

Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous Peoples in Sarnia-Lambton

An Empirical Study by the Sarnia-Lambton Local Immigration Partnership

Alina Sutter, Ph.D.

Network for Economic and Social Trends (NEST), Western University

September 2021



Western
Social Science

Network for Economic
and Social Trends (NEST)

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Acknowledgements:

I would like to thank Dr. Victoria M. Esses for her advice throughout the entire project. I would also like to thank Dr. Mamta Vaswani for her contributions to this project. I also appreciate the input provided by Dr. Zenaida R. Ravanera, Shelley Hill, and Tehya Quachegan. Finally, I would like to thank the Southwestern Ontario Local Immigration Partnerships Discrimination Survey Working Group for their collaboration on this project.

Table of Contents

| | |
|--|----------|
| Study on Experiences of Discrimination in Sarnia-Lambton..... | 1 |
| Profile of Respondents | 2 |
| Respondent Demographics | 3 |
| Experiences of Discrimination | 8 |
| To what extent have Immigrants & Visible Minorities, Indigenous Peoples, and comparison White Non-immigrants experienced discrimination in Sarnia-Lambton in the past three years? | 8 |
| Within the three groups, to what extent do experiences of discrimination differ as a function of demographic characteristics? | 8 |
| The role of gender | 8 |
| The role of age..... | 9 |
| The role of employment status | 10 |
| The role of education level | 11 |
| The role of annual household income | 12 |
| The role of length of time residing in Sarnia-Lambton..... | 13 |
| Immigrants and visible minorities: The role of religion | 14 |
| Immigrants and visible minorities: The role of ethnicity/race | 15 |
| Immigrants and visible minorities: The role of immigrant and visible minority status .. | 16 |
| Immigrants: The role of length of time in Canada..... | 17 |
| Immigrants: The role of current immigration status | 17 |
| In how many contexts is discrimination being experienced?..... | 18 |
| In what contexts is discrimination being experienced? | 19 |
| What are the presumed bases of experiences of discrimination? | 22 |
| Are specific types of discrimination being experienced? | 24 |
| Who are the perpetrators of discrimination? | 26 |
| Perpetrator age | 26 |
| Perpetrator gender..... | 27 |

| | |
|---|-----------|
| Perpetrator race or ethnicity..... | 28 |
| Have experiences of discrimination increased or decreased during the COVID-19 pandemic? | 30 |
| Potential Coping Strategies and Emotions in Response to Discrimination | 31 |
| What coping strategies are used in response to discrimination?..... | 31 |
| What feelings are elicited by experiences of discrimination? | 31 |
| How much psychological distress is experienced in response to discrimination? | 32 |
| Sarnia-Lambton as a Welcoming Community..... | 33 |
| References | 34 |
| Appendix: Survey on Experiences of Discrimination in Sarnia-Lambton | 35 |

Study on Experiences of Discrimination in Sarnia-Lambton

This report provides insight into the discrimination experiences of immigrants, visible minorities¹, and Indigenous Peoples in Sarnia-Lambton in order to support the development of evidence-based anti-discrimination initiatives at the local level. To this end, a representative survey was conducted in March 2021 to examine the extent and context of discrimination experienced by immigrants, visible minorities, and Indigenous Peoples in Sarnia-Lambton, in comparison to people who are not members of these groups. 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 survey also examined how immigrants, visible minorities, and Indigenous Peoples respond to these experiences of discrimination (coping strategies and feelings of psychological distress), and associated feelings of being accepted and welcomed in the community.

