



# HEALTH, ACCESS, AND RACISM



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*Prepared by*

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## Some of the Diverse Groups in the Peel Population: 1996-2001

Groups	1996 Population		2001 Population		% Change between 1996 & 2001
	#	%	#	%	
Total Population	852,526	100.0	988,948	100.0	16.0
Immigrants	339,370	40.0	424,820	43.1	25.2
Visible Minorities	265,280	31.2	397,105	38.5	42.9
Older Adults (55 years +)	126,260	14.8	162,440	16.4	28.7
Persons with Non-English/ Non-French First Language	291,100	34.1	389,525	39.5	33.8
People with Disabilities (Ontario Health Survey 1996/97)	7% of total Population				
Gays, Lesbians, Bisexuals and Transgendered Persons (2001)*	98,895 (estimated) (10% of total population)				



### Visible Minorities: Peel, 1996 & 2001

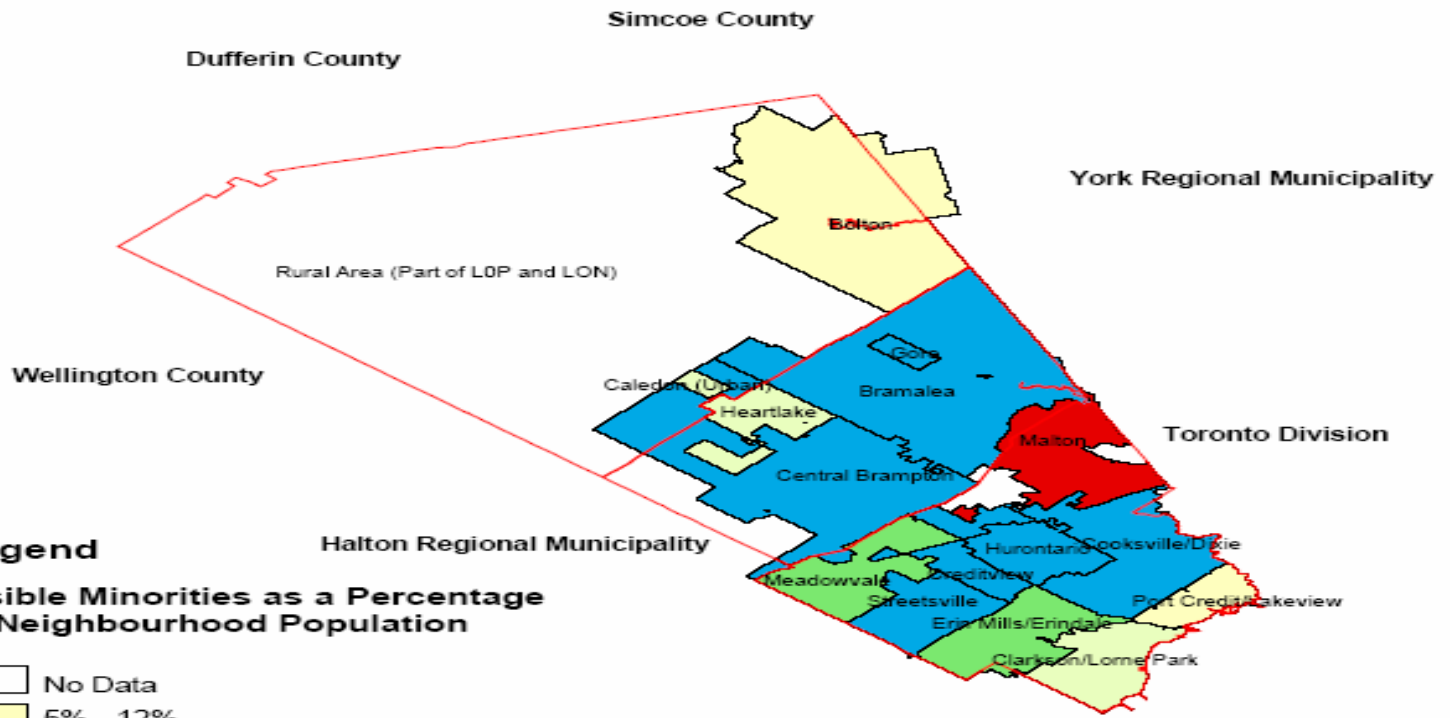
VISIBLE MINORITY GROUP	1996		2001		Rate of change 1996 – 2001	
	#	%	#	%	#	%
<b>Total Population by Visible Minority Group</b>	<b>849,305</b>	<b>100.0</b>	<b>985,565</b>	<b>100.0</b>	<b>136,260</b>	<b>16.0</b>
Non Visible Minority Population	584,020	68.8	606,455	61.5	22,435	3.8
Visible Minority Population	265,285	31.2	379,110	38.5	113,825	42.9
South Asian	96,735	11.4	155,055	15.7	58,320	60.3
Black	55,875	6.6	70,695	7.2	14,820	26.5
Chinese	34,945	4.1	41,605	4.2	6,660	19.1
Filipino	23,240	2.7	31,625	3.2	8,385	36.1
Arab/West Asian	12,075	1.4	18,800	1.9	6,725	55.7
Latin American	10,345	1.2	14,665	1.5	4,320	41.8
Southeast Asian	9,815	1.2	13,050	1.3	3,235	33.0
Korean	3,130	0.4	5,830	0.6	2,700	86.3
Japanese	2,525	0.3	2,620	0.3	95	3.8
Visible Minorities, n.i.e.	11,215	1.3	18,260	1.9	7,045	62.8
Multiple Visible Minorities	5,385	0.6	6,905	0.7	1,520	28.2

