

Context: The Black community in Canada perceives racism every day – and many non-Black Canadians are in denial

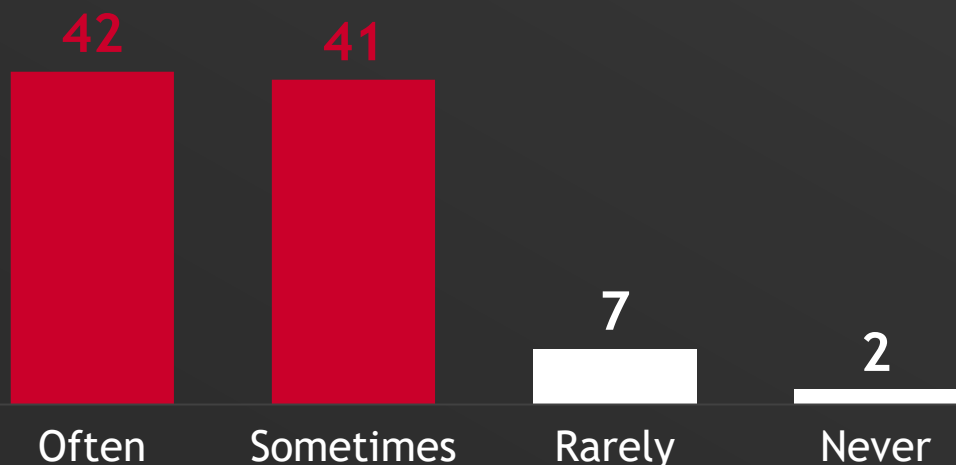


83% of Black Canadians say they are treated unfairly at least sometimes



Q: How often are people in your racial group treated unfairly because of their race or culture?

% of Black Canadians responding

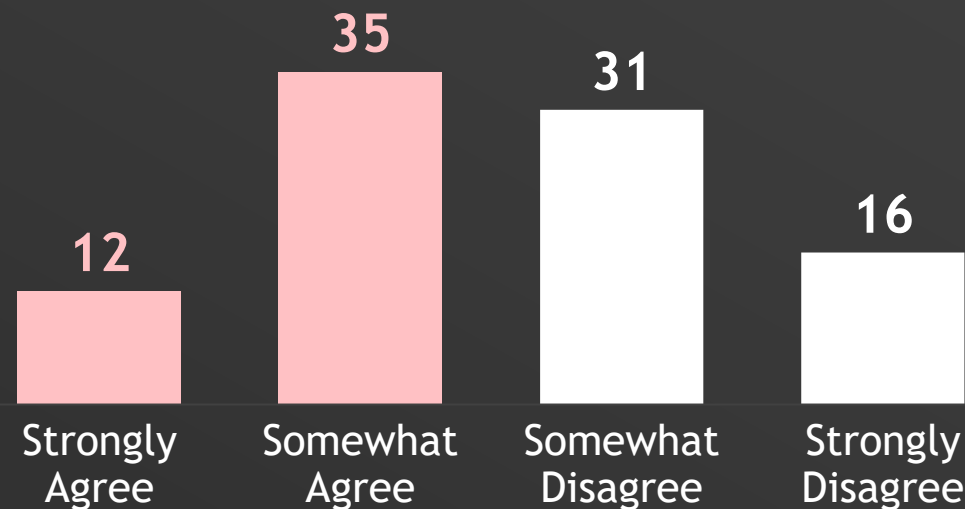


But half of non-Black Canadians believe discrimination against Black people is "no longer a problem"



Q: Do you agree that discrimination against Black people is no longer a problem in Canada?

% of non-Black Canadians responding



To help address this, we have compiled a set of irrefutable facts on anti-Black racism in Canada across key areas of daily life



Reduced likelihood of Black Canadians succeeding in the job hiring process

Job Opportunities & Income Supports



Impaired career progression and lower levels of integration for Black employees



Inferior access to physical and mental healthcare for the Black population vs. other groups