A community sample of Sarnia-Lambton residents was recruited to take part in the study, including people who identify as (a) immigrants or visible minorities (Immigrants & Visible Minorities group), (b) Indigenous (Indigenous Peoples group), and (c) residents who do not identify with any of these groups (comparison White Non-immigrants group). The immigrants and visible minorities were combined for our target numbers and for the majority of analyses because of the substantial overlap between these two groups in Sarnia-Lambton (though we of course acknowledge that not all immigrants in Sarnia-Lambton are visible minorities and not all visible minorities in Sarnia-Lambton 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 Sarnia-Lambton 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 200 Immigrants & Visible Minorities, 140 Indigenous Peoples, and 300 White Non-immigrants were set, and the final sample included 231 Immigrants & Visible Minorities, 132 Indigenous Peoples, and 271 White Non-immigrants. This ensured a relatively representative sample of participants within each of the three groups. The survey took approximately 10 minutes to complete, and was available in both English and French. Ethics approval for this study was obtained from Western University's research ethics board.

¹ This report uses the term 'visible minorities' as utilized by Statistics Canada (2020). 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.

The survey included questions about whether respondents had experienced discrimination or been treated unfairly in the past three years in different contexts (e.g., in a store, bank, or restaurant; when applying for a job or promotion), the presumed basis of this discrimination (e.g., race or skin colour, status as an immigrant, accent, gender), whether the respondents had experienced specific types of discrimination (e.g., inappropriate jokes, verbal abuse), and who the main perpetrators of this discrimination were (gender, age, race or ethnicity). One question asked respondents whether their experiences of discrimination have changed during the COVID-19 pandemic. The survey also asked how people coped with (active and passive coping) and felt about (powerless, shame, excluded, discouraged) their experiences of discrimination, and their psychological distress (anxiety and depression) in response to discrimination in the past three years. Questions about how accepted and welcomed participants felt in Sarnia-Lambton at the present time were also asked. Finally, a set of demographic questions were included. The survey was based on established measures where available, with the language adapted to plain language (for full details on the measures, see Appendix).

Profile of Respondents

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. Additionally, White Non-immigrants tended to be on average quite a bit older and less likely to be employed compared to the other two groups. The White Non-immigrants group had more female respondents than male respondents. The other two groups had a more balanced gender breakdown.

In terms of the specific characteristics of Immigrants & Visible Minorities, members of this group were most likely to be Christian, have no religion, or have other/multiple religions. They were most likely to be East Asian and Southeast Asian, South Asian, or other/multiple ethnicities. Approximately three quarters were not born in Canada. When immigrant status and visible minority status were separated, just over 50% were both immigrants and visible minorities, 26% were non-immigrant visible minorities, and 24% were immigrants but not visible minorities. A bit more than a third of the immigrants entered Canada as family class immigrants, a quarter as temporary residents (temporary foreign worker, work visa, or student visa), and another quarter as economic class immigrants. The majority of immigrants were now permanent residents or citizens of Canada. Close to 65% had been in Canada longer than 10 years.

Respondent Demographics

| | Immigrants & Visible Minorities (<i>N</i> = 231) | Indigenous Peoples (<i>N</i> = 132) | Comparison White Non-immigrants (<i>N</i> = 271) |
|---|---|--|---|
| Gender | | | |
| Female | 49.8% | 49.2% | 60.1% |
| Male | 48.1% | 49.2% | 38.7% |
| Non-binary | 0.9% | 0.8% | 0.7% |
| Other | 0.4% | 0.0% | 0.4% |
| No response | 0.9% | 0.8% | 0.0% |
| Age | | | |
| | Range: 18-79 Average: 40 years | Range: 18-70 Average: 38 years | Range: 18-84 Average: 50 years |
| 18 to 24 years | 13.9% | 11.4% | 4.8% |
| 25 to 35 years | 27.3% | 25.0% | 15.9% |
| 36 to 50 years | 30.7% | 50.8% | 23.6% |
| Older than 50 | 22.5% | 9.8% | 52.0% |
| No response | 5.6% | 3.0% | 3.7% |
| Language(s) Most Often Spoken at Home | | | |
| English only | 58.9% | 88.6% | 91.9% |
| English and another language | 25.1% | 7.6% | 4.8% |
| Another language only | 14.3% | 3.8% | 3.3% |
| No response | 1.7% | 0.0% | 0.0% |
| Employment Status | | | |
| Employed full- time/part-time/self- employed | 69.3% | 78.0% | 51.7% |
| Other employment (includes unemployed, retired, student, homemaker, and other) | 23.4% | 20.5% | 46.1% |
| Multiple employment statuses | 6.1% | 0.8% | 1.5% |