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

Source: Statistics Canada, Census of Canada, 1996; 2001.



# The Visible Minority Population\* by Peel Neighbourhoods, 2001



## Legend

### Visible Minorities as a Percentage of Neighbourhood Population

- No Data
- 5% - 12%
- 12.1% - 29%
- 29.1% - 38.5%
- 38.6% - 61%
- 61.1% - 69%
- Peel Boundary

**Visible Minorities (%):**  
Peel (38.5%); Canada (13.4%); Ontario (19.1%).

\* Under the Employment Equity Act of Canada, members of visible minorities are persons, other than Aboriginal persons, who are not white in race or colour.

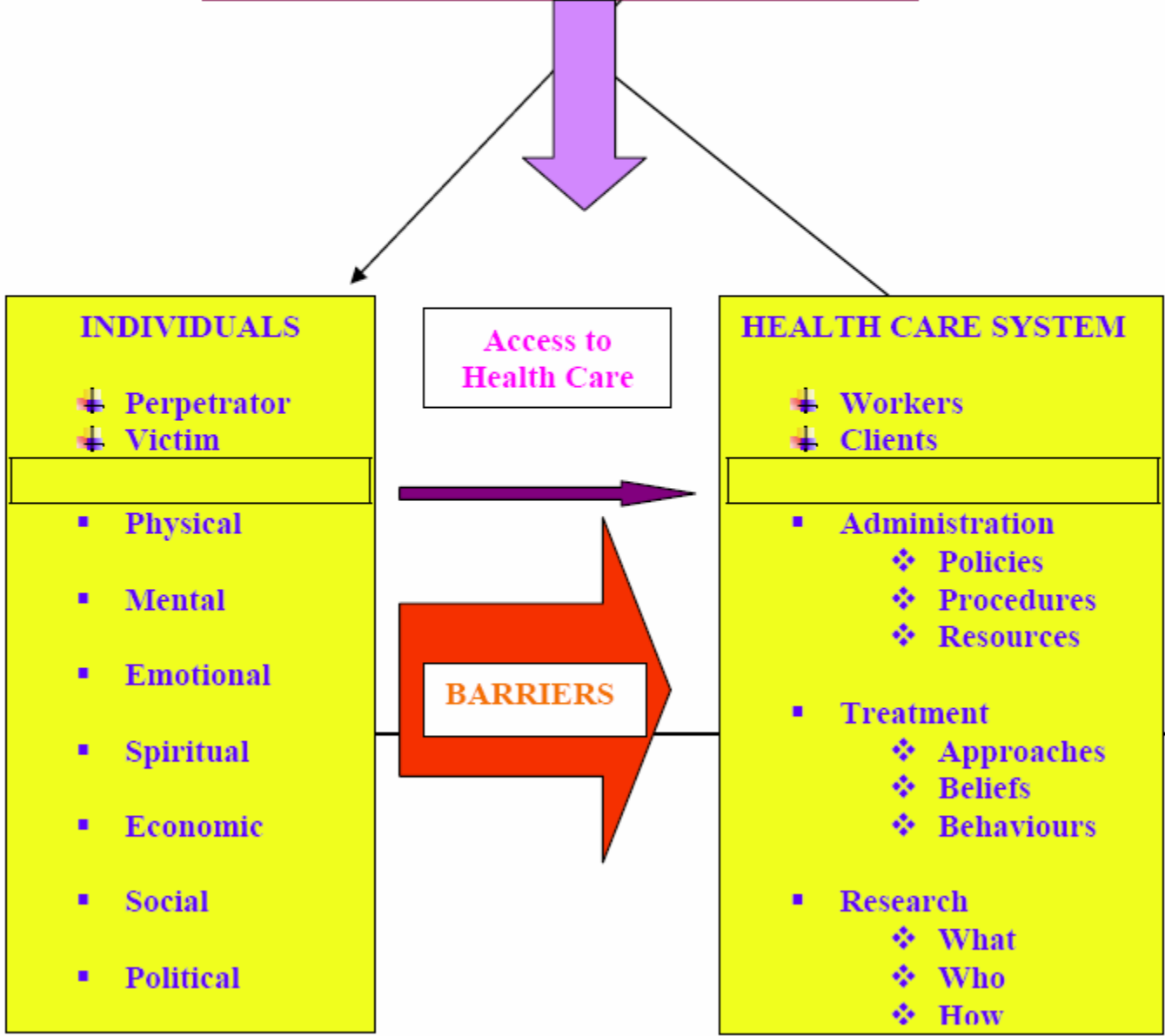
Source: Statistics Canada, Census of Canada, 2001

0 5 10 20 Kilometers

Prepared by Srimanta Mohanty  
for the Social Planning Council of Peel,  
December 9, 2005.



# IMPACT OF RACISM





## **RACISM: UNDERSTANDING THE DIFFERENT DIMENSIONS**

- **MENTAL**
- **PHYSICAL**
- **SOCIAL**
- **INDIVIDUAL**
- **SYSTEMIC**
- **PRO-ACTIVE**
- **REACTIVE**
- **FOCUS (MAIN)**



# RACISM

## **MENTAL ACTION (Beliefs)**

- A belief in the superiority of one group over another based on skin colour or ethnic characteristics:
  - Biological (with emphasis on mental ability)
  - Social (culture, technology, artifacts, etc.)
  - Spiritual (morality, religion, etc.)
- A belief that if one is racially superior, one has the right to exploit those perceived to be racially inferior in order to achieve one's (superior) interests.

*Examples:* (White supremacy; Hindu caste system)



# RACISM

## PHYSICAL ACTION:

Physical and social discrimination against people based on racial or ethnic characteristics:

- Personal level            (individual racism/prejudice)
- Organizational level    (corporate racism)
- Societal level            (systemic racism)

*Examples: exclusion; deprivation; physical harm; a landlord refusing to rent an apartment to a South Asian family.*



## RACISM

### **SOCIAL ACTION: (Social Infrastructure)**

- Formal laws, policies, procedures and organizations intentionally created to discriminate against people based on racial characteristics/racist beliefs.
- Formal laws, policies, procedures and organizations that discriminate against particular racial groups even though that was not the conscious, overt intent of those who developed the policies, procedures and organizations.