Health and Community Services



Lower educational achievement for Black students in schools

Children and Youth Development

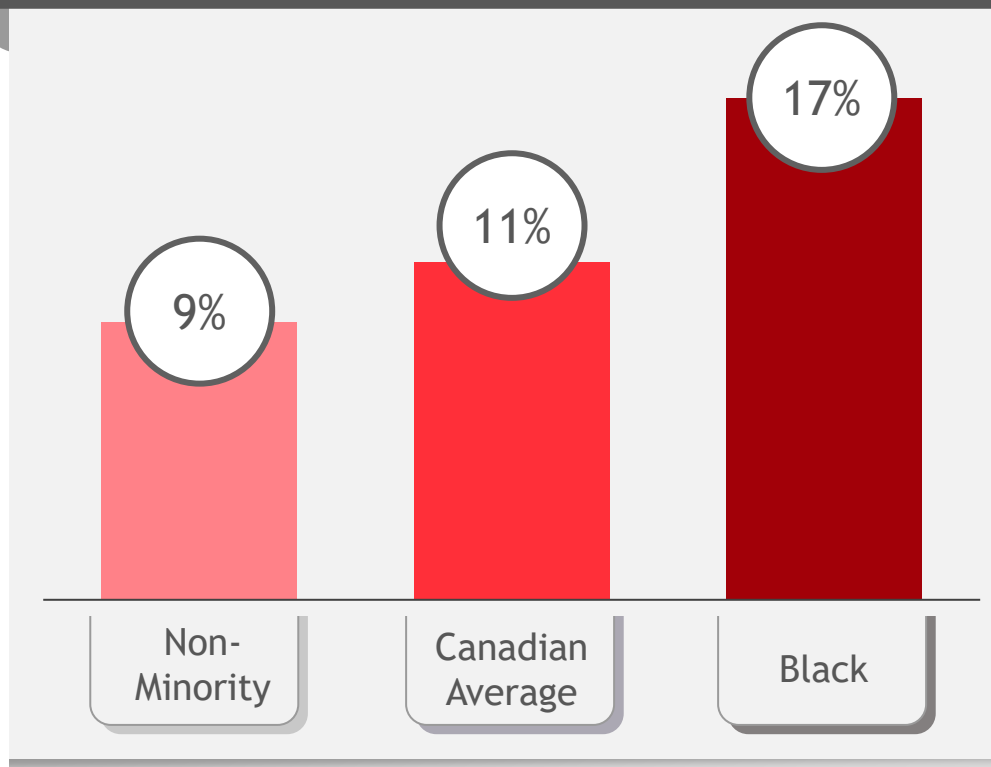


Over-policing and racial profiling of Black communities

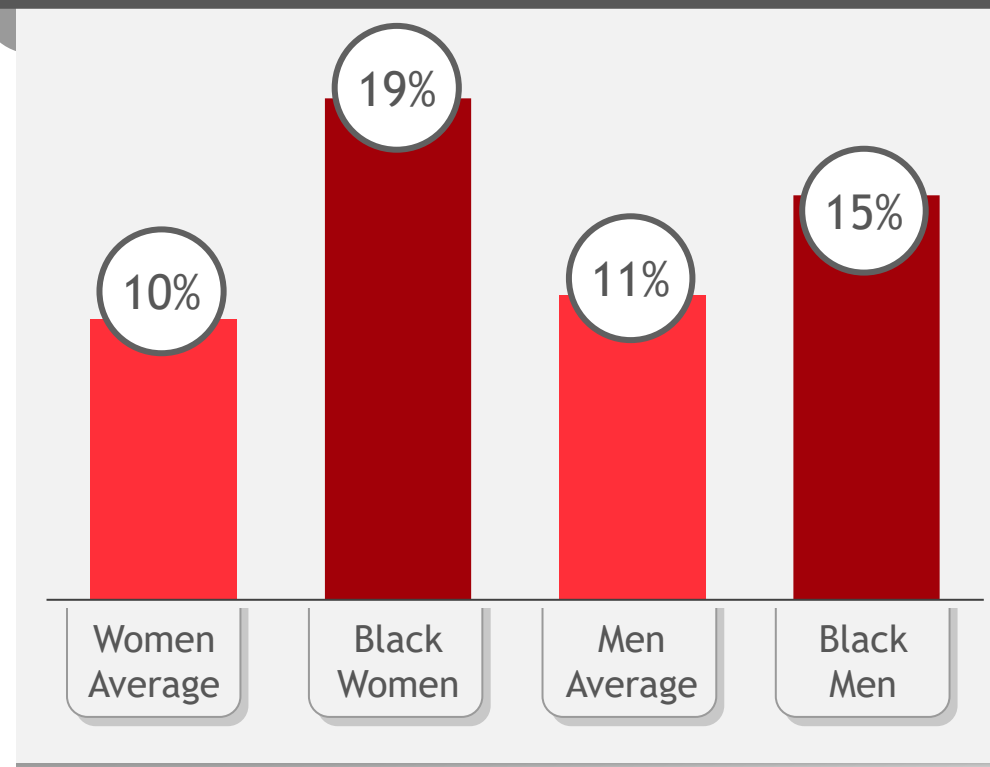
Police Services

As of July 2020, Black Canadians are nearly 2x more likely to be unemployed than non-minority Canadians...

The Black unemployment rate in Canada is ~8pts higher than the white rate...



...with Black women are disproportionately affected



Note: Employment rate measures the number of people unemployed relative to the total labor force
Source: Statistics Canada, Labour Force Survey, July 2020 | Conference Board of Canada

University-educated Black Canadians earn an average of **80 cents** for every dollar earned by their white peers



Less Earning Power

...And earn less in their employment

The earnings gap shows that Black Canadians do not have the same return on educational investment as white Canadians