| | | | |
|--|----------------------------------|----------------------------------|----------------------------------|
| No response | 1.3% | 0.8% | 0.7% |
| Education Level | | | |
| Secondary/high school and less | 21.6% | 43.9% | 28.0% |
| College/vocational training | 20.3% | 30.3% | 35.8% |
| University undergraduate degree | 26.0% | 13.6% | 18.5% |
| University graduate degree and Professional degree | 30.3% | 9.8% | 16.6% |
| No response | 1.7% | 2.3% | 1.1% |
| Annual Household Income | | | |
| Less than \$45,000 | 29.9% | 30.3% | 31.7% |
| \$45,001 to \$80,000 | 32.9% | 29.5% | 24.4% |
| \$80,001 and more | 30.3% | 37.9% | 35.4% |
| No response | 6.9% | 2.3% | 8.5% |
| Years Living in Sarnia-Lambton | | | |
| | Range: 0-68 Average: 14 years | Range: 1-60 Average: 23 years | Range: 0-82 Average: 30 years |
| Less than 5 years | 27.3% | 8.3% | 9.2% |
| 5 to 10 years | 24.2% | 16.7% | 11.4% |
| 10 to 20 years | 26.4% | 22.0% | 14.8% |
| Longer than 20 years | 21.6% | 52.3% | 63.5% |
| No response | 0.4% | 0.8% | 1.1% |
| Religion | | | |
| Christian | 40.7% | 35.6% | 52.8% |
| Traditional/Spirituality | 4.3% | 15.2% | 4.8% |
| No religion (atheist or agnostic) | 20.8% | 31.1% | 32.1% |

| | | | |
|--|-------|-------|-------|
| Other religion (includes Baha'i, Buddhist, Hindu, Jewish, Mennonite, Muslim, Sikh and other) and multiple religious categories | 34.2% | 18.2% | 10.3% |
| No response | 0.0% | 0.0% | 0.0% |

Sense of Belonging to Religious Group(s) Average: 3.40 Average: 3.40 Average: 3.30

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

Religion of Immigrants & Visible Minorities

| | |
|---|-------|
| Christian | 40.7% |
| No religion (atheist or agnostic) | 20.8% |
| Muslim | 13.0% |
| Hindu | 7.4% |
| Other religion (includes Baha'i, Buddhist, Jewish, Mennonite, Traditional / Spirituality, Sikh and other) and multiple religious categories | 18.2% |
| No response | 0.0% |

Race/Ethnicity

| | | | |
|---|-------|-------|-------|
| White | 17.7% | 0.0% | 97.0% |
| First Nations, Métis, or Inuk (Inuit) | 3.9% | 88.6% | 0.0% |
| Visible minority, other, and multiple races/ethnicities | 78.4% | 11.4% | 3.0% |
| No response | 0.0% | 0.0% | 0.0% |

Sense of Belonging to Racial/Ethnic Group(s)

Average: 3.39

Average: 3.51

Average: 3.79

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

Race/Ethnicity of Immigrants & Visible Minorities

| | |
|--|-------|
| East Asian and Southeast Asian | 25.1% |
| South Asian | 21.6% |
| White | 17.7% |
| Black | 13.4% |
| Other (includes Arab, Indigenous, Latin American, West Asian, or other) and multiple races/ethnicities | 22.1% |
| No response | 0.0% |

Born in Canada

| | |
|-------------|-------|
| Yes | 26.0% |
| No | 74.0% |
| No response | 0.0% |

