions focused on places of discrimination. Another set of questions asked about perpetrators of discrimination, which will be described later. On average, Indigenous Peoples reported experiencing discrimination in more contexts than the other two groups.

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

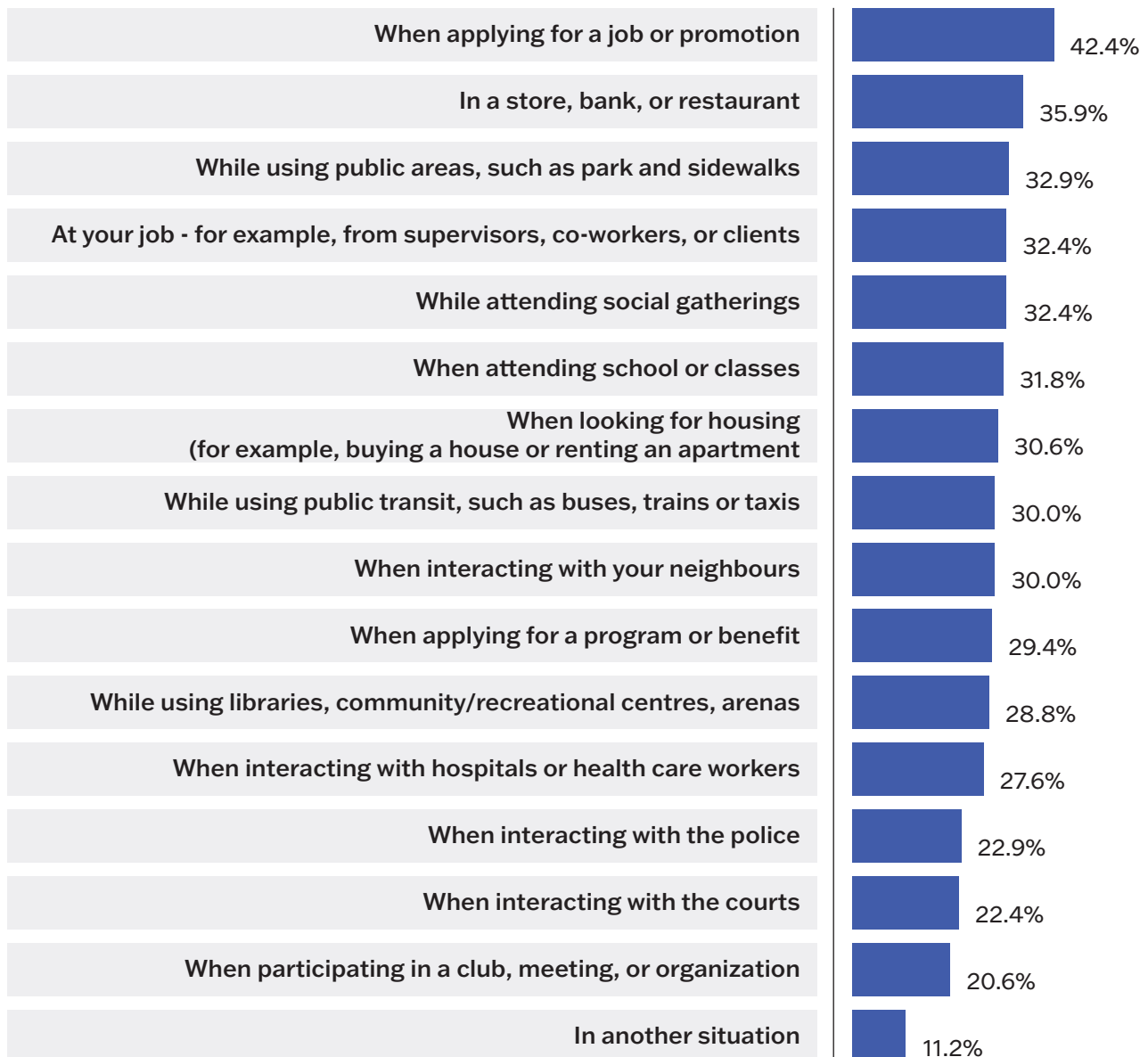


In what contexts is discrimination being experienced?

Overall, Immigrants & Visible Minorities are most likely to experience discrimination in Wellington County when applying for a job or promotion, in a store, bank

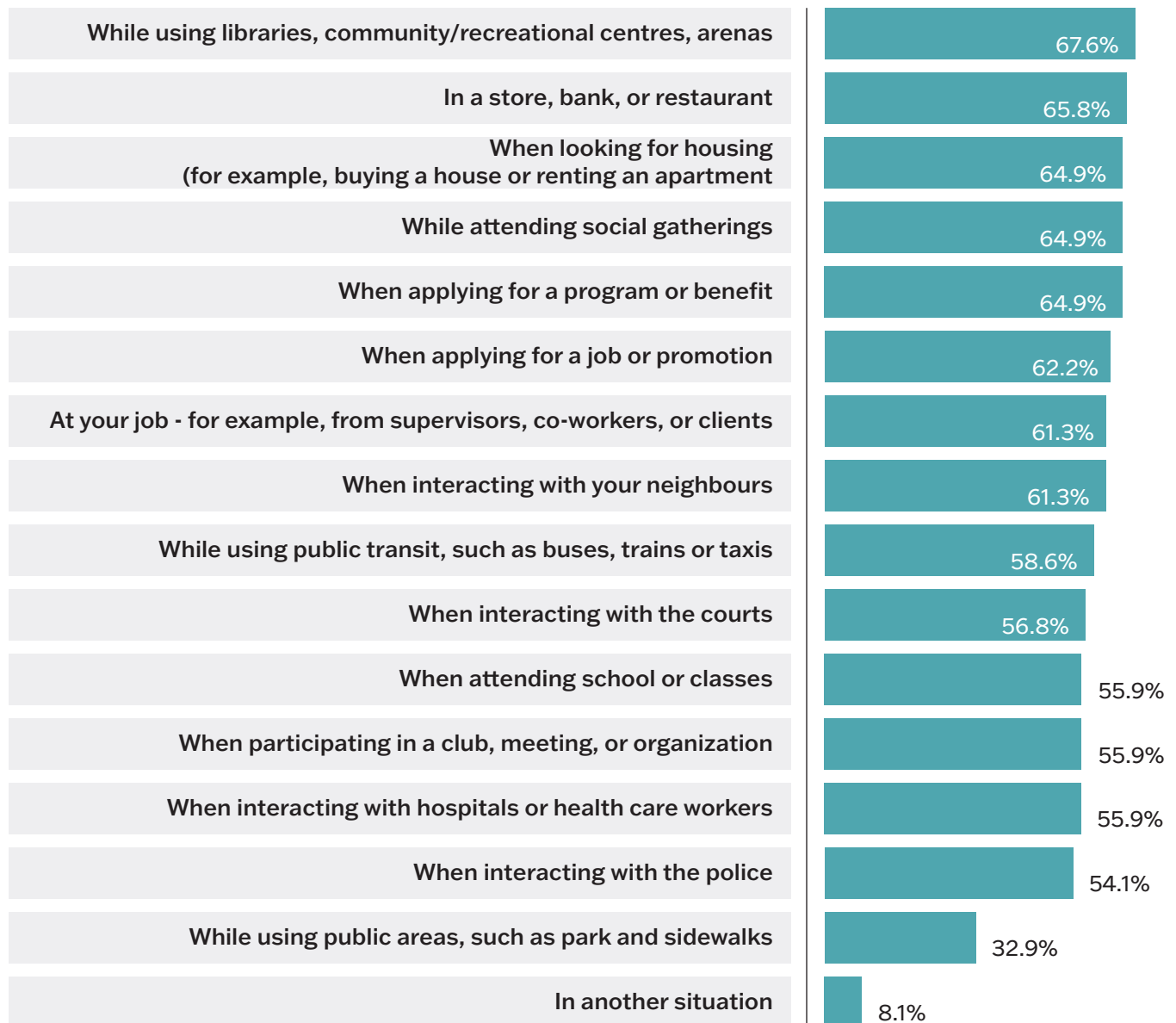
or restaurant, while using public areas, such as parks and sidewalks, at their job (from supervisors, co-workers, or clients), and when attending social gatherings.

Immigrants & Visible Minorities: Contexts in Which Discrimination Occurred



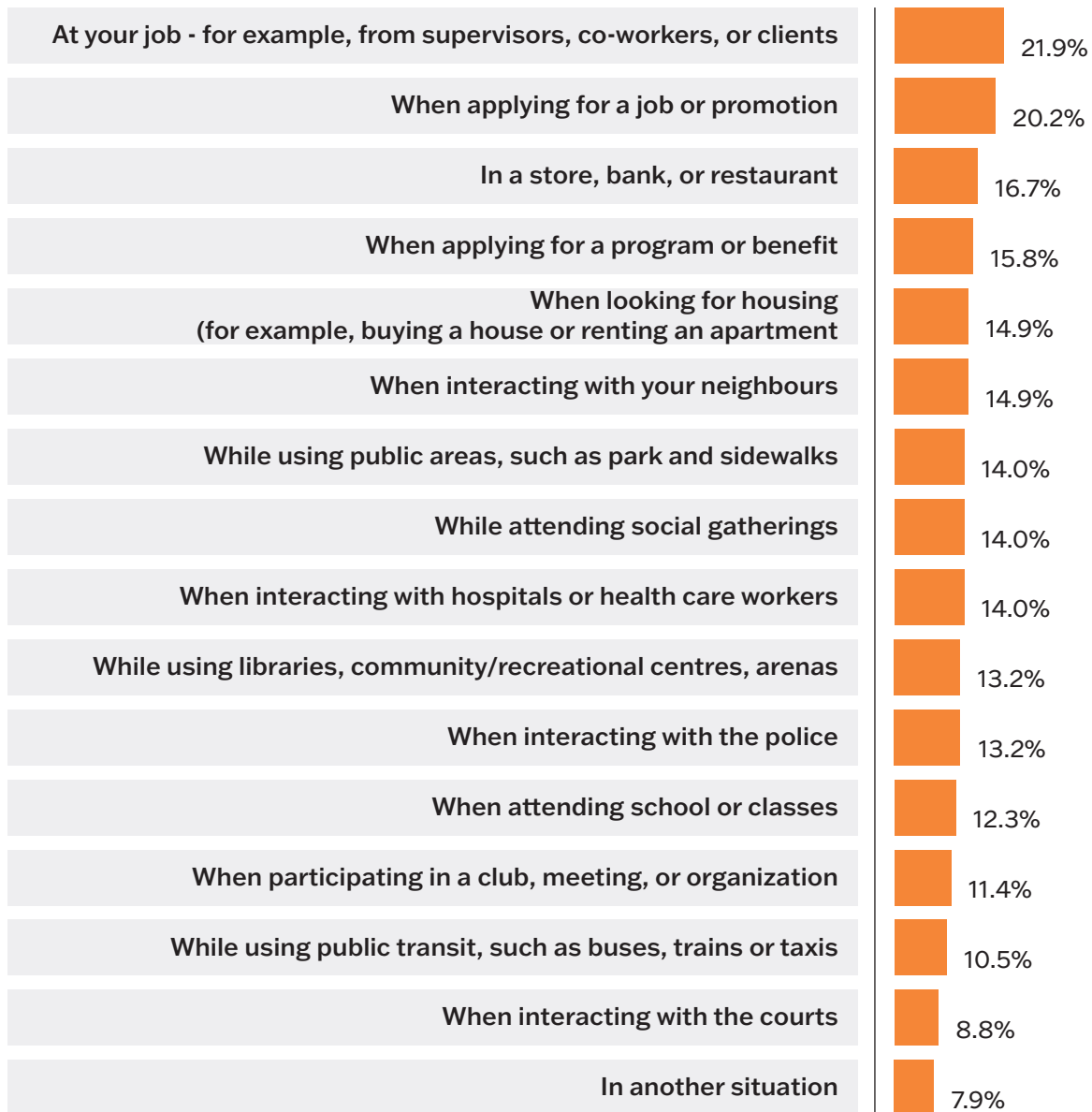
Overall, Indigenous Peoples report experiencing discrimination in Wellington County in many contexts. They are most likely to experience discrimination in Wellington County while using libraries, community/recreational centres, arenas, in a store, bank, or restaurant, when looking for housing, while attending social gatherings, 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 Wellington County when at their job, when applying for a job or promotion, in a store, bank, or restaurant, when applying for a program or benefit, and when looking for housing.