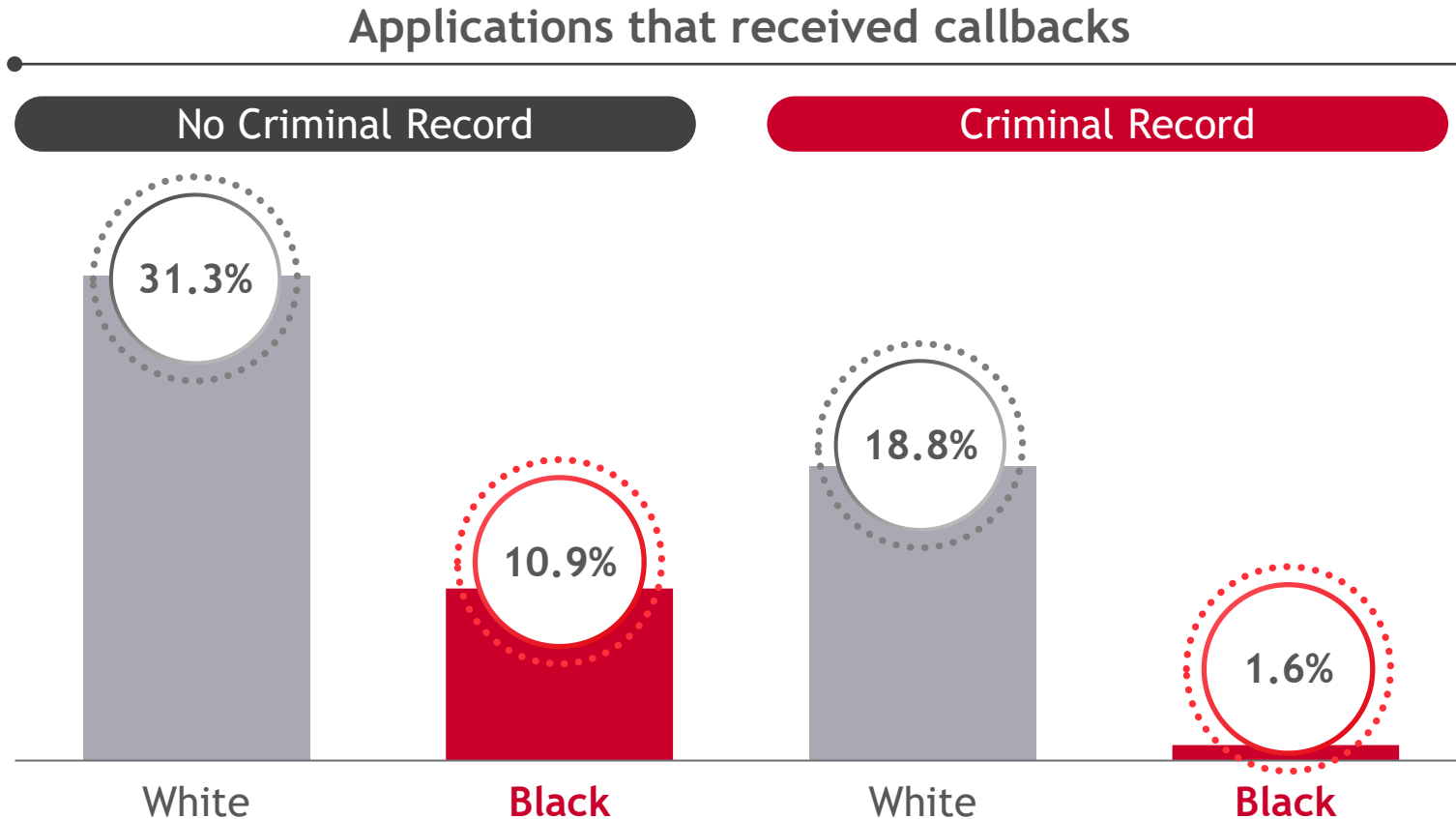
	Wage discrimination	\$7,742.00
	Occupational segregation	\$2,058.00
	Total explained gap	\$9,800.00
	Unexplained gap	\$2,600.00
	Total earning gap	\$12,400.00



Average Black worker earned **\$12,400 less** compared with other Canadians who have the same qualifications

Wage discrimination and occupational segregation costs the Black community **\$1.5B annually**

There is racial discrimination in resume screens, with "Black names" getting up to 12x fewer callbacks in a Toronto study



Note: Each applicant had a high school education and experience working as a hostess and retail sales associate
Source: University of Toronto: Whitened Resume: Race and Safe-Preservation in the Labor Market 2016, The Star 2016: "Jobseekers resort to 'resume whitening' to get a foot in the door, study shows"

"White" resumes with no criminal record:

3x more callbacks than similar Black resumes

"White" resumes with a criminal record:

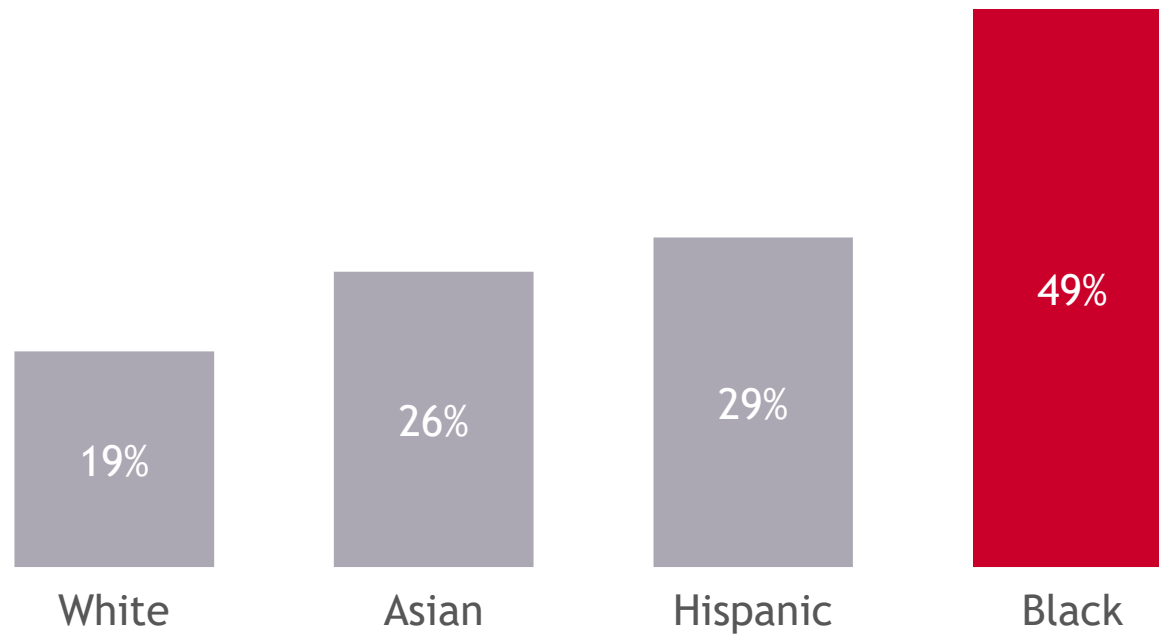
12x more callbacks than similar Black resumes