## RACISM

- **INDIVIDUAL Inter-personal (prejudice)**
  - limited power for discrimination
  
- **SYSTEMIC**
  - By an organization**
    - some power for discrimination
  
  - By the society as a whole**
    - The most power for discrimination



## RACISM

- **PRO-ACTIVE:** Initiated by one person or group over another
- **RE-ACTIVE:** Reaction to pro-active racism



## PRO-ACTIVE RACISM

BODY



Overworked  
Damaged

MIND



De-valued  
Under-  
developed

SOUL



Denied  
Neglected



## REACTIVE RACISM EXTERNALIZED

*(aimed at dominant group)*

- **Belief:** The dominant group is bad/cruel/evil and must be stopped... . (Fear and anger combined.)
- **Action:** Dislike, distrust, self-protection, rejection of dominant culture violence, rebellion; out-performing the dominant group and making them the new subordinate group.
- **Social Infrastructure:** creation of counter culture (language, dress, art, music, organizations, etc.); creation of separate, geographic, race-based communities; creation of a separate State



## REACTIVE RACISM: INTERNALIZED (aimed at self and oppressed group)

### Belief:

- ***Self-deprecation:*** I and my group are not as good as the dominant group.
- ***Helplessness and despair:*** The racist system cannot be eliminated. (They are too powerful.) We can't rely on ourselves or the dominant group to change our lives for the better.
- ***Externally focused hope:*** We need outside help from a Greater Source (greater than the dominant group).



## Reactive Racism: Internalized (aimed at self and oppressed group)

- **Action**
  - Acceptance of the racist status quo (not approval of)
  - Self-hatred, group hatred, low self-esteem, low expectations of members of the oppressed group
  - Modification of the physical body to approximate the beauty standards of the dominant group (hair, eyes, nose, skin colour)
  - Emulation and mimicry of the dominant group (language, music, business, etc.)
  - Works to gain the approval of the dominant group (The latter is the standard.)



## Internalized Racism: Social Infrastructure

- “Self-improvement” organizations; replicas of the organizations and networks of the dominant group.