White Non-immigrants: Contexts in Which Discrimination Occurred

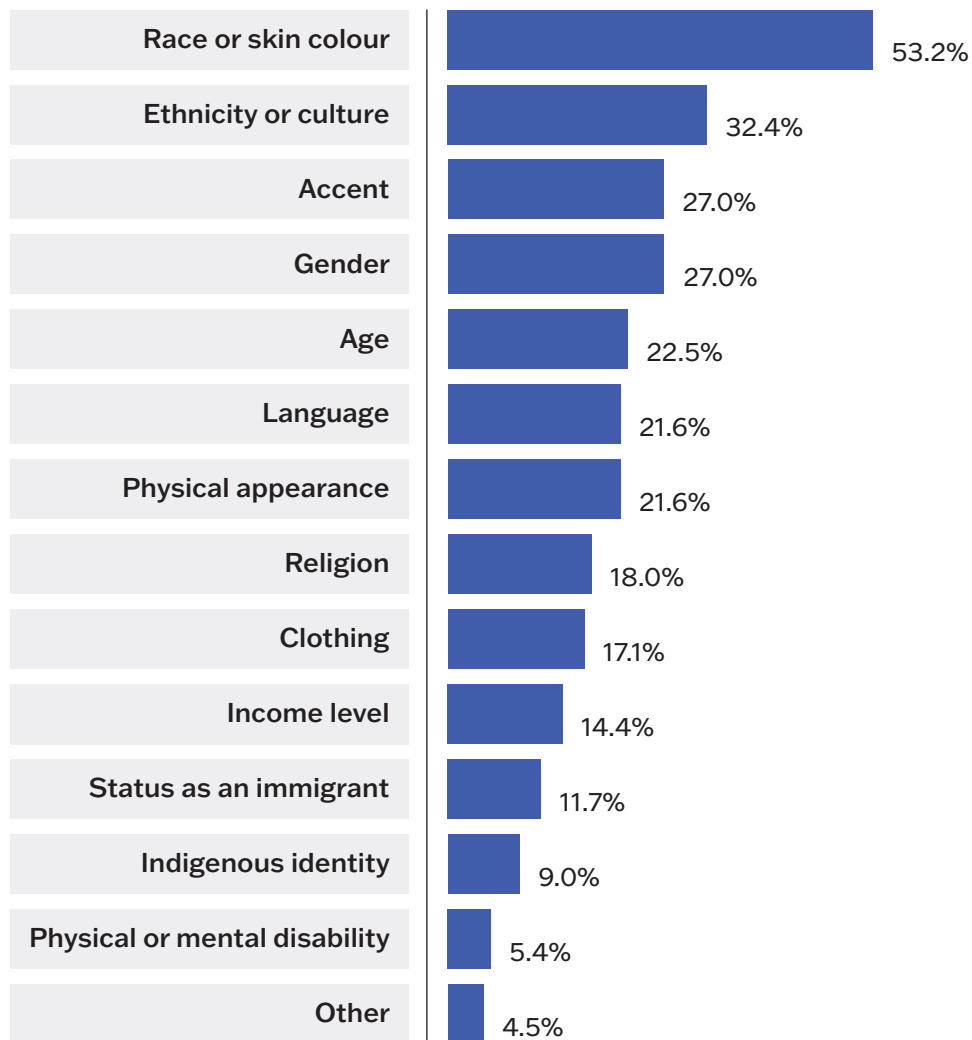


What are the presumed bases of experiences of discrimination?

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

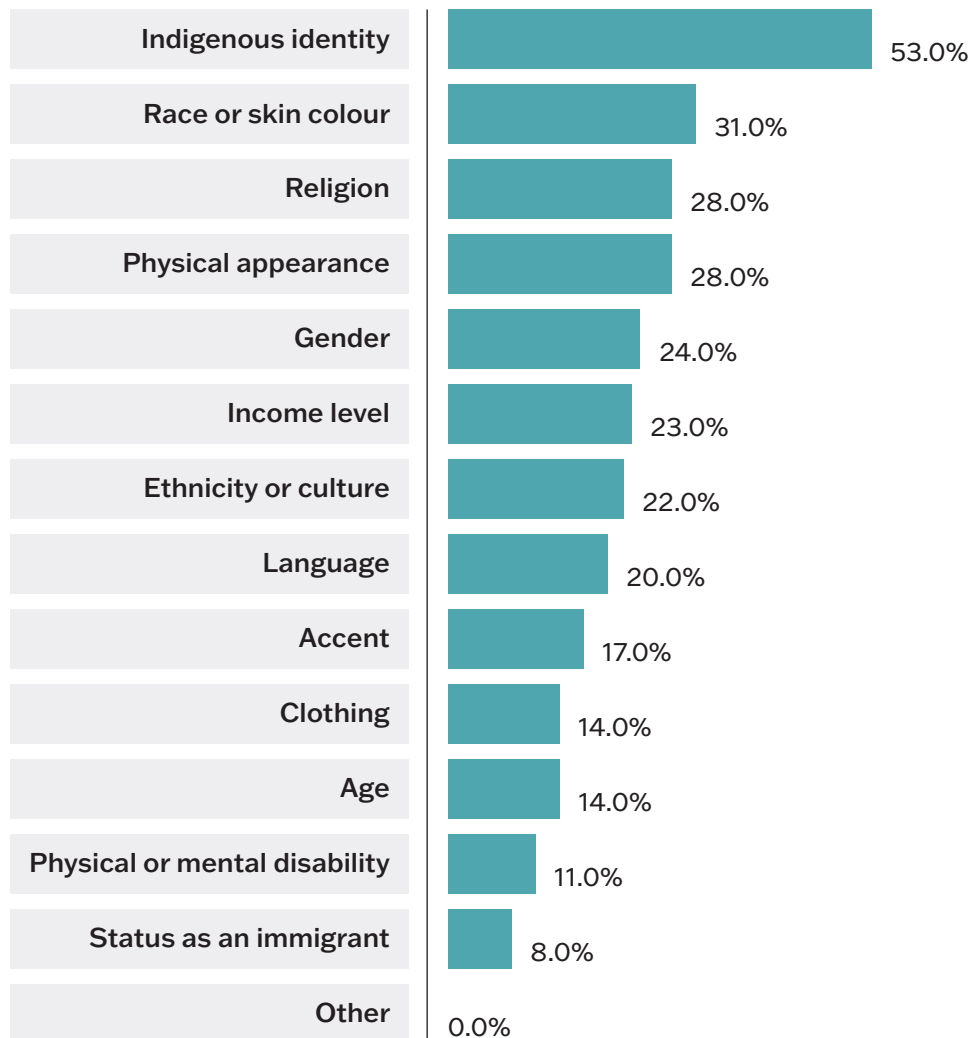
one reason). Immigrants & Visible Minorities were most likely to indicate that the discrimination that they have experienced is based on their race or skin colour, ethnicity or culture, followed by accent.

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, race or skin colour, followed by religion.

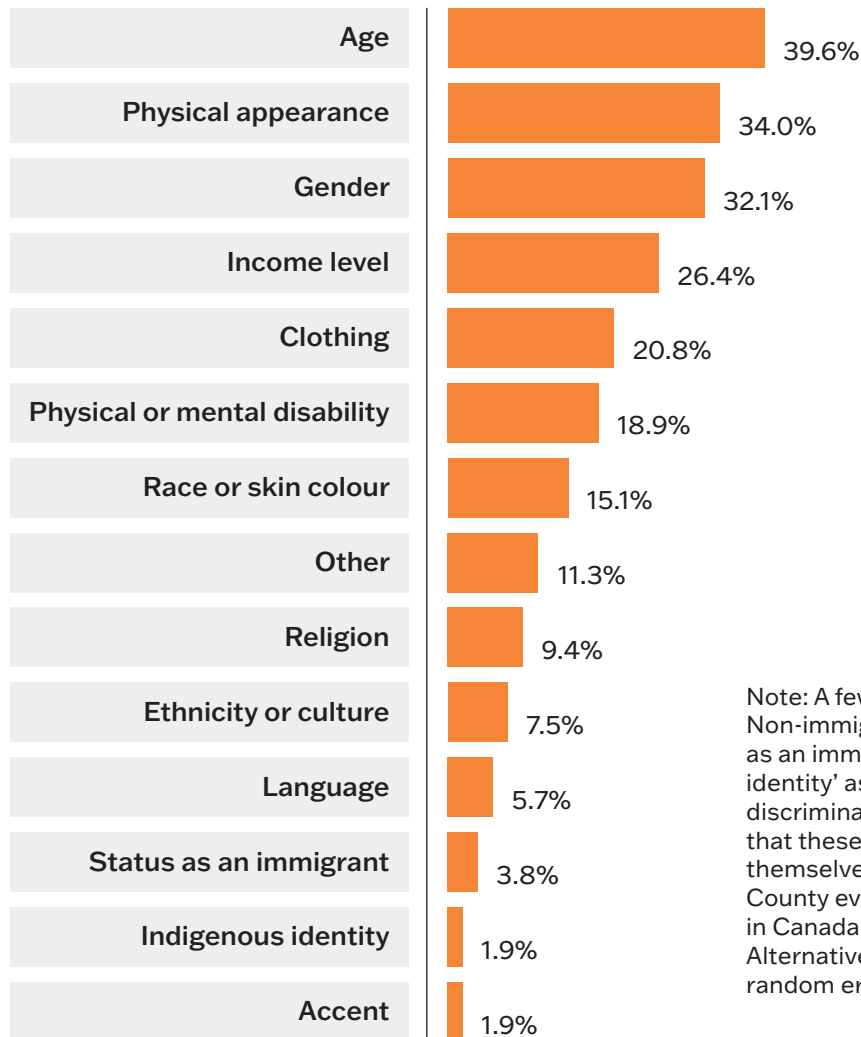
Indigenous Peoples Who Had Experienced Discrimination: Percentage Who Indicated Each Basis for Discrimination



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 Wellington County 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 age, physical appearance, and age, followed by income level.

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 Wellington County 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 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

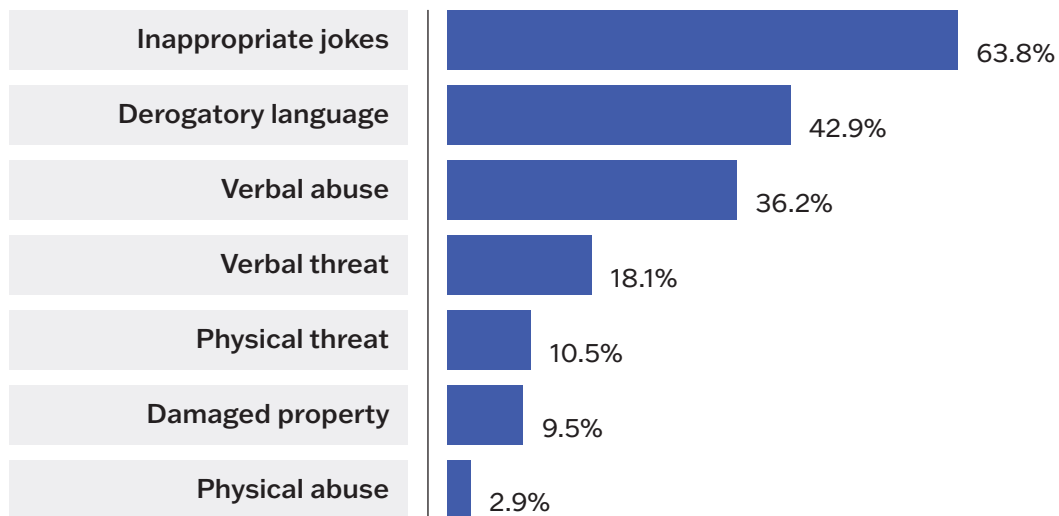
experiences of discrimination as based on more universal factors such as gender (largely driven by female respondents of whom 35.1% reporting discrimination based on gender as compared to 20.0% of males), age, physical appearance and income level.