Immigrant & Visible Minority Status

| | |
|--------------------------------|-------|
| Immigrant visible minority | 50.2% |
| Non-immigrant visible minority | 26.0% |
| Immigrant non-visible minority | 23.8% |
| No response | 0.3% |

Immigrants: Status Upon Arrival to Canada

| | |
|---|-------|
| Family class immigrant | 35.1% |
| Temporary resident (temporary foreign worker, work visa or student) | 26.3% |

| | |
|---|-------|
| Economic class immigrant | 24.6% |
| Other entry class (includes resettled refugee, refugee claimant, temporary resident on visitor visa, undocumented, other) | 14.0% |
| No response | 0.0% |

Immigrants: Current Immigration Status

| | |
|---|-------|
| Canadian citizen | 67.8% |
| Permanent resident | 18.7% |
| Other status (includes temporary resident, protected person, refugee claimant, undocumented, other) | 13.5% |
| No response | 0.0% |

Immigrants: Years living in Canada Range: 0.25-72
Average: 21 years

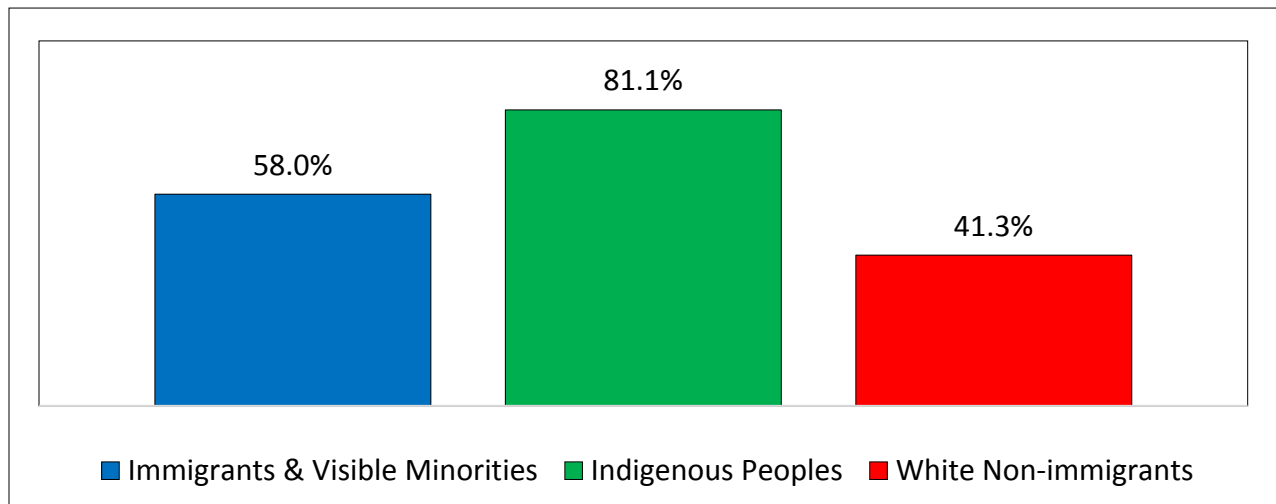
| | |
|----------------------|-------|
| Less than 5 years | 14.0% |
| 5 to 10 years | 21.1% |
| Longer than 10 years | 64.9% |
| No response | 0.0% |

Experiences of Discrimination

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

In all three groups, a substantial percentage of respondents reported experiencing discrimination in one or more contexts in Sarnia-Lambton in the last three years. However, there were considerable differences between the three groups, with Indigenous respondents especially likely to report experiencing discrimination, followed by Immigrants & Visible Minorities.