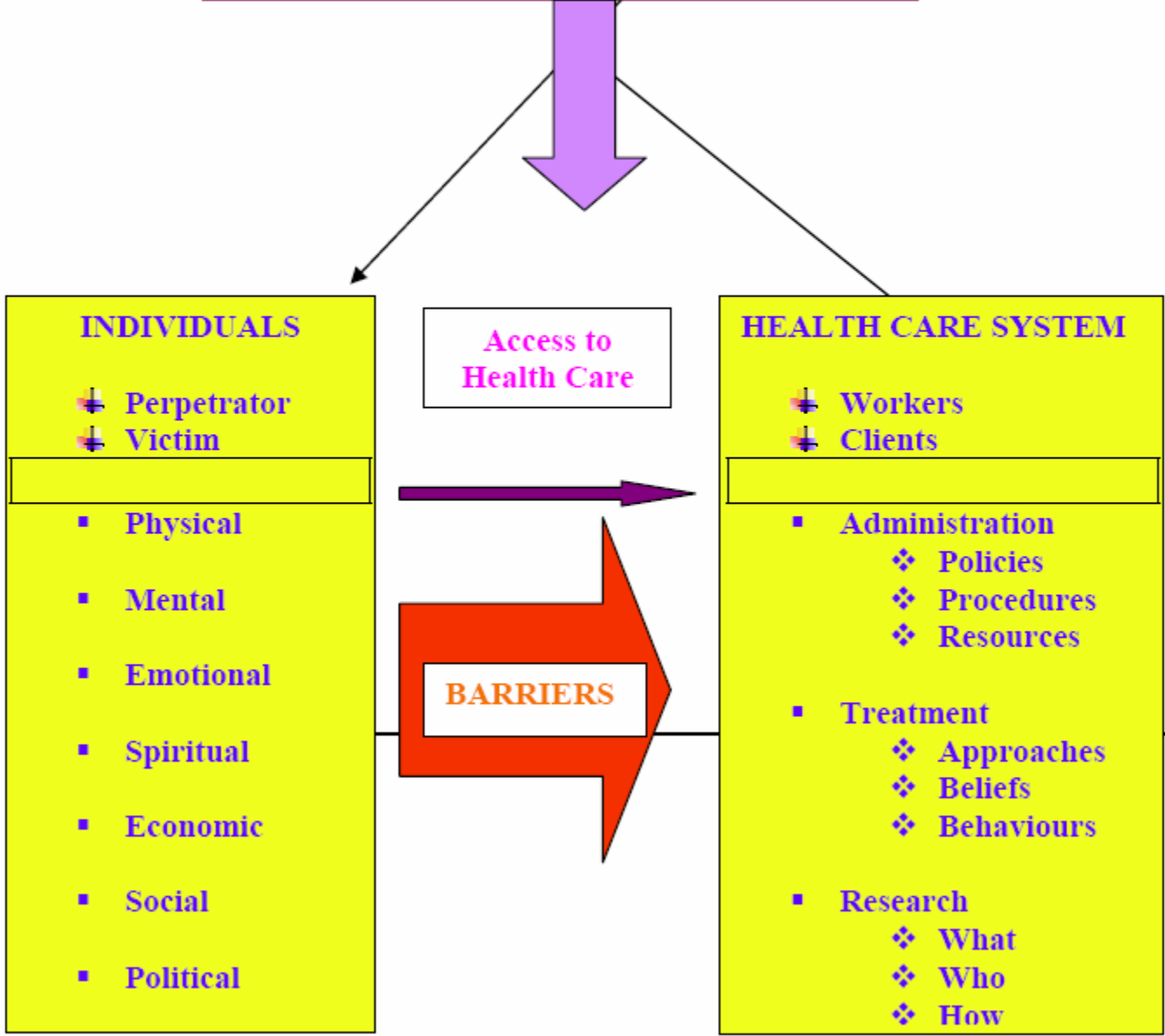


## PRIMARY FOCUS OF RACISM (Canada)

- Anti-Aboriginal Racism
- Anti-Black Racism
- Anti-South Asian Racism
- Anti-Chinese Racism