Are specific types of discrimination being experienced?

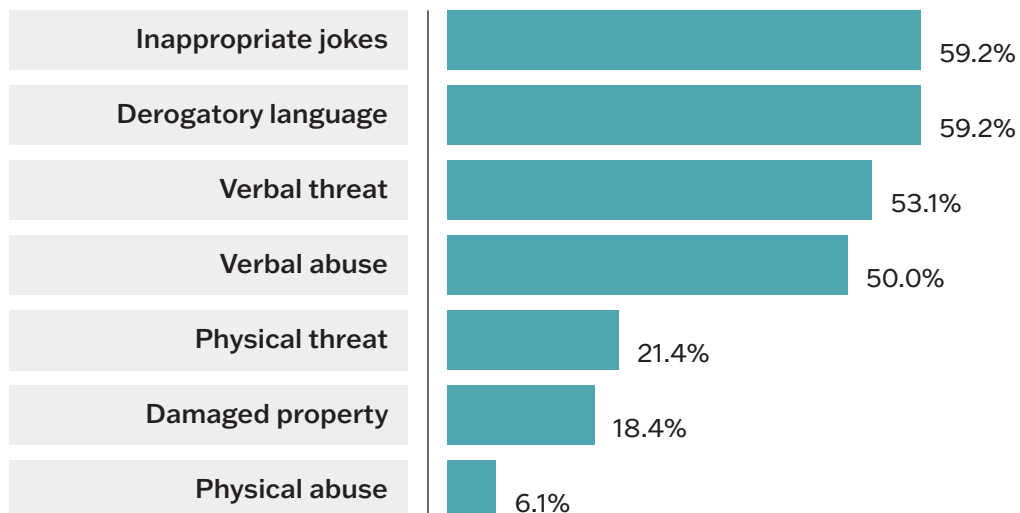
Those people who reported that they have experienced discrimination in at least one context in the last three years were asked to indicate whether they had experienced specific types of discrimination (respondents could choose more than one type). Across all groups, respondents were most likely to report

that they had experienced inappropriate jokes and derogatory language, followed by verbal threat or verbal abuse. Of note, Indigenous Peoples and White Non-immigrants also noted considerable levels of physical threat.

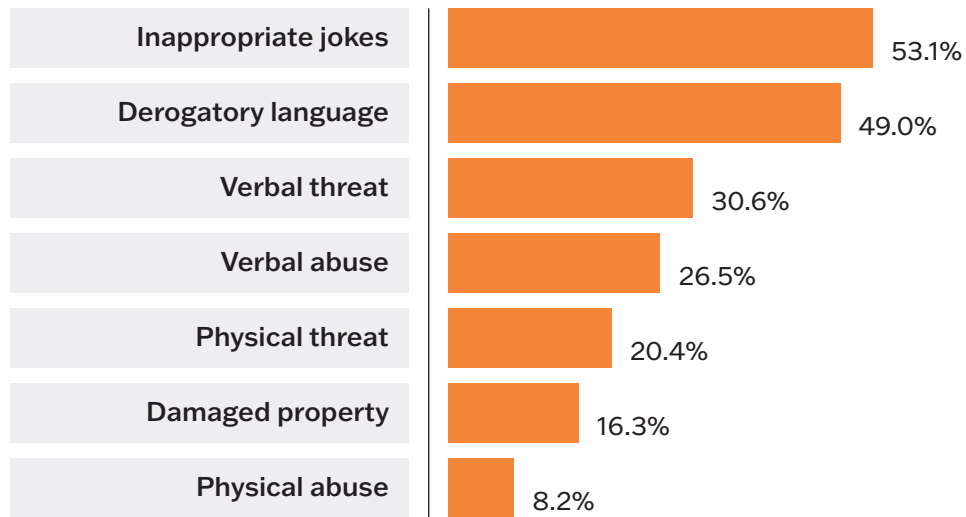
Immigrants & Visible Minorities Who Had Experienced Discrimination: Percentage Who Had Experienced Each Type of Discrimination



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**



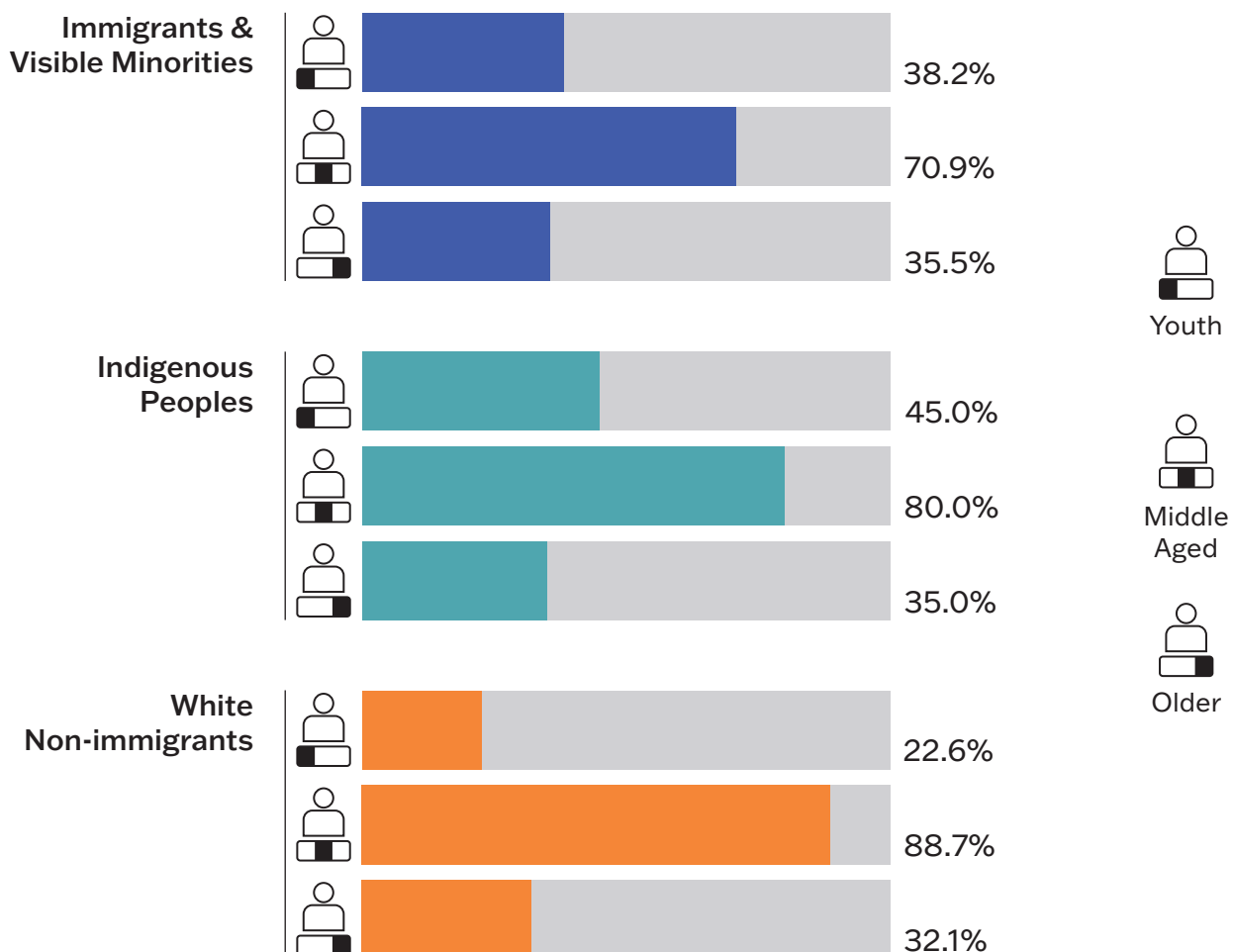
Who are the perpetrators of discrimination?

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.

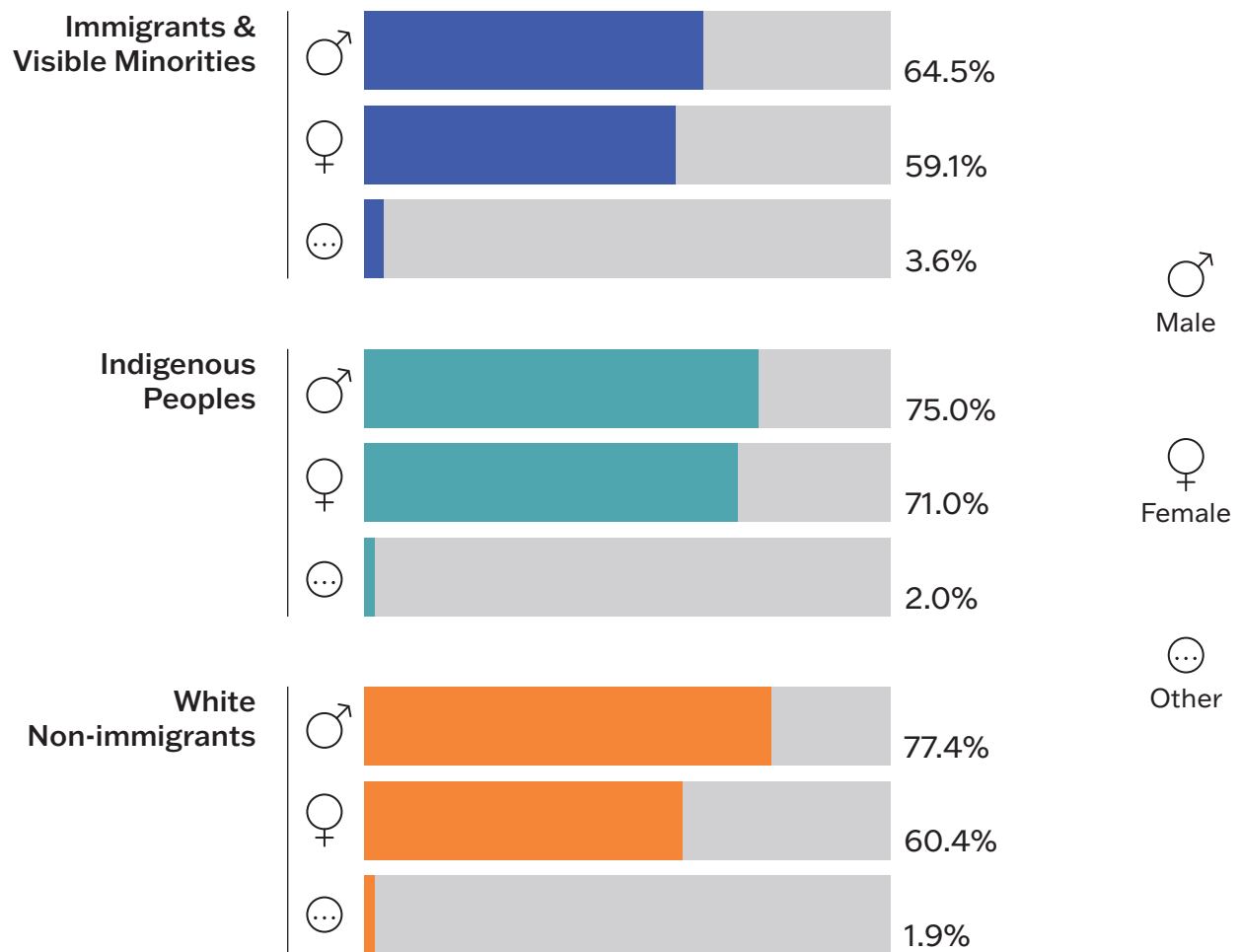
Respondents Who Had Experienced Discrimination: Percentage Who Indicated Each Perpetrator Age Group