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

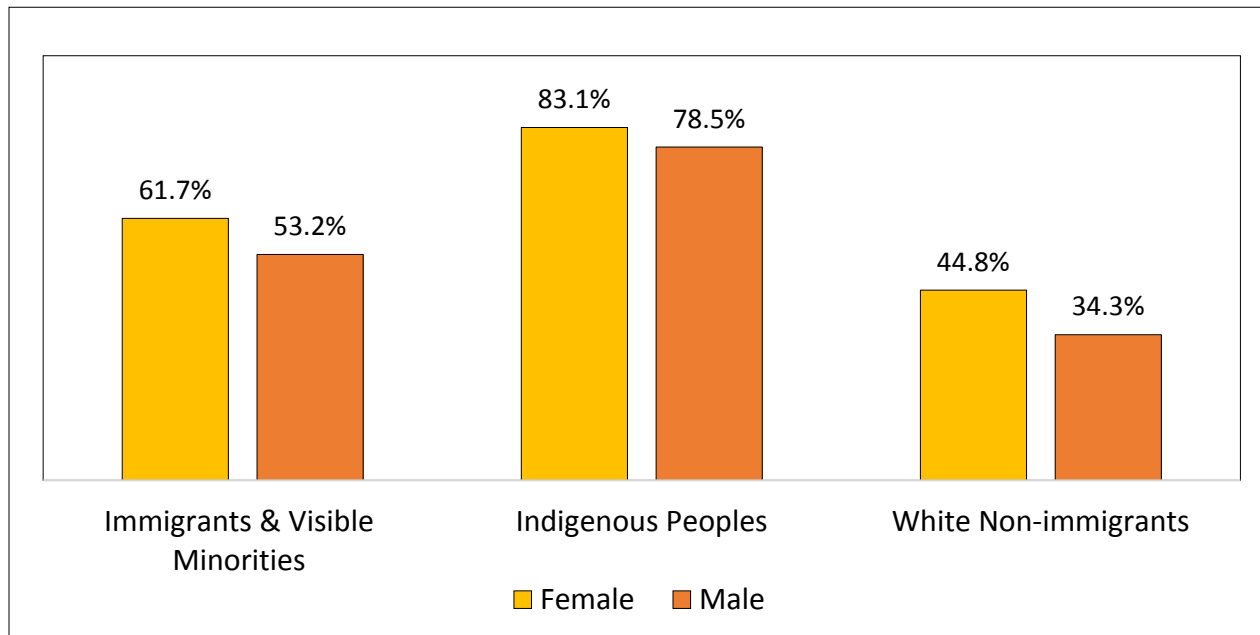


Within the three groups, to what extent do experiences of discrimination differ as a function of demographic characteristics?

The role of gender

In all three groups, female respondents were more likely to report experiencing discrimination in Sarnia-Lambton than male respondents.

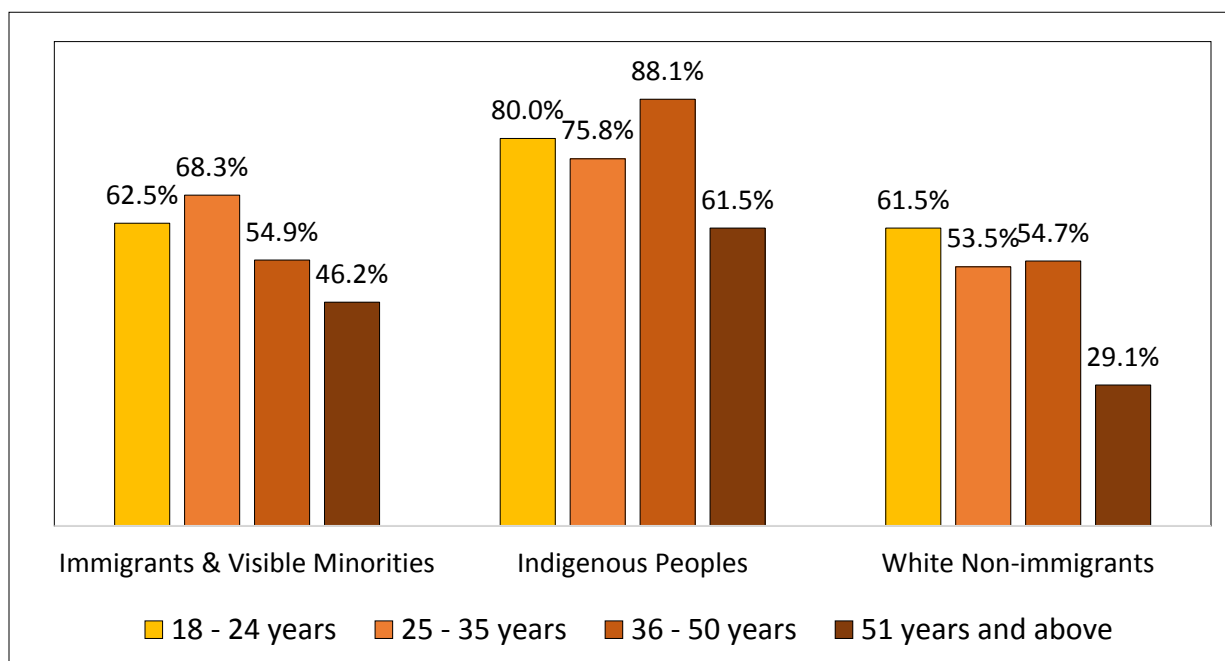
Percentage of Respondents Who Experienced Discrimination by Gender