White resumes with a criminal record:

1.5x more callbacks than Black resumes with clean records

Half of black employees in Canada report facing discrimination when it comes to promotions

Have you experienced racial discrimination in major decisions at your workplace?



Only 39% of Black Canadians agree that their organization has the right mechanisms in place to ensure major promotion decisions are free of bias

And Black Canadians make up less than 1% of senior executives

Senior Executives¹

0.8%

Canadian Population

3.5%

There are **no Black C-suite executives** in Canada's...

- 7 largest energy companies
- 6 largest banks
- 5 largest telecom providers
- 2 largest life insurers

1. Senior executives of the TSX 60

Source: Ryerson University's Diversity Institute, Corporate Knights, Globe and Mail 2020: "Why are there still so few Black lawyers on Bay Street?", BCG Analysis

It's not just the private sector...

Supreme Court of Canada



Bank of Canada board



Officers of federal parliament



Heads of the armed forces



Zero Blacks
as:

- Federal deputy ministers
- Federal court judges

COVID-19 Hit Black and Minority Communities Hardest

Neighbourhood	Infection Rate per 100k people	Visible Minority Residents	Black Residents	Residents Living in Poverty
Humber Heights-Westmount	1,762	27%	11%	15%
Weston	1,728	61%	33%	27%
Glenfield-Jane Heights	1,607	77%	24%	28%
Mount Dennis	1,530	68%	32%	28%
York University Heights	1,504	69%	19%	28%

Neighbourhood	Infection Rate per 100k people	Visible Minority Residents	Black Residents	Residents Living in Poverty
Yonge-Eglinton	118	27%	2%	14%
St. Andrew Windfields	117	51%	4%	17%
Lawrence Park North	116	21%	1%	8%
East End-Danforth	112	31%	6%	20%
The Beaches	74	14%	2%	10%

Source: Toronto Public Health

Infection Data by Neighborhood

Communities with the 5 **highest** rates of infection

Communities with the 5 **lowest** rates of infection

(4/5 neighborhoods are less than 6% black)

York University-Heights:
19% Black residents...

... 20x infection rate of The Beaches (2% black)

Weston:
33% black residents...

... 14x infection rate of Rosedale

Black Ontarians have worse health outcomes than white Ontarians - driven by lower access to healthcare

3x

Higher rate of diabetes among Black women in Ontario compared to white women

1.7x

Higher rate of hypertension among Black women in Ontario compared to white women

60%


Higher rates of psychosis among segments of the Black population compared to the general population



"Disparities in access to quality health care can contribute to unequal health outcomes"
— Toronto Public Health

Source: Temporal trends in cardiovascular disease risk factors among white, South Asian, Chinese and Black groups in Ontario, Canada, 2001 to 2012: a population-based study; Black Health Alliance, Health Inequities; Why Black Women are More Likely to Die of Breast Cancer, 2016; Racialization and Health Inequities in Toronto, 2013

Black women are nearly 4 times less likely to have a family doctor than the average Ontario woman