Perpetrator gender

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

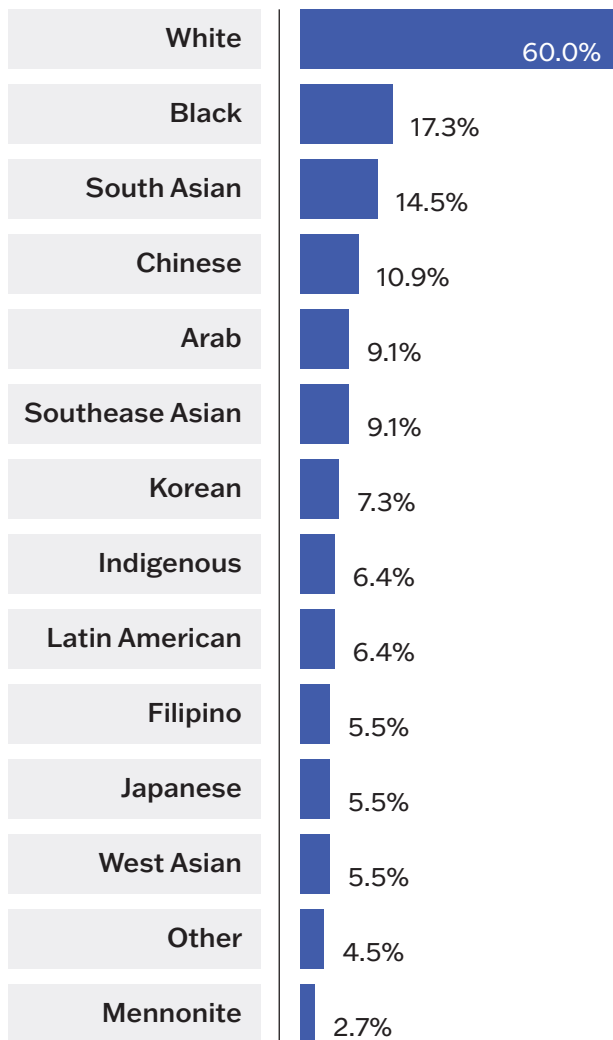
Respondents Who Had Experienced Discrimination: Percentage Who Indicated Each Perpetrator Gender



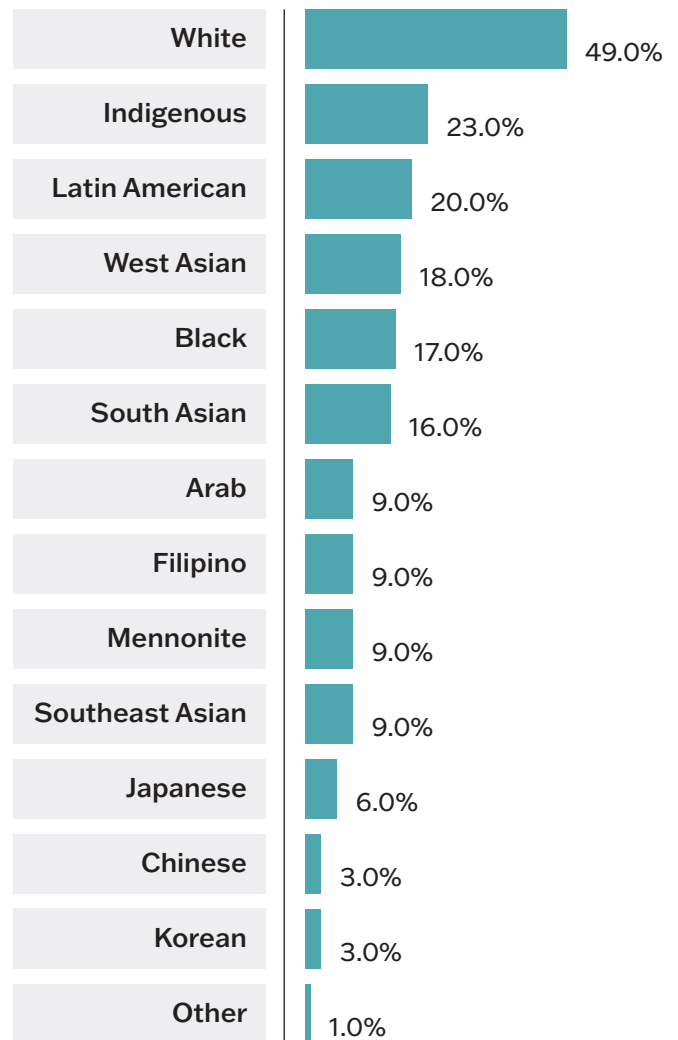
Perpetrator race or ethnicity

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

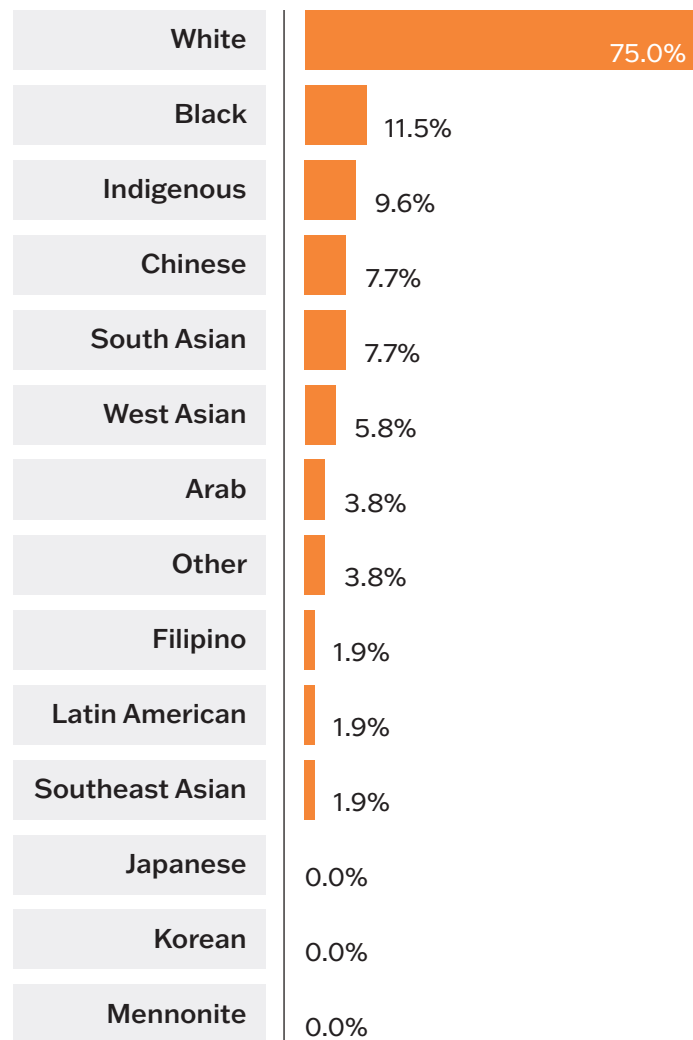
Immigrants & Visible Minorities Who Had Experienced Discrimination: Percentage Who Indicated Each Perpetrator Race/Ethnicity



Indigenous Peoples Who Had Experienced Discrimination: Percentage Who Indicated Each Perpetrator Race/Ethnicity



White Non-immigrants Who Had Experienced Discrimination: Percentage Who Indicated Each Perpetrator Race/Ethnicity

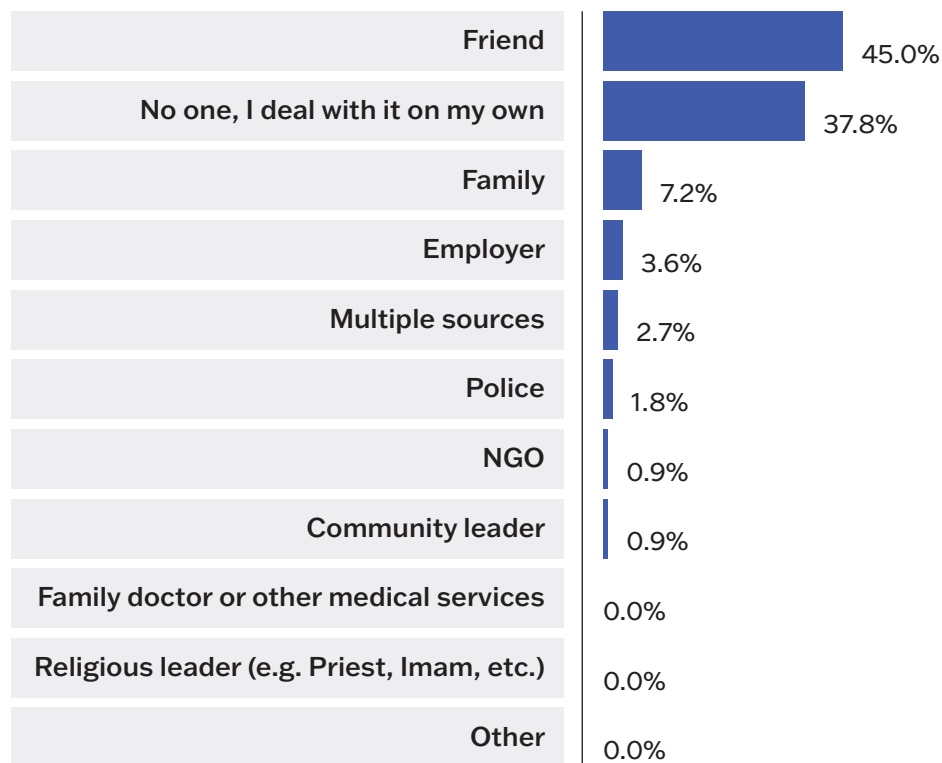


Seeking help when experiencing discrimination in Wellington County

Those respondents who reported that they have experienced discrimination in at least one context were asked to indicate who (if anyone) did they turn to for help when experiencing discrimination. Immigrant & Visible Minorities and comparison White Non-immigrant respondents were most likely to indicate

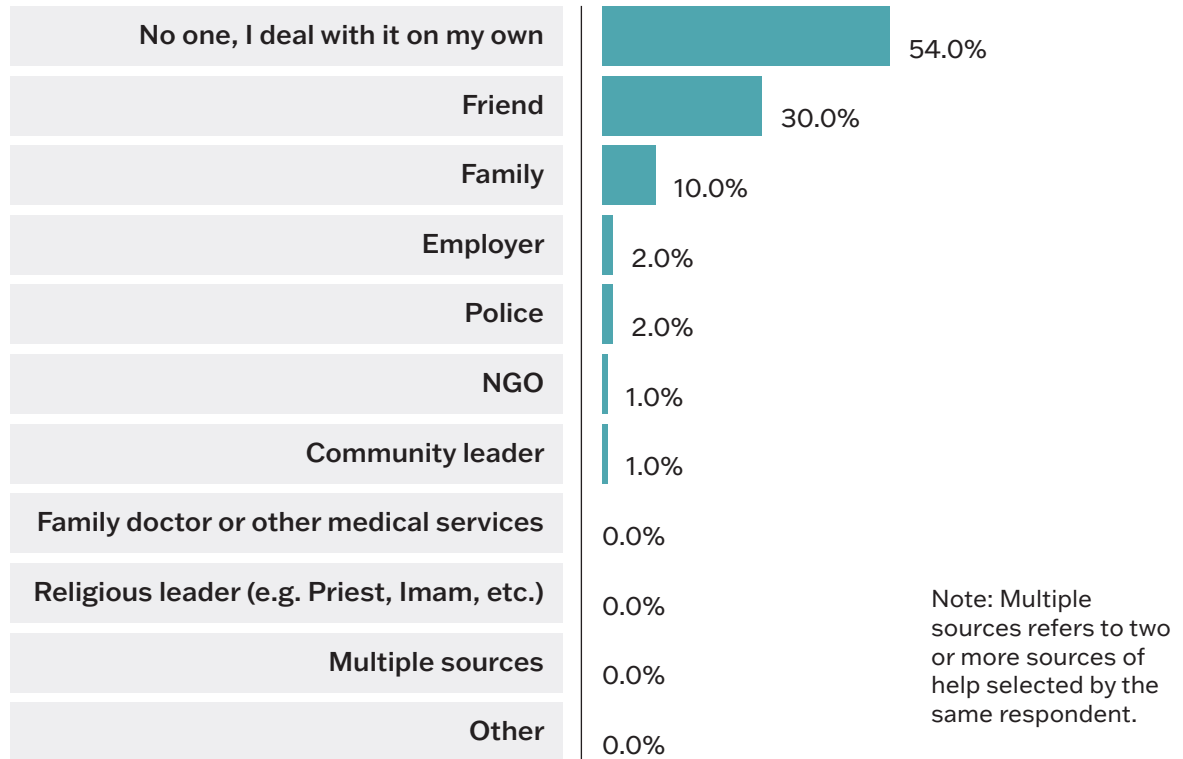
they would seek help from a friend, followed by not seeking help from anyone. On the other hand, Indigenous Peoples were most likely to indicate that they were not likely to seek help from anyone, followed by seeking help from a friend.