# IMPACT OF RACISM





## Recommended Approach for Next Steps

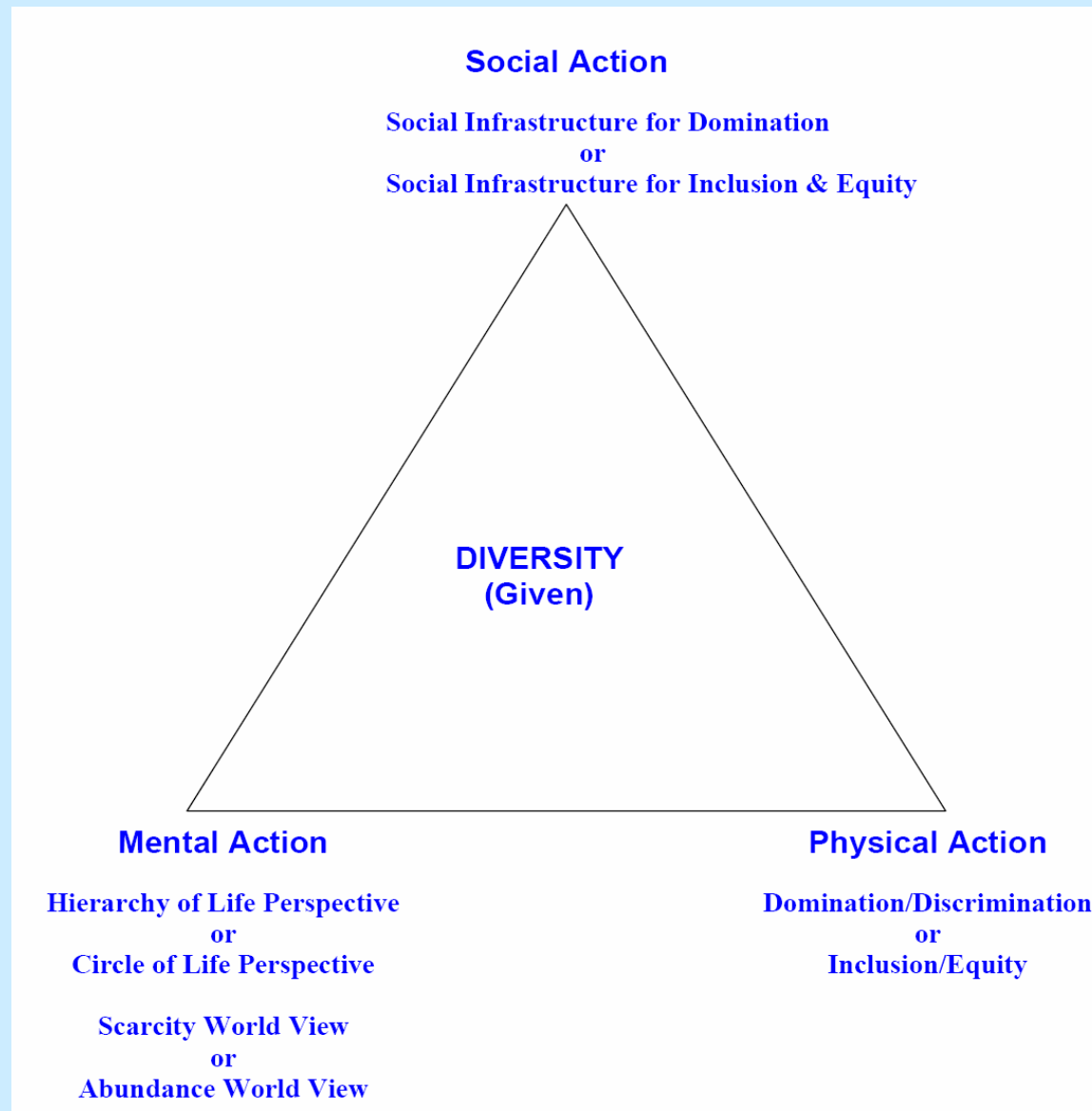
Focus your attention on what you want to create (not on what you want to destroy).

Put your resources on what you want to create and not on what you want to eliminate.

Evaluate your work in relation to what you want to create. (How close are you to your dream for an inclusive, egalitarian service organization?)