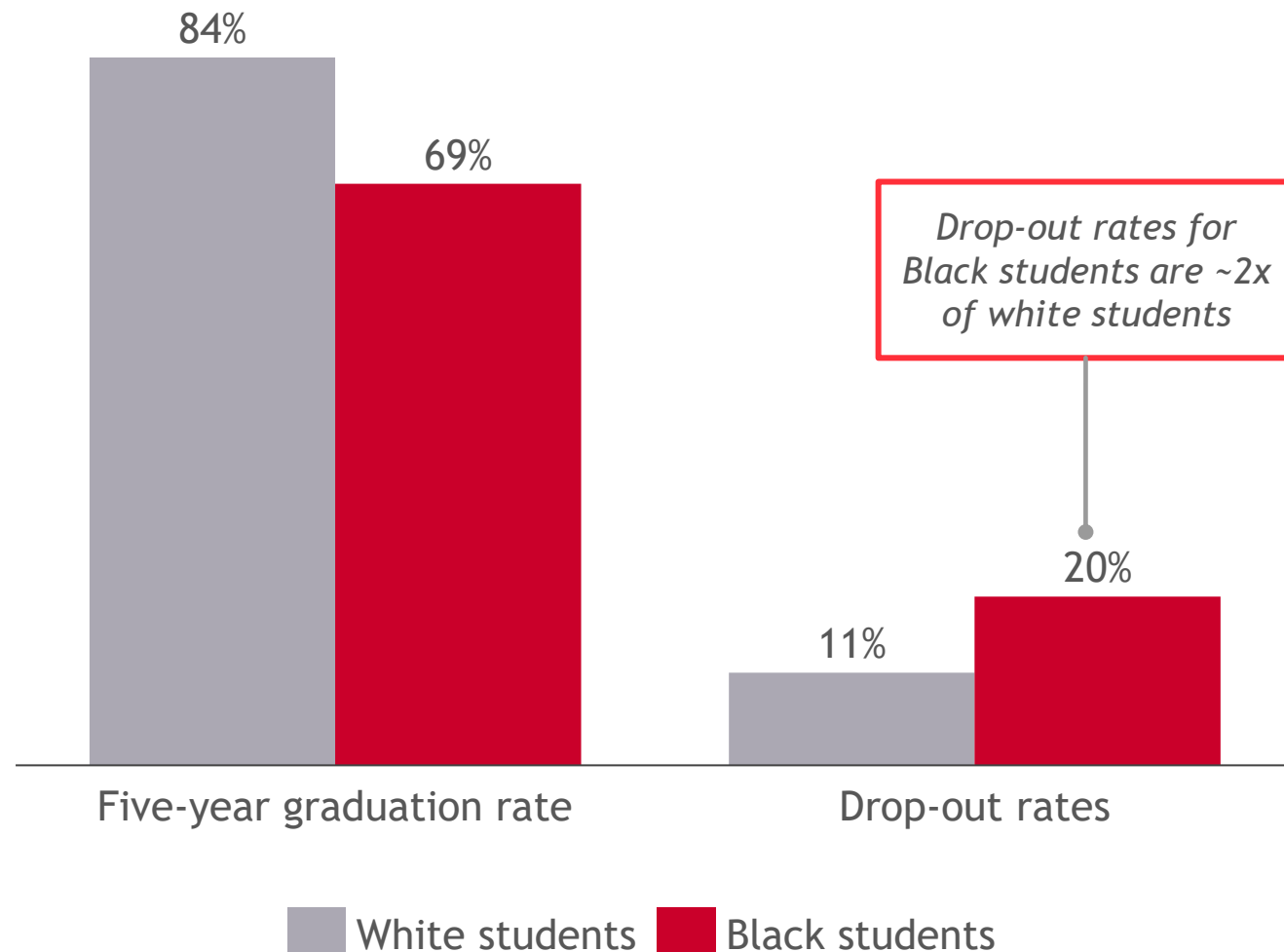


29% of Black women do not have a family doctor...



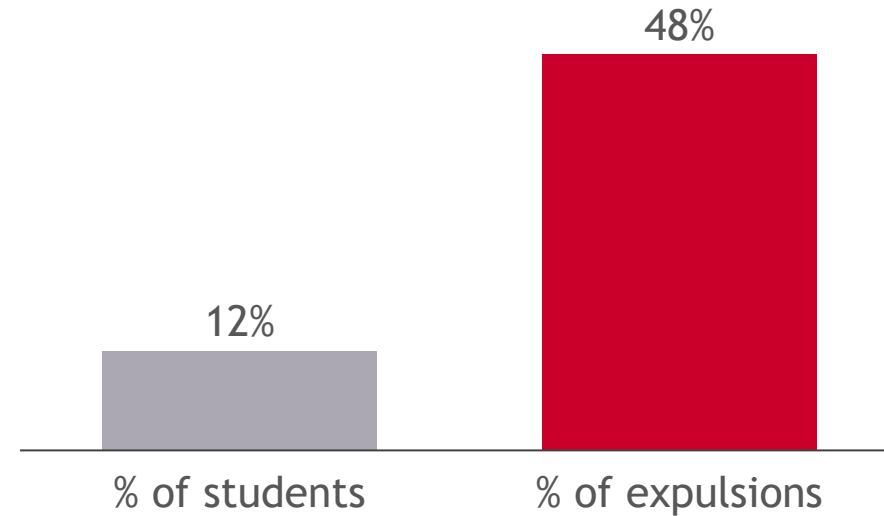
...compared to **~8%** of all women in Ontario

Fewer Black Torontonians graduate high school than white students



Black students in Toronto are expelled 4x more often than their representation in the student body

In the TDSB, Black students represent ...



“

I watched many of my friends get expelled or kicked out of school, for really no reason.

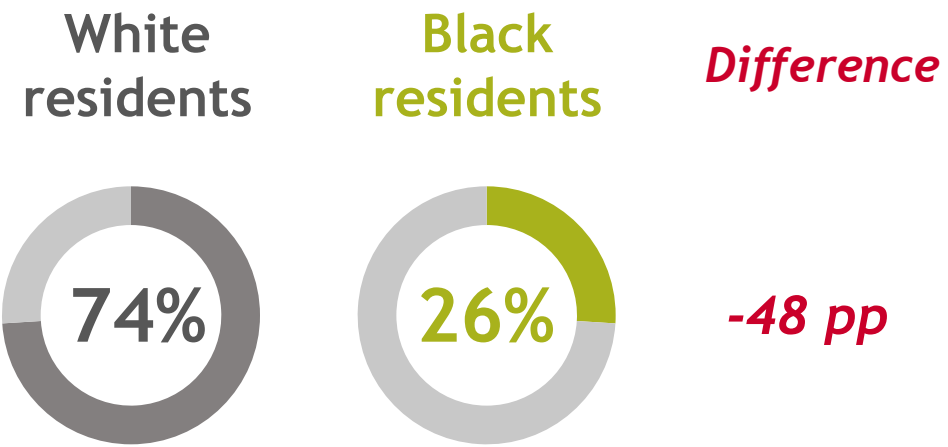
— Tiffany Ford, a Black TDSB trustee who attended Westview Centennial Secondary School in the Jane & Finch neighbourhood