Immigrants & Visible Minorities Who Had Experienced Discrimination: Sources of Help With Discrimination

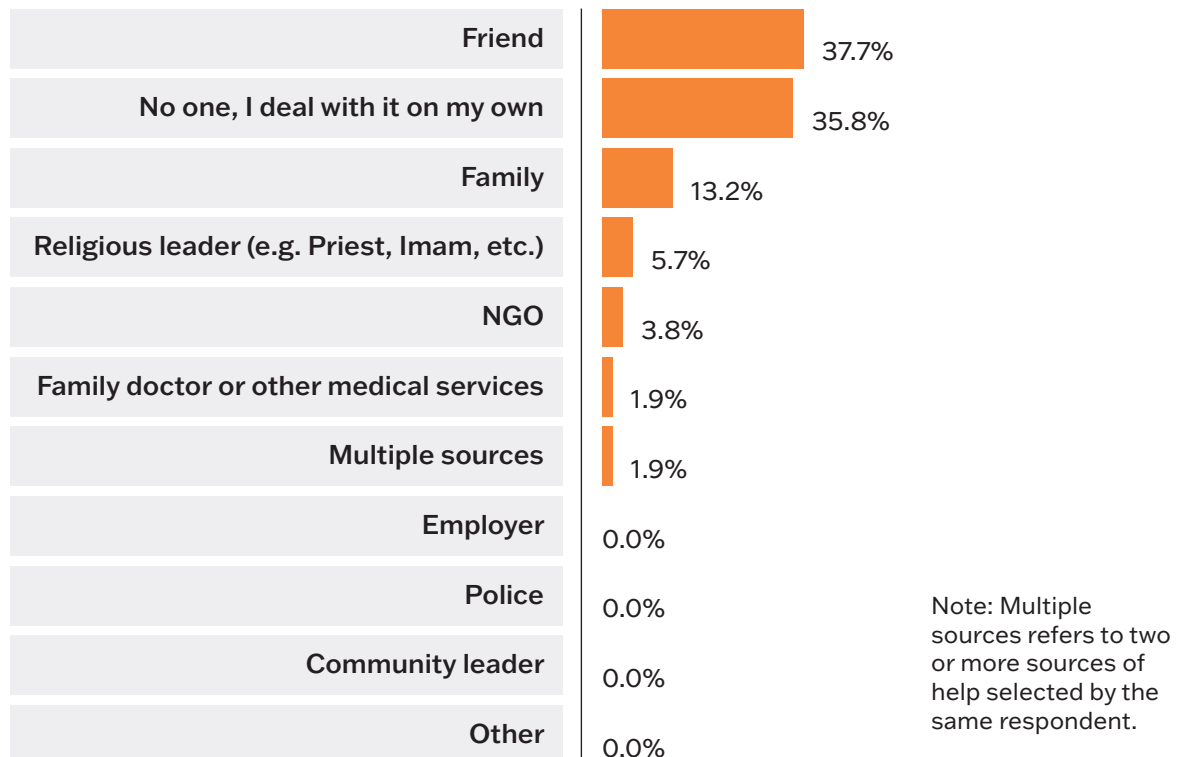


Note: Multiple sources refers to two or more sources of help selected by the same respondent.

Indigenous Peoples Who Had Experienced Discrimination: Sources of Help With Discrimination



White Non-immigrants Who Had Experienced Discrimination: Sources of Help With Discrimination



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. However, Immigrants & Visible Minorities reported that discrimination decreased to a greater extent than Indigenous Peoples and White Non-immigrants. Of note, when Asians (including Chinese, Filipino, Japanese, Korean, South Asian, and Southeast Asian) were analyzed separately, they demonstrated a decrease in discrimination ($M = -0.31$), which was in line with the reduced discrimination experienced by the other groups.

Average Change in Experiencing Discrimination During the COVID-19 Pandemic



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

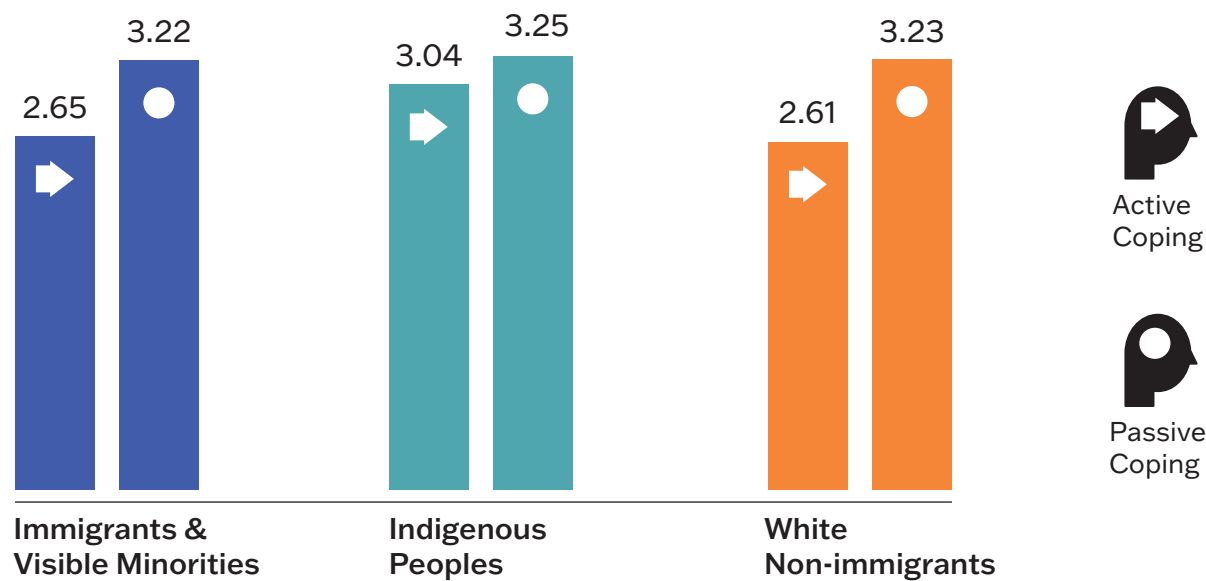
Potential Coping Strategies and Emotions in Response to Discrimination

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) and passive (e.g., accepted it as the way things are) 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.

Average Use of Active and Passive Coping Strategies in Response to Discrimination



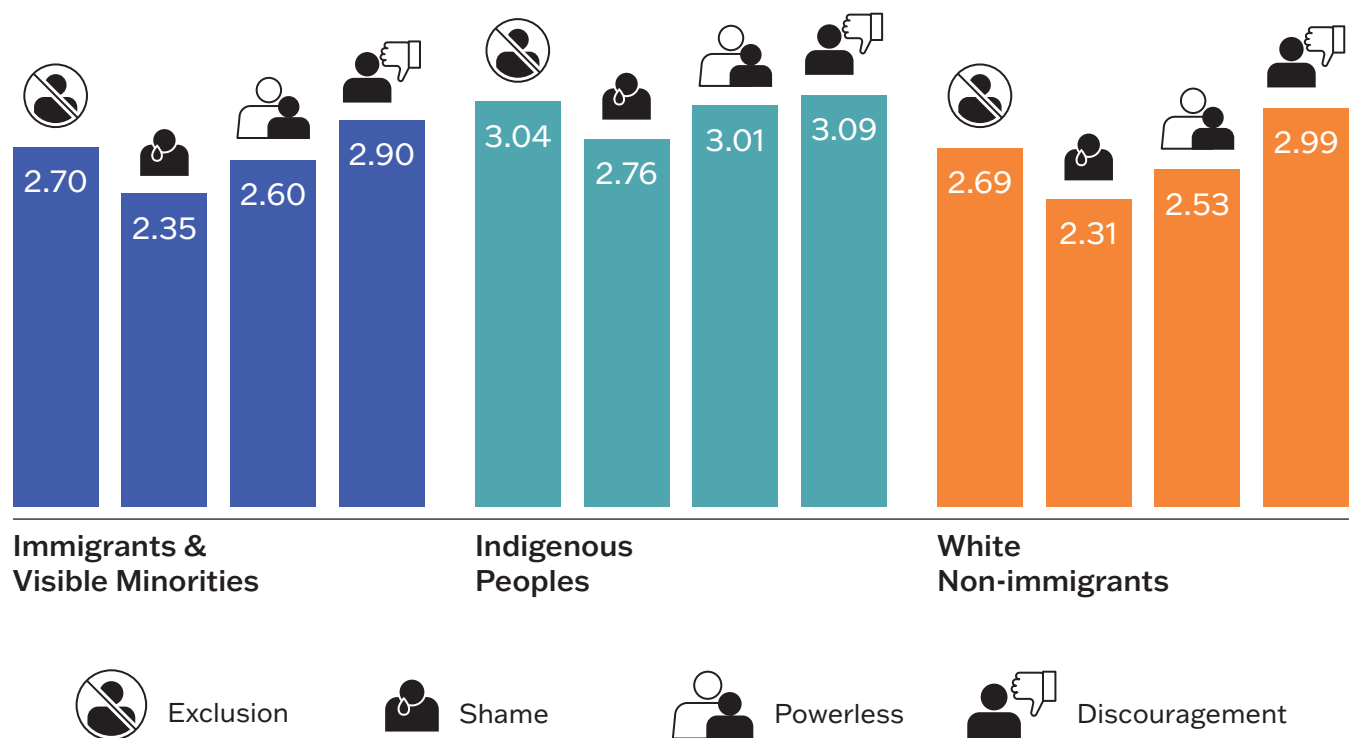
Note: Possible responses could range from never (1) to always (5).

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 feelings in response to this discrimination, which were then combined into exclusion (e.g., rejected), shame

(e.g., ashamed), powerlessness (e.g., helpless), and discouragement (e.g., discouraged). All three groups of respondents tended to experience discouragement, exclusion, and powerlessness more than shame.

Average Feelings of Exclusion, Shame, Powerlessness, and Discouragement in Response to Discrimination



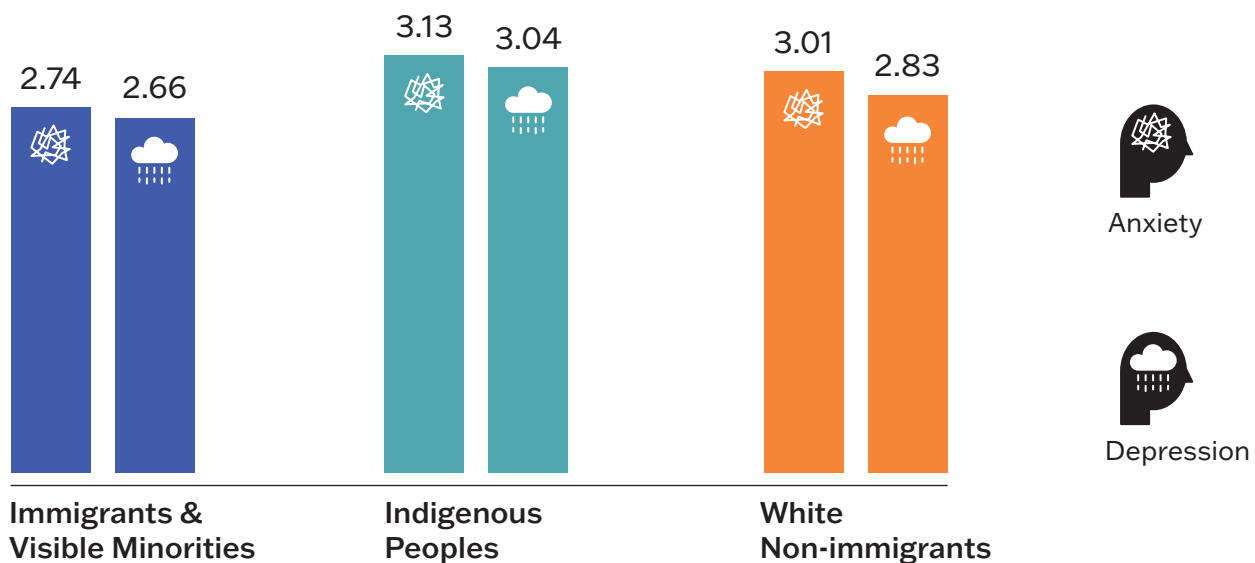
Note: Possible responses could range from never (1) to always (5).