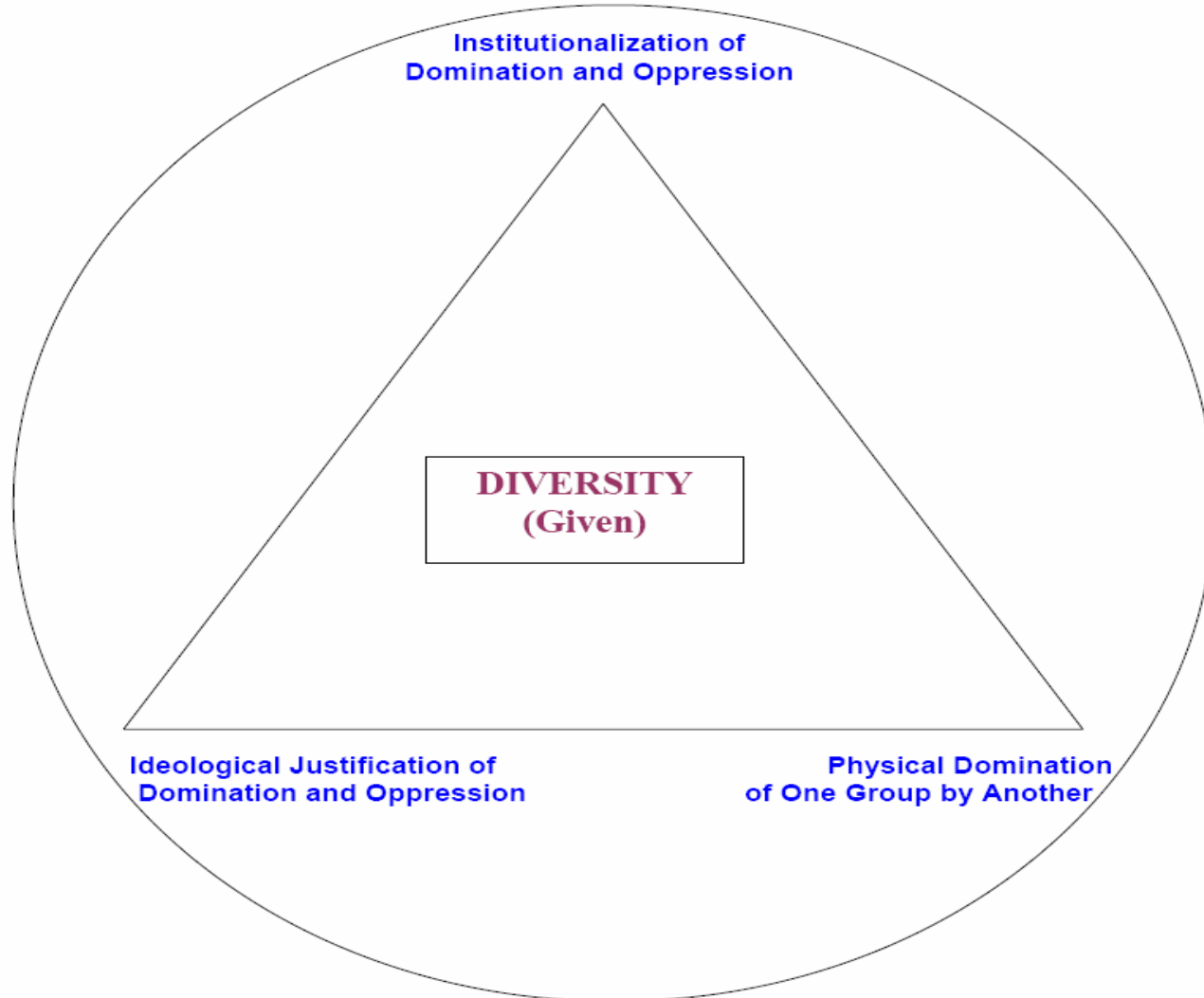
## Embodying the Values of Diversity and Equity into Your Organization