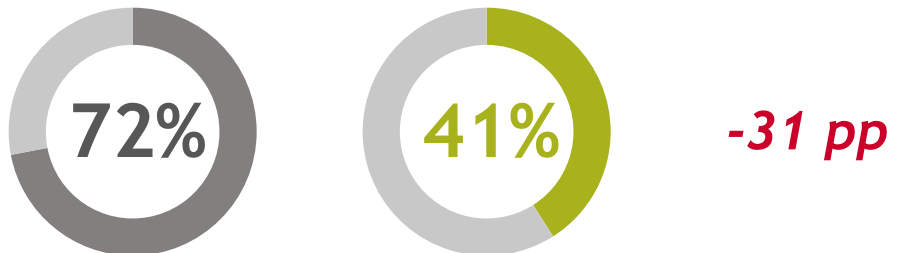
The Black community in Toronto perceives significant bias in policing

% of Torontonians who agree with the statement

Police can be trusted to treat my ethnic group fairly

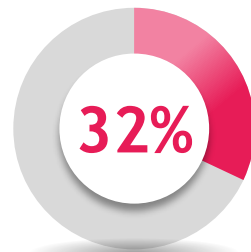


Toronto city's police officers are honest

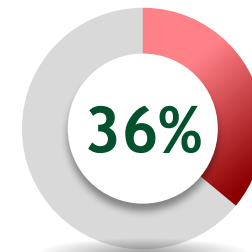


Black Torontonians are over- represented in all types of police use-of- force incidents

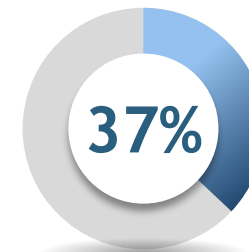
Although Black Torontonians make up 9% of the population, they represent...



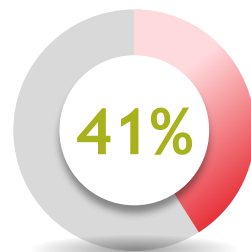
of cases
involving a
police firearm



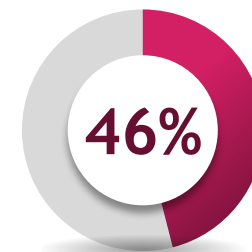
of cases involving
police use of
pepper spray



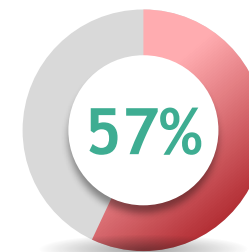
of cases
involving
police strikes



of cases involving
**police grounding/
other force**



of cases
involving
police Taser use



of cases
involving a
police dog

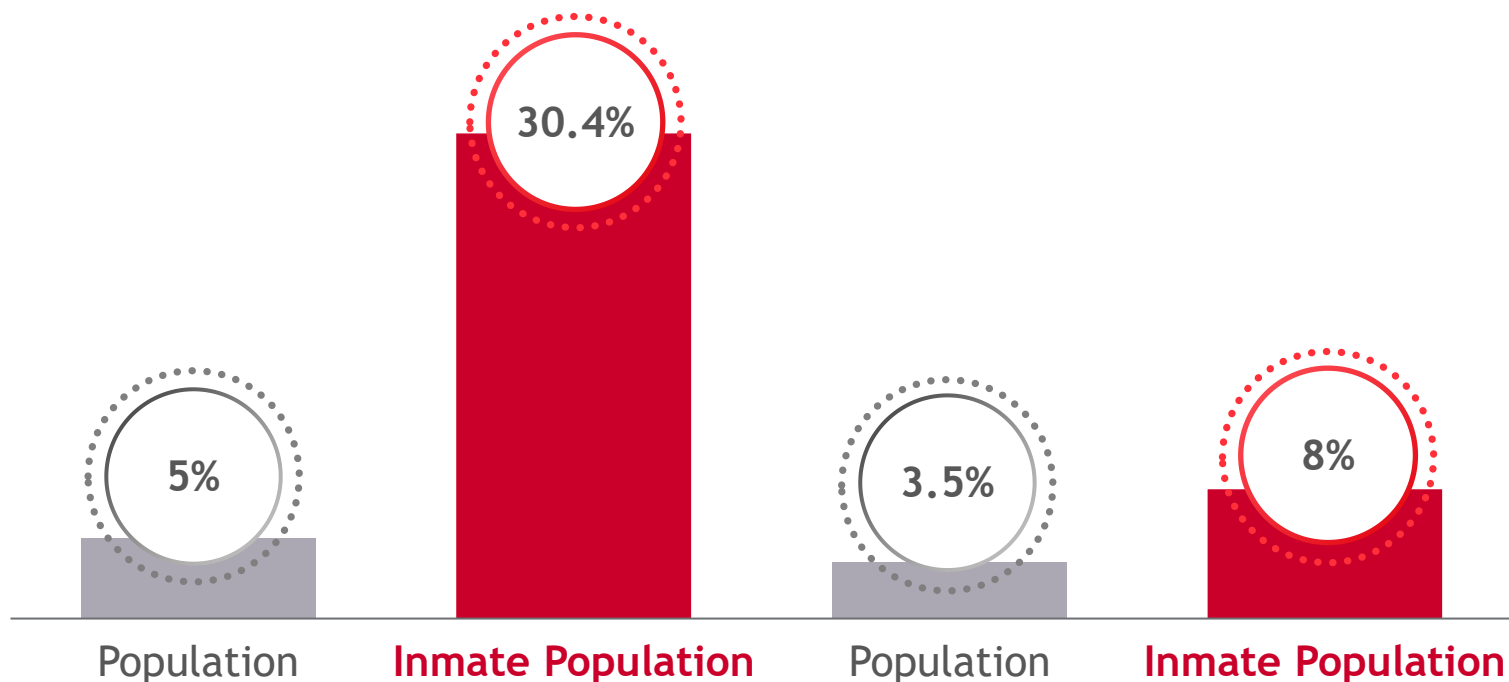
Black and Indigenous populations are over-represented in the prison population