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 4 items, which were then combined into

anxiety (e.g., nervous, anxious, or on edge) and depression (e.g., down, depressed, or hopeless.). All three groups of respondents experienced some level of anxiety and depression.

Average Experiences of Anxiety and Depression in Response to Discrimination



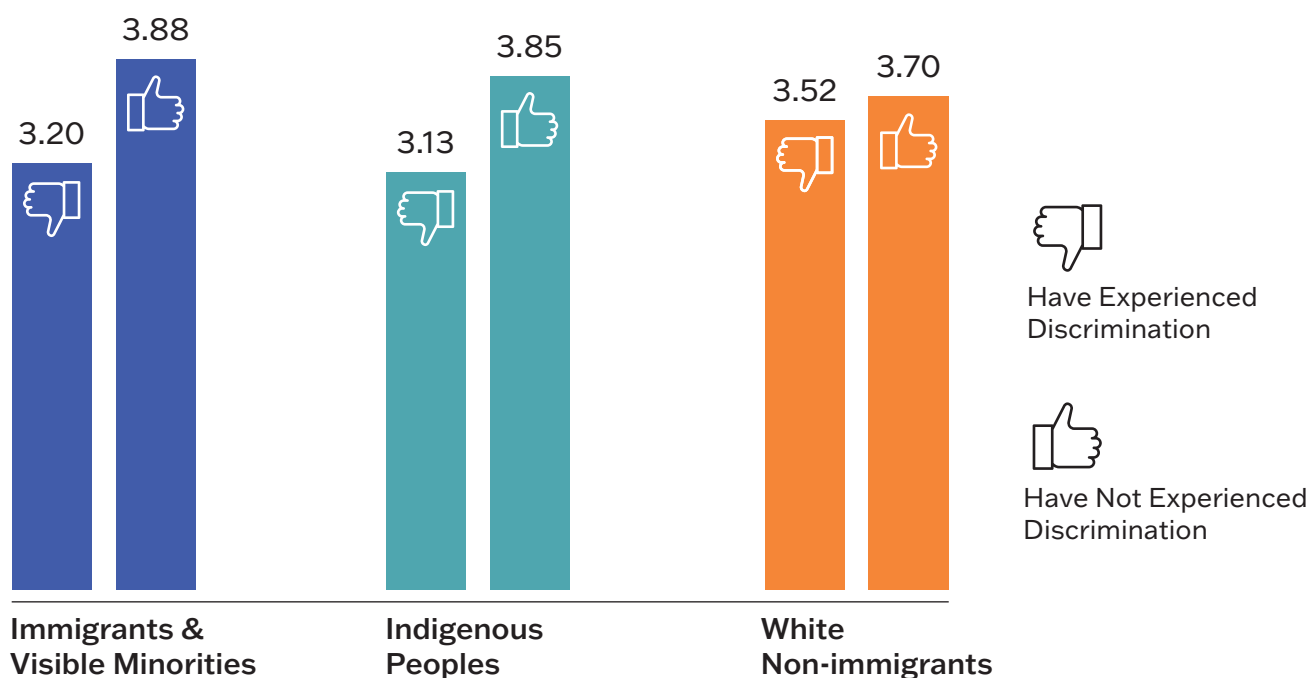
Note: Possible responses could range from never (1) to always (5).

Wellington County as a Welcoming Community

All respondents were asked to what extent they felt accepted and welcomed in Wellington County at the present time using 5 items, which were combined.

Immigrants & Visible Minorities and Indigenous Peoples tended to report a slightly lower sense of acceptance and welcome in Wellington County 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.

Average Feelings of Acceptance and Welcome in Wellington County



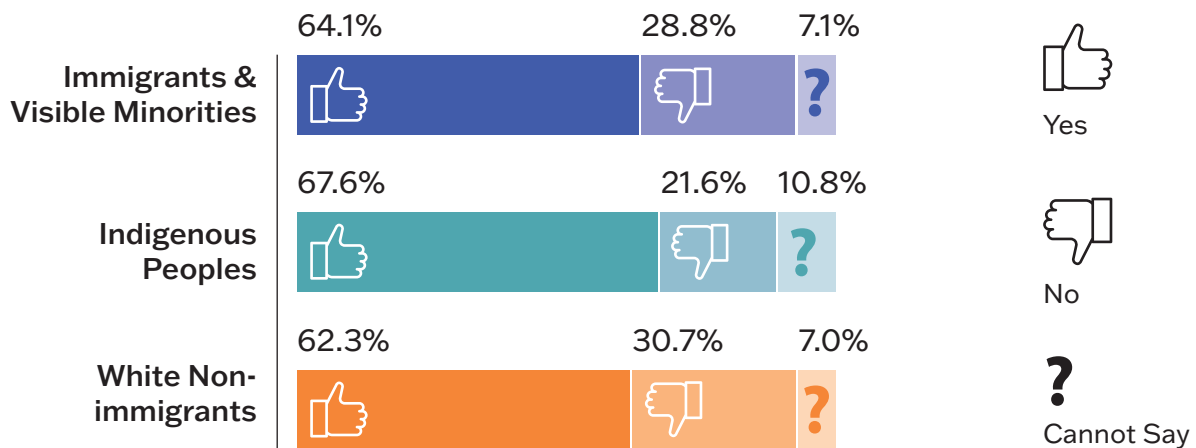
Note: Possible responses could range from not at all (1) to extremely (5).

Follow-up analyses examined perceptions of safety (1-5 scale) in Wellington County. All three groups of respondents indicated that they felt moderately to very safe. Indigenous Peoples reported a slightly lower perception of safety ($M = 3.39$), followed by Immigrants & Visible Minorities ($M = 3.60$), and White Non-immigrants ($M = 3.68$).

The following set of questions elaborated more on perceptions of Wellington County as a welcoming community and racial equality in the city. All respondents were asked whether they would say they live in a welcoming community. The majority of respondents in the Immigrant & Visible Minority and Indigenous Peoples groups indicated that they live in a welcoming community; this proportion was lower in the comparison White Non-immigrants group.

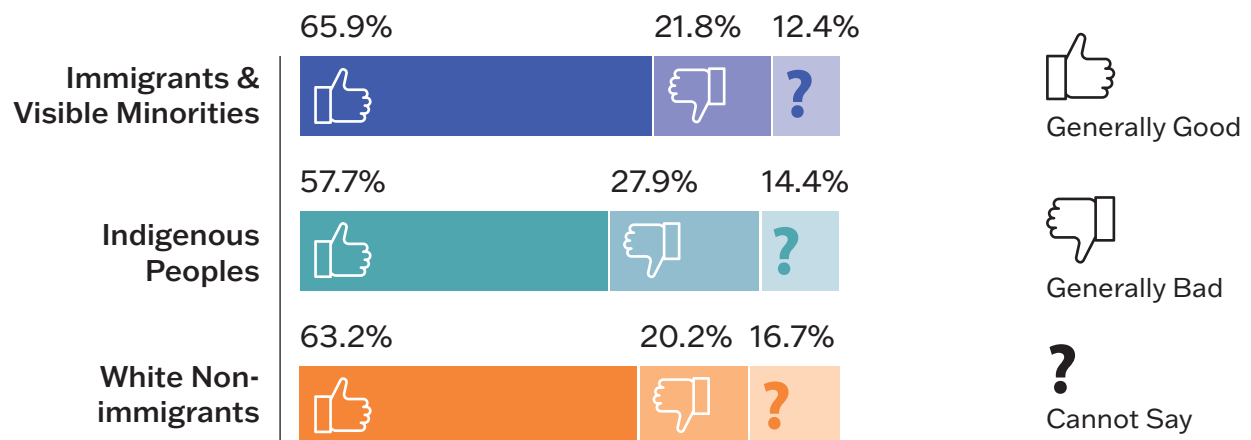


Perceptions of Living in a Welcoming Community



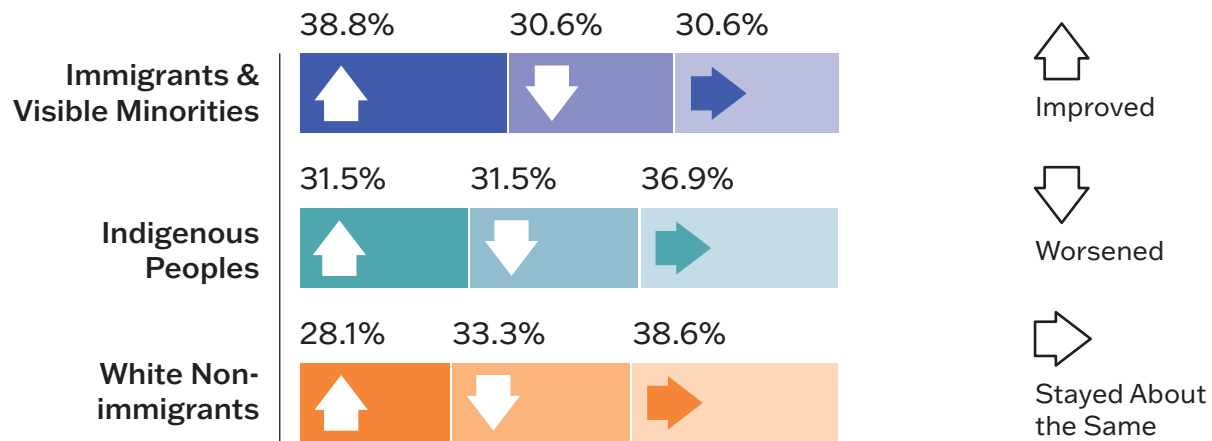
All respondents were also asked how well people from different races get along in Wellington County. Across all three groups, the majority of respondents indicated that people of different races generally get along well in Wellington County; the proportion was lower among Indigenous Peoples.

Perceptions of How Well People From Different Races Get Along in Wellington County



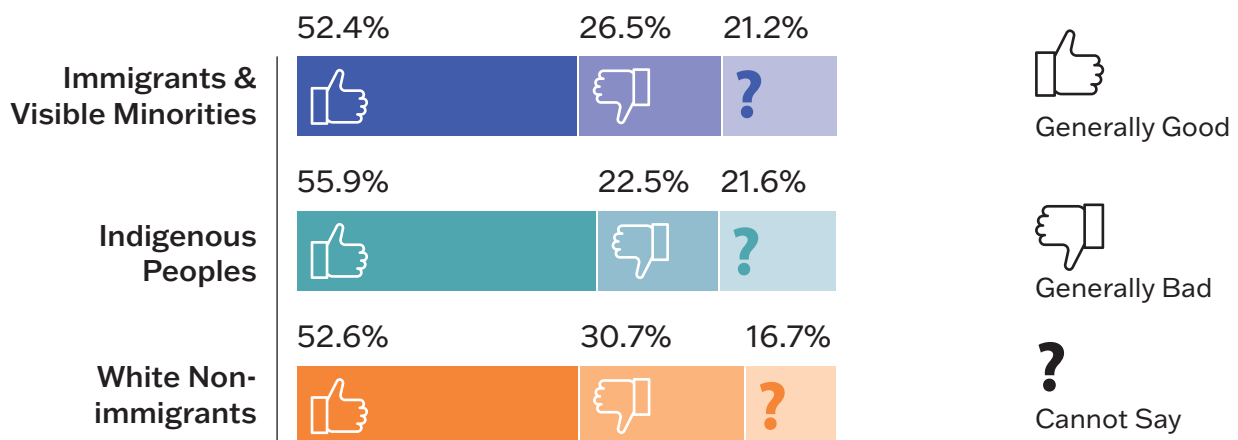
In addition, respondents were asked whether race relations in Wellington County have improved, worsened, or stayed about the same in Wellington County over the past 10 years. Immigrants & Visible Minorities were most likely to indicate that relations have improved, followed by the perception that they have stayed the same. Indigenous Peoples were most likely to indicate that relations have stayed the same, followed by perceptions that they have improved. White Non-immigrants group respondents were most likely to indicate that relations have stayed the same, followed by perceptions that they have worsened.