# UNDERSTANDING SYSTEMIC DISCRIMINATION

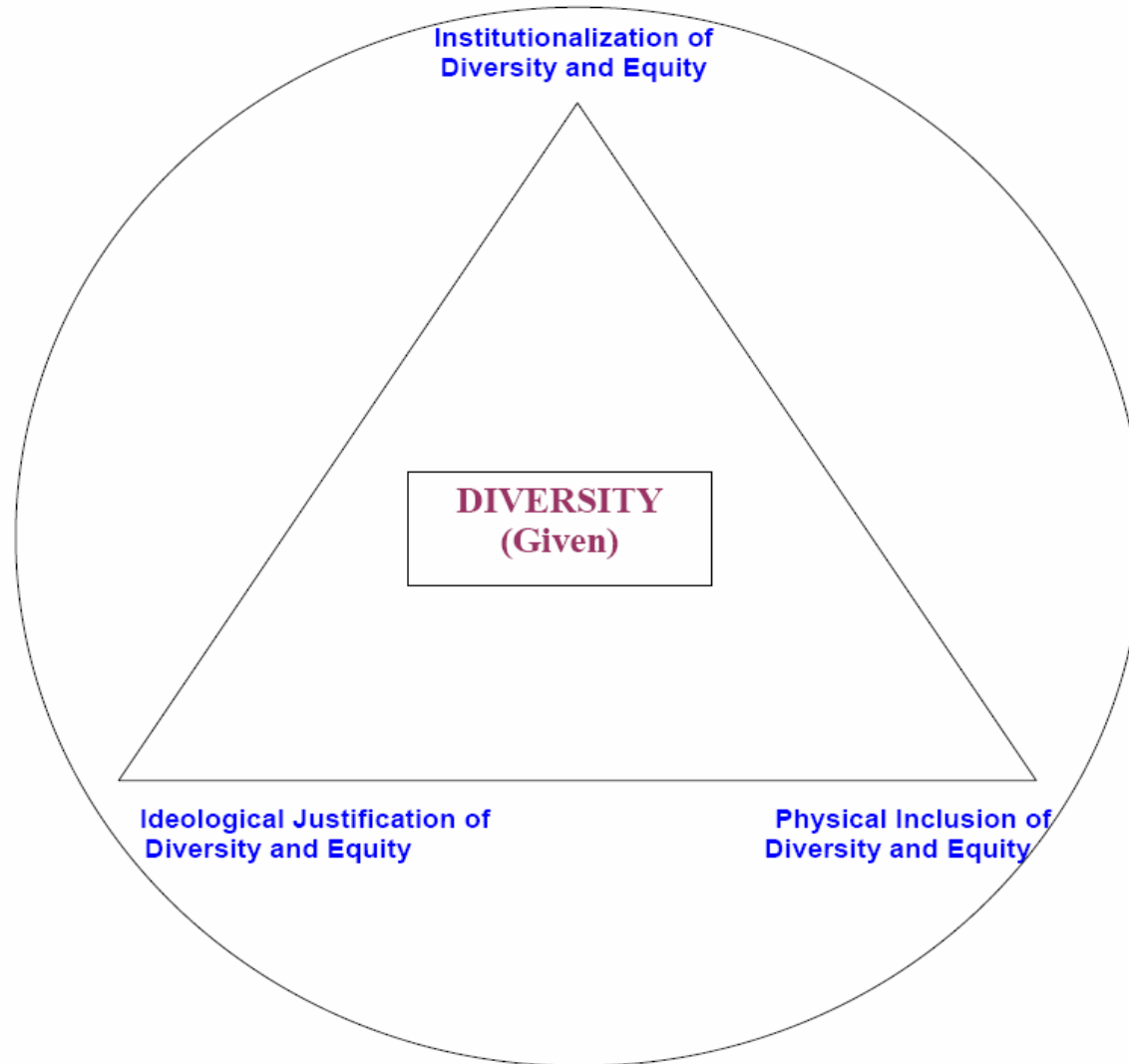
**A World View of Scarcity: There is not enough room/resources for us all**





# UNDERSTANDING SYSTEMIC DISCRIMINATION

**A World View of Abundance:**  
There is enough in the universe for all to prosper





## Embodying the Values of Diversity and Equity into Your Organization

**Institutionalize the values of diversity, equity, accommodation, unity, etc. into the structures and systems, policies and practices of the organization.**

**DIVERSITY  
(Given)**

**Develop a corporate culture/ideology that is supportive of diversity, equity, etc.**

**Get a diverse workforce or clientele**



## Major Sources of Statistics on Visible Minorities and Immigrants in Peel

- Social Planning Council of Peel  
[www.spcpeel.com](http://www.spcpeel.com)  
[www.portraitsofpeel.ca](http://www.portraitsofpeel.ca)
- Regional Municipality of Peel  
[www.region.peel.on.ca](http://www.region.peel.on.ca)
- Statistics Canada  
[www.statcan.ca](http://www.statcan.ca)



**Thank you**