The role of age

In the Immigrants & Visible Minorities group, respondents aged 25 to 35 years old were most likely to report experiencing discrimination in Sarnia-Lambton. In the Indigenous Peoples group, respondents aged 36 to 50 years old were most likely to report experiencing discrimination in Sarnia-Lambton. In the White Non-immigrants group, the younger respondents were more likely to report experiencing discrimination in Sarnia-Lambton than older respondents.

Percentage of Respondents Who Experienced Discrimination by Age

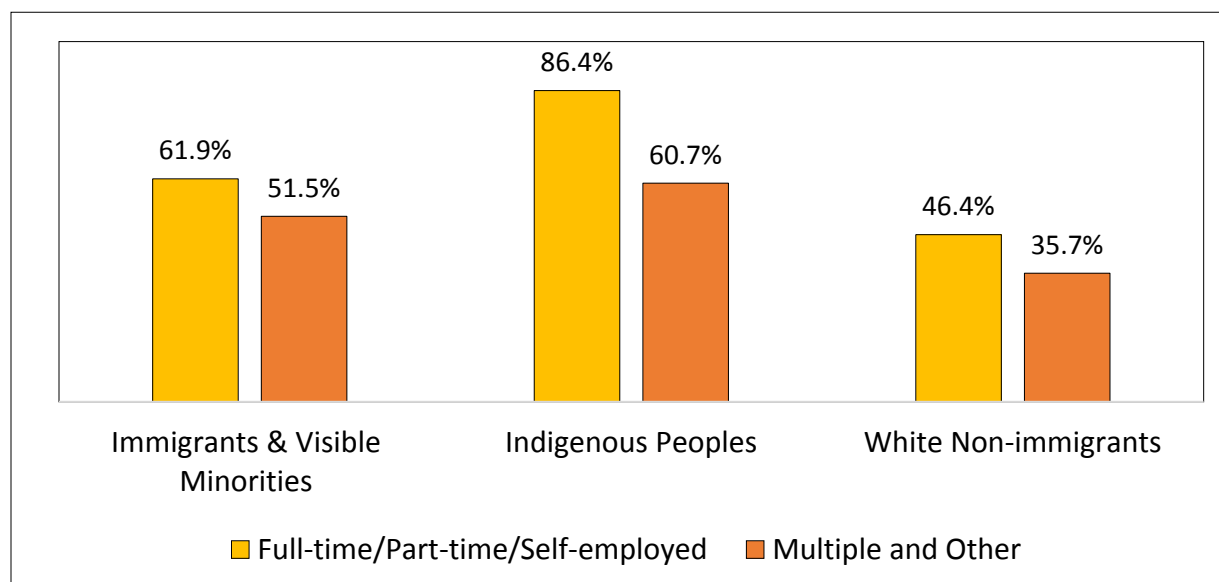


Note: Due to the small cell sizes, the findings for Indigenous Peoples aged 51 years old and above and the findings for White Non-immigrants aged 18 to 24 years old are suggestive only.