Perceptions of Change in Race Relations in Wellington County in the Past 10 Years



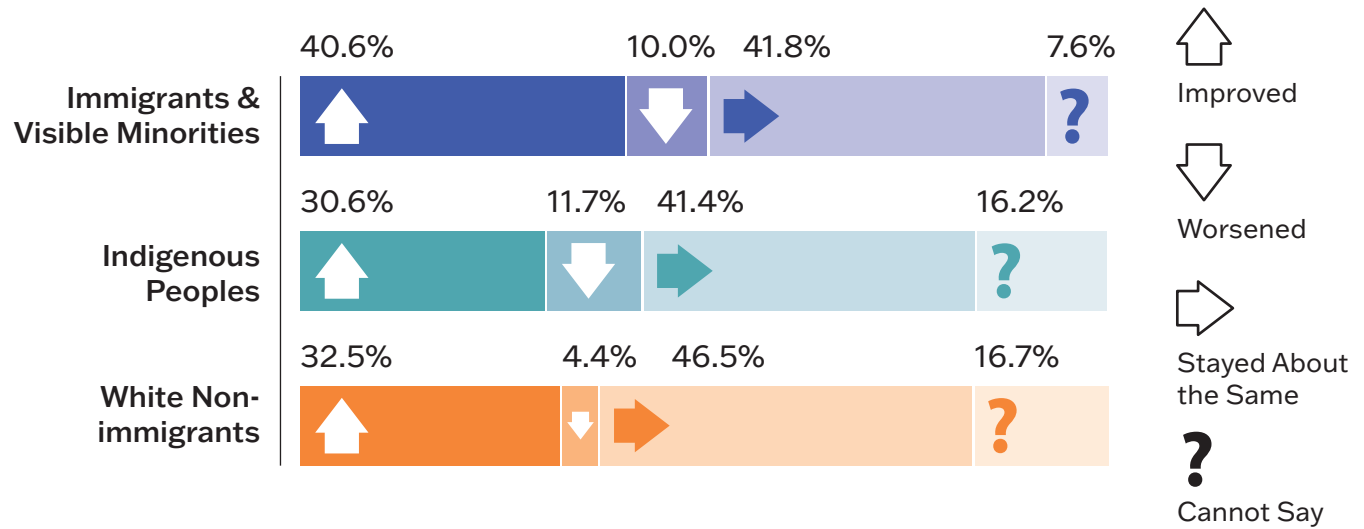
Respondents were asked whether people from all racial backgrounds have an equal chance to succeed in life. In all three groups, just over half of respondents thought that people from all racial backgrounds have an equal chance to succeed in life.

Perceptions of Equal Chance to Succeed in Life for Different Racial Backgrounds



Finally, when asked about changes in race relations over the past 10 years in terms of people from all racial backgrounds having an equal chance to succeed in life, the majority of respondents indicated that they stayed the same or improved.

Perceptions of Change in Race Relations in the Last 10 Years With Respect to Equal Chance to Succeed in Life



Summary of Findings

Immigrants & Visible Minorities

Approximately 7 out of 10 respondents in the Immigrants & Visible Minorities group reported experiencing discrimination in Wellington County in the past three years. Those who were 25-35 years old, respondents who obtained secondary school education or less, respondents who had annual household income between \$45,001 and \$80,000, and those who had lived in Wellington County for less than 5 years were most likely to report experiencing discrimination. Also, for Immigrants & Visible Minorities, religion and ethnicity/race played a role. In particular, Hindu and respondents with other/multiple ethnicities were most likely to report experiencing discrimination in Wellington County. In terms of specific characteristics of immigrants, those who had other immigration status (protected persons, temporary residents, refugee claimants, and those who are undocumented) and those who had lived in Canada for 5 to 10 years were most likely to report experiencing discrimination in Wellington County.

Immigrants & Visible Minorities were most likely to experience discrimination when applying for a job or promotion, in a store, bank or restaurant, while using public areas, such as parks and sidewalks, at their job (from supervisors, co-workers, or clients), and when attending social gatherings. The most common bases for discrimination reported by Immigrants & Visible Minorities were their race or skin colour, ethnicity or culture, and accent. In terms of the types of discrimination experienced, Immigrants & Visible Minorities were most likely to experience inappropriate jokes and derogatory language, followed by verbal threat or verbal abuse. Perpetrators of discrimination were most commonly reported to be males, middle



Immigrants and Visible Minorities in Wellington County

7 out of 10



Experienced discrimination

Those most likely to report experiencing discrimination:



25-35 years old



Secondary school education or less



Annual household income \$45,001 to \$80,000



Lived in Wellington County less than 5 years

aged and White. When they had experienced discrimination, Immigrants & Visible Minorities were most likely to indicate that they would seek help from a friend, followed by not seeking help from anyone.

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 Wellington County than those who had not experienced discrimination. Similar to respondents in the other two groups, the majority of respondents in the Immigrants & Visible Minorities group indicated that they live in a welcoming community and that people of different races generally get along well in Wellington County. In addition, the majority of Immigrants & Visible Minorities indicated that racial relations have improved or have remained the same in Wellington County over the last 10 years, and just over half of respondents indicated that people from all racial backgrounds have an equal chance to succeed in life. Finally, when asked about changes in race relations over the past 10 years in terms of people from all racial backgrounds having an equal chance to succeed in life, the majority of Immigrants & Visible Minorities indicated that they stayed the same or improved.

Indigenous Peoples

In the Indigenous Peoples group, approximately 9 out of 10 respondents reported experiencing discrimination in Wellington County in the past three years. Those who were 25-35 years old, male, respondents who obtained secondary school education or less, those who were primarily employed, those with annual household income of \$45,001 and higher, and those who had lived in Wellington County for longer than 20 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, in a store, bank, or restaurant, when looking for housing, while attending social gatherings, and when applying for a program or benefit.

Indigenous Peoples reported that the main bases for the discrimination they experienced had to do



Indigenous Peoples in Wellington County

7 out of 10



Experienced discrimination

Those most likely to report experiencing discrimination:



25-35 years old



Secondary school education or less



Annual household income \$45,001 to \$80,000



Lived in Wellington County longer than 20 years

with their indigenous identity, race or skin colour, and religion. In terms of the types of discrimination experienced, respondents were most likely to mention inappropriate jokes and derogatory language, followed by verbal threat or verbal abuse, and, of note, physical threat. Respondents in the Indigenous Peoples group identified perpetrators as male, middle-aged and White or other Indigenous person. When they had experienced discrimination, Indigenous Peoples were most likely to not seek help from anyone, followed by seeking help from a friend.

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 respondents in the Immigrants & Visible Minorities group and White Non-Immigrants. On average, they indicated using both active and passive coping strategies to deal with their discrimination experiences. As for the other two groups, those who had experienced discrimination reported lower feelings of acceptance and welcome

in Wellington County than those who had not experienced discrimination.

Comparison White Non-immigrants

Almost 5 out of 10 respondents in the comparison White Non-immigrants group reported experiencing discrimination in Wellington County in the last three years. White Non-immigrants were most likely to experience discrimination when at their job, when applying for a job or promotion, in a store, bank, or restaurant, when applying for a program or benefit, and when looking for housing. White Non-immigrants reported that the main reasons for their discrimination experiences had to do with more universal factors such as age, physical appearance, gender, and income level. When they had experienced discrimination, White Non-Immigrants were most likely to seek help from a friend followed by not seeking help from anyone.



White Non-immigrants in Wellington County

Almost 5 out of 10



Experienced discrimination

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 a bit 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 more likely to be female 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 Wellington County and, indeed, in our Immigrants & Visible Minorities sample over 60% 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 Wellington County. This was particularly the case among Indigenous Peoples, with 9 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



Only experiences that are acknowledged can be addressed.

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 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, EliminateHate (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 they tended to rely more on passive coping strategies 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



It is important to provide mental health supports to victims of discrimination that help them engage in those coping strategies that are most effective.

& 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 Wellington County. 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, one context was among the top most frequently mentioned – while in a store, bank, or restaurant. Among Immigrants & Visible Minorities and Indigenous Peoples, these contexts also included when attending social gatherings.

This suggests that anti-discrimination initiatives should focus on these particular contexts, developing common strategies across groups for settings such as banks, stores, or restaurants, which tend to be common contexts of discrimination across groups, and for Immigrants & Visible Minorities and Indigenous Peoples, in social gathering places. Targeted strategies for combatting the discrimination that Indigenous Peoples experience while using libraries, community/recreational centres, and arenas should also be developed.

The current study also found that both males and females were identified as perpetrators of discrimination, although males were mentioned more frequently than females. 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 threat and verbal abuse. Indigenous Peoples also reported experiencing physical threat. These findings suggest that anti-discrimination initiatives in Wellington County 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. Anti-discrimination initiatives should address the individual perpetrators of discrimination, bystanders, and organizations/systems.

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 Wellington County.

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; Kalev 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.



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 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 EDIC 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, Wellington County 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 A: Respondent Demographics

	Immigrants & Visible Minorities (N = 170)	Indigenous Peoples (N = 111)	Comparison White Non-immigrants (N = 114)
Gender			
Female	54.7%	53.2%	66.7%
Male	41.8%	45.9%	32.5%
Non-binary	1.2%	0.9%	0%
Other	0%	0%	0%
No response	2.4%	0%	0.9%
Age			
	Range: 19-70 Average: 39 years	Range: 18-73 Average: 43 years	Range: 19-82 Average: 49 years
18 to 24 years	11.2%	9.0%	6.1%
25 to 35 years	22.9%	23.4%	23.7%
36 to 50 years	30.6%	58.6%	16.7%
Older than 50	28.8%	7.2%	50.9%
No response	6.5%	1.8%	2.6%
Language(s) Most Often Spoken at Home			
English only	68.8%	93.7%	91.2%
English and another language	18.2%	3.6%	6.1%
Another language only	12.4%	2.7%	2.6%
No response	0.6%	0%	0%
Employment Status			
Employed full-time/part-time/self-employed	61.8%	81.1%	49.1%
Other employment status (includes unemployed, retired, student, homemaker, and other)	31.2%	16.2%	43.0%
Multiple employment statuses	5.3%	1.8%	6.1%
No response	1.8%	0.9%	1.8%