Indigenous federal prison population:
17.6% (2001) → 30.4% (2020)

Indigenous Canadians

Black federal prison population in last 10
years: ↑ 80%

Black Canadians



Since 2010:
Indigenous inmates ↑ 52.1%

White inmates: 23.5% ↓

Indigenous women account for
42% of women inmates in
Canadian prisons

Black inmates:

8% of inmate population

16% of use-of-force cases by
corrections officers

And Black Torontonians are even more likely to be killed by police

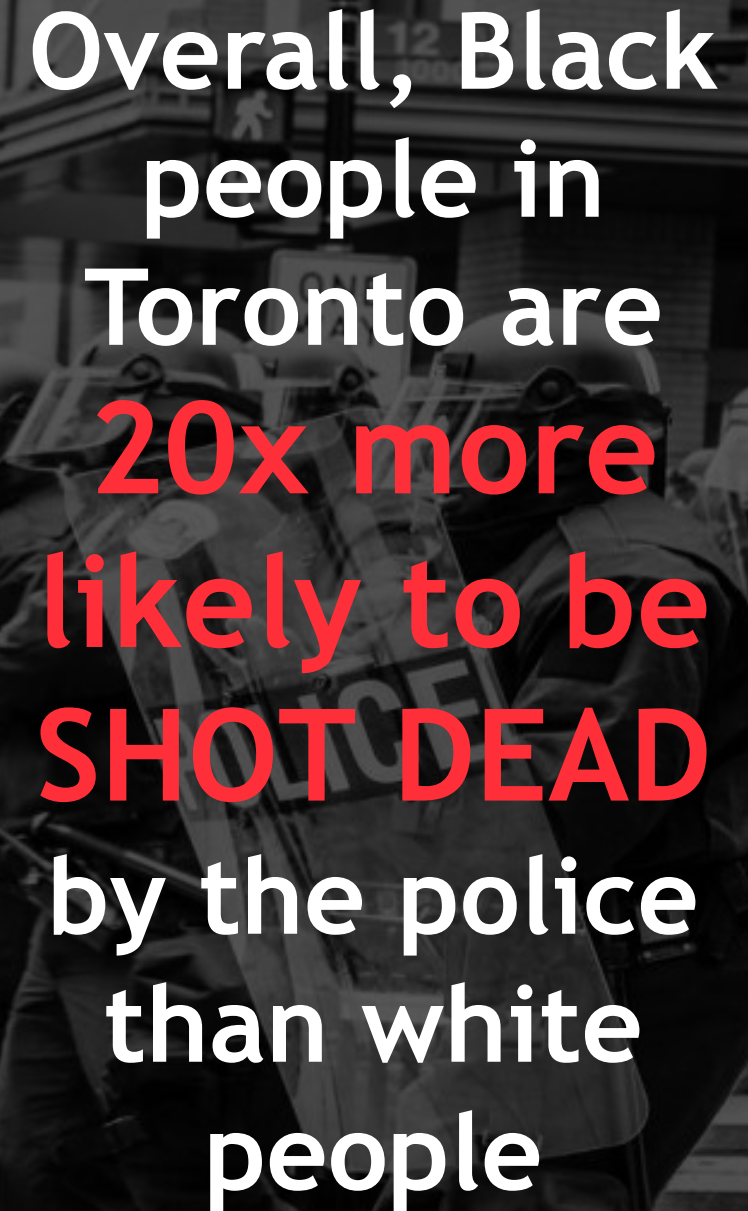


9%

of Toronto's
population

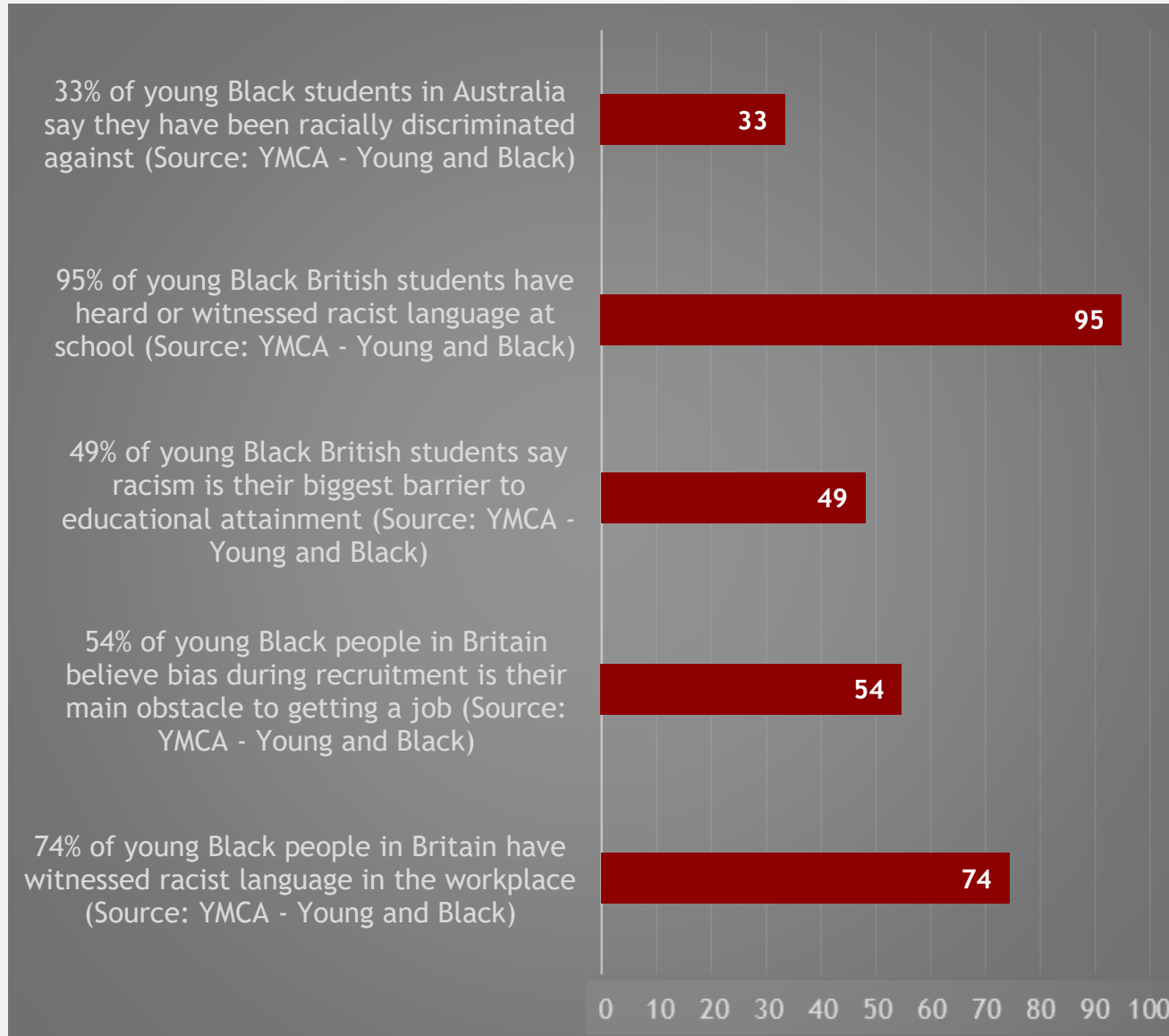
70%

of *civilian*
deaths in
police shootings



Overall, Black
people in
Toronto are
20x more
likely to be
SHOT DEAD
by the police
than white
people

Anti-Black Racism: a Global Pandemic



*“The **hostile** environment that London’s Black community faced in the 70s and 80s, from **racist policing** to institutions indifferent to **discrimination**, made [the] community question **whether they would ever feel at home in Britain**” (The Guardian, London)*

Young Black people believe racial stereotyping is holding them back
(YMCA: Young and Black)
Study found that these experiences persist *after* school
(YMCA: Young and Black)

Black adolescents in Washington D.C. deal with an average of **5** racial incidents *every day*

Black Presence in the C-Suite Makes *Business Sense*

McKinsey
& Company

2020 Study found Gender and Ethnically diverse executive teams are **36%** more likely to **outperform** their peers

LLOYDS
BANKING
GROUP



Lloyd's "Race Action" plan targets to increase Black representation in **senior roles** to at least **3%** by **2025**

MOODY'S

*"The **underrepresentation** in financial services of ethnic minorities and in particular **Black** staff, and at the senior level, is a social issue that is subject to **increasing scrutiny** by investors, regulators, and politicians in several countries."*



Penalty for lack of
diversity: -19

In our society and
will be allies in the
fight to end racism
and injustice

Looking Forward...



*“Our supervision of financial institutions include assessing their management of reputation risk as **reputational events can impact an institution’s financial position**”*



“Despite the overwhelming plea for change, there has been no action”



“MLB remains united for change”



“Five MLS games scheduled to take place on Wednesday night were postponed, the league announced.”



“The Stanley Cup Playoffs, however, continued Wednesday with two games. Before the start of Game 3 (Tampa-Boston), there was a moment of reflection for racism in response to the Blake shooting”



*“Systemic racism is a serious **business problem** that requires a serious **business solution**. Canadian companies that fail to act will learn the hard way that **racism hurts us all.**” (Sep 7, 2020)*

Government of Canada announces plan to support economic recovery through immigration

*“The 2021-2023 **Immigration Levels** plan will cement **Canada’s** place among the world’s **top destinations** for talent, creating a strong foundation for **economic growth**”*

(Source: Government of Canada)



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