The role of employment status

In all three groups, respondents who were employed (full-time/part-time) or self-employed were more likely to report experiencing discrimination in Sarnia-Lambton than respondents with other or multiple employment statuses. The discrepancy was particularly large in the Indigenous Peoples group.

Percentage of Respondents Who Experienced Discrimination by Employment Status

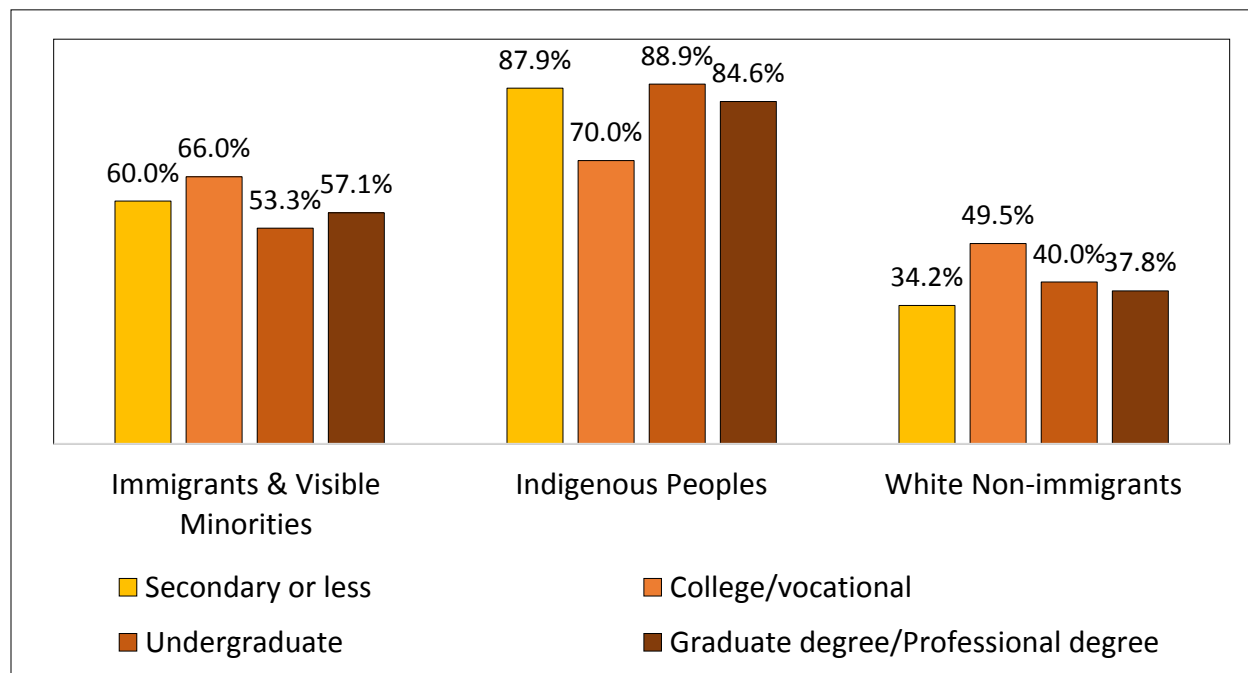


Note: The “Other and Multiple” employment status category includes people who indicated that they are unemployed, retired, students, homemakers, or other, as well as people who indicated more than one employment status (e.g., homemaker and retired).

The role of education level

In the Immigrants & Visible Minorities group and the White Non-immigrants group, those with college or vocational training were most likely to report experiencing discrimination in Sarnia-Lambton. In contrast, in the Indigenous Peoples group, those with college or vocational training were least likely to report experiencing discrimination in Sarnia-Lambton