	Immigrants & Visible Minorities (N = 170)	Indigenous Peoples (N = 111)	Comparison White Non-immigrants (N = 114)
Education Level			
Secondary/high school and less	22.4%	40.5%	36.0%
College/vocational training	21.8%	28.8%	30.7%
University undergraduate degree	24.1%	19.8%	20.2%
University graduate degree and Professional degree	28.8%	9.9%	12.3%
No response	2.9%	0.9%	0.9%
Annual Household Income			
Less than \$45,000	25.9%	15.3%	28.9%
\$45,001 to \$80,000	21.2%	36.0%	28.1%
\$80,001 and more	42.4%	45.0%	33.3%
No response	10.6%	3.6%	9.6%
Years Living in Wellington County			
	Range: 0-64 Average: 16 years	Range: 0-63 Average: 24 years	Range: 0-76 Average: 30 years
Less than 5 years	32.4%	12.6%	14.9%
5 to 10 years	15.9%	15.3%	11.4%
10 to 20 years	18.8%	18.0%	7.9%
Longer than 20 years	32.9%	54.1%	65.8%
No response	0%	0%	0%
Religion			
Christian	31.2%	30.6%	50.9%
No religion (atheist or agnostic)	28.8%	23.4%	40.4%
Other religion and multiple religious categories	38.2%	45.9%	8.8%
No response	1.8%	0%	0%
Sense of Belonging to Religious Group(s) (Scale of Very Weak = 1 to Very Strong = 5)			
	Average: 3.29	Average: 3.61	Average: 3.44

	Immigrants & Visible Minorities (N = 170)	Indigenous Peoples (N = 111)	Comparison White Non-immigrants (N = 114)
Religion of Immigrants & Visible Minorities			
Christian	31.2%		
Muslim	9.4%		
Hindu	7.6%		
No religion (atheist or agnostic)	28.8%		
Other religion and multiple religious categories	21.2%		
No response	1.8%		
Race/Ethnicity			
White	17.1%	0%	96.5%
First Nations, Métis, or Inuk (Inuit)	7.1%	98.2%	0%
Visible minority, other, and multiple races/ethnicities	75.9%	1.8%	2.6%
No response	0%	0%	0.9%
Sense of Belonging to Racial/Ethnic Group(s) (scale of very weak=1 to very strong=5)			
	Average: 3.37	Average: 3.54	Average: 3.86
Race/Ethnicity of Immigrants & Visible Minorities			
East Asian and Southeast Asian	26.5%		
South Asian	17.6%		
Black	17.6%		
White	17.1%		
Other and multiple races/ethnicities	21.2%		
No response	0%		
Born in Canada			
Yes	29.4%		
No	70.6%		
No response	0%		
Immigrant & Visible Minority Status			
Immigrant visible minority	29.4%		
Non-immigrant visible minority	51.8%		
Immigrant non-visible minority	18.8%		
No response	0%		

	Immigrants & Visible Minorities (N = 170)	Indigenous Peoples (N = 111)	Comparison White Non-immigrants (N = 114)
Immigrants: Status Upon Arrival to Canada			
Economic class immigrant	37.5%		
Family class immigrant	37.5%		
Temporary worker	1.7%		
Temporary student	11.7%		
Other entry class	11.7%		
No response	0%		
Immigrants: Current Immigration Status			
Permanent resident	24.2%		
Canadian citizen	66.7%		
Other status (temporary resident, protected person, refugee claimant, undocumented, other)	8.3%		
No response	0.8%		
Immigrants: Years living in Canada			
Range: 0-72 Average: 23 years			
Less than 5 years	20.8%		
5 to 10 years	11.7%		
Longer than 10 years	67.5%		
No response	0%		

Appendix B: Survey on Experiences of Discrimination in Wellington County

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

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

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Does Not Apply

2. While using public areas, such as parks and sidewalks.

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Does Not Apply

3. While using public transit, such as buses, trains and sidewalks.

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Does Not Apply

4. In a store, bank, or restaurant.

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Does Not Apply

5. When applying for a job or promotion.

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Does Not Apply

6. At your job – for example, from supervisors, co-workers, or clients.

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Does Not Apply

7. When interacting with the police.

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Does Not Apply

8. When interacting with the courts.

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Does Not Apply

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 ☐ Does Not Apply

17. You indicated that in the past 3 years you have been discriminated against or treated unfairly by others in the Wellington County area.

- ☐ 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, 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:

- | | |
|--|---|
| <input type="checkbox"/> Arab | <input type="checkbox"/> Latin American |
| <input type="checkbox"/> Black | <input type="checkbox"/> Mennonite |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> South Asian (e.g., East Indian, Pakistani, Sri Lankan) |
| <input type="checkbox"/> Filipino | <input type="checkbox"/> Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai) |
| <input type="checkbox"/> First Nations, Métis, or Inuk (Inuit) | <input type="checkbox"/> West Asian (e.g., Iranian, Afghan) |
| <input type="checkbox"/> Japanese | <input type="checkbox"/> White |
| <input type="checkbox"/> Korean | <input type="checkbox"/> Other (Please specify) |

20. Who (if anyone) did you turn to for help when experiencing discrimination? (You can choose more than one)

- ☐ Friend
- ☐ Family
- ☐ Employer
- ☐ Police
- ☐ NGO
- ☐ Family Doctor or other medical services
- ☐ Community leader
- ☐ Religious leader (e.g. Priest, Imam... etc.)
- ☐ Traditional/Spirituality
- ☐ No one, I deal with it on my own
- ☐ Other

21. During the COVID-19 pandemic, on average how much have your experiences of discrimination or mistreatment changed? During the pandemic have they been:

<input type="checkbox"/> Much Lower	<input type="checkbox"/> Somewhat Lower	<input type="checkbox"/> About the Same	<input type="checkbox"/> Somewhat Higher	<input type="checkbox"/> Much Higher
--	--	--	---	---

22. In response to being discriminated against or treated unfairly in the past 3 years in the Wellington County area how often did you do each of the following?

a. Tried to do something about it.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
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b. Accepted it as the way things are.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
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c. Ignored it.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

d. Told yourself they were ignorant.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

e. Worked harder to prove them wrong.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

f. Felt that you brought it on yourself.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

g. Talked to someone about how you were feeling.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

h. Reminded yourself of your rightful place in Canada.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

i. Expressed anger or got mad.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

j. Prayed about the situation.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

k. Avoided situations where it could happen again.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

i. Felt that it was something about them and not you.

<input type="checkbox"/> Never	<input type="checkbox"/> Rarely	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Often	<input type="checkbox"/> Always
--------------------------------	---------------------------------	------------------------------------	--------------------------------	---------------------------------

23. In response to being discriminated against or treated unfairly in the past 3 years in the Wellington County 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

i. Humiliated

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always

24. In response to being discriminated against or treated unfairly in the past 3 years in the Wellington County 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

25. How much do you feel that you are accepted in the Wellington County area?

☐ Not at all ☐ Slightly ☐ Moderately ☐ Very ☐ Extremely

26. How much do you feel welcome in the Wellington County area?

☐ Not at all ☐ Slightly ☐ Moderately ☐ Very ☐ Extremely

27. How much do you feel a sense of belonging to the Wellington County area?

☐ Not at all ☐ Slightly ☐ Moderately ☐ Very ☐ Extremely

28. How much do you feel recognized as part of the Wellington County area?

☐ Not at all ☐ Slightly ☐ Moderately ☐ Very ☐ Extremely

29. How much do you feel safe in the Wellington County area?

☐ Not at all ☐ Slightly ☐ Moderately ☐ Very ☐ Extremely

30. In general, would you say you live in a welcoming community? (A welcoming community is one where you would not hesitate to participate in activities for fear of being harassed, ridiculed or discriminated against)

☐ Yes
☐ No
☐ Cannot say

31. How well do people from different races get along in Wellington County?

☐ Generally good
☐ Generally bad
☐ Cannot say

32. Over the past 10 years, do you think race relations in Wellington County have improved, worsened or stayed about the same in terms of how well people from different races get along?

- ☐ Improved
- ☐ Worsened
- ☐ Stayed about the same
- ☐ Cannot say

33. How well do people from all racial backgrounds have an equal chance to succeed in life?

- ☐ Generally good
- ☐ Generally bad
- ☐ Cannot say

34. Over the past 10 years, do you think race relations in Wellington County have improved, worsened or stayed about the same in terms of people from all racial backgrounds have an equal chance to succeed in life?

- ☐ Improved
- ☐ Worsened
- ☐ Stayed about the same
- ☐ Cannot say

35. What is your gender?

- ☐ Female
- ☐ Male
- ☐ Non-binary (e.g., gender fluid, queer)
- ☐ Other (Please specify) _____

36. What is your age? _____

37. Were you born in Canada?

- ☐ Yes
- ☐ No

38. 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-Referred 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

39. What is your current immigration status?

- ☐ Canadian Citizen
- ☐ Permanent Resident
- ☐ Protected Person
- ☐ Temporary Resident
- ☐ Refugee Claimant
- ☐ Undocumented
- ☐ Other

40. How long have you lived in Canada? _____ (months)

41. How long have you lived in the Wellington County area? _____ (months)

42. What language(s) do you speak most often at home? (You can choose more than one)

- ☐ English
- ☐ French
- ☐ Other (Please specify) _____

43. What is your current employment status? (You can choose more than one)

- | | |
|--------------------------|--|
| <input type="checkbox"/> | Employed full-time (30 hours a week or more) |
| <input type="checkbox"/> | Employed part-time (Less than 30 hours a week) |
| <input type="checkbox"/> | Self-employed or own your own business |
| <input type="checkbox"/> | Unemployed, looking for work |
| <input type="checkbox"/> | Unemployed, not looking for work |
| <input type="checkbox"/> | Retired |
| <input type="checkbox"/> | Student |
| <input type="checkbox"/> | Homemaker |
| <input type="checkbox"/> | Other (Please specify) _____ |

44. Generally speaking, were those who discriminated against you: (You can choose more than one)

- | | | | |
|--------------------------|---------------------------------------|--------------------------|--|
| <input type="checkbox"/> | Arab | <input type="checkbox"/> | Latin American |
| <input type="checkbox"/> | Black | <input type="checkbox"/> | Mennonite |
| <input type="checkbox"/> | Chinese | <input type="checkbox"/> | South Asian (e.g., East Indian, Pakistani, Sri Lankan) |
| <input type="checkbox"/> | Filipino | <input type="checkbox"/> | Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai) |
| <input type="checkbox"/> | First Nations, Métis, or Inuk (Inuit) | <input type="checkbox"/> | West Asian (e.g., Iranian, Afghan) |
| <input type="checkbox"/> | Japanese | <input type="checkbox"/> | White |
| <input type="checkbox"/> | Korean | <input type="checkbox"/> | Other (Please specify) _____ |

45. How would you describe your sense of belonging with other [group chosen] people?

- | | | | | |
|---------------------------------------|---|-----------------------------------|---|---|
| <input type="checkbox"/> Very
Weak | <input type="checkbox"/> Somewhat
Weak | <input type="checkbox"/> Moderate | <input type="checkbox"/> Somewhat
Stronger | <input type="checkbox"/> Very
Strong |
|---------------------------------------|---|-----------------------------------|---|---|

[Repeated for each group chosen.]

46. With regard to religion, how do you presently identify yourself or think of yourself as being? (You can choose more than one)

- | | | | |
|--------------------------|-----------|--------------------------|-----------------------------------|
| <input type="checkbox"/> | Baha'i | <input type="checkbox"/> | Muslim |
| <input type="checkbox"/> | Buddhist | <input type="checkbox"/> | Sikh |
| <input type="checkbox"/> | Christian | <input type="checkbox"/> | Traditional/Spirituality |
| <input type="checkbox"/> | Hindu | <input type="checkbox"/> | No religion (atheist or agnostic) |
| <input type="checkbox"/> | Jewish | <input type="checkbox"/> | Other (Please specify) _____ |
| <input type="checkbox"/> | Mennonite | | |

47. How would you describe your sense of belonging with other [group chosen] people?

- | | | | | |
|---------------------------------------|---|-----------------------------------|---|---|
| <input type="checkbox"/> Very
Weak | <input type="checkbox"/> Somewhat
Weak | <input type="checkbox"/> Moderate | <input type="checkbox"/> Somewhat
Stronger | <input type="checkbox"/> Very
Strong |
|---------------------------------------|---|-----------------------------------|---|---|

[Repeated for each group chosen.]

48. 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)

48. Please indicate your approximate annual household income, from all sources, before taxes?

- ☐ No income
- ☐ Less than \$45,000
- ☐ \$45,001 to \$80,000
- ☐ \$80,000 to \$130,000
- ☐ More than \$130,000
- ☐ I prefer not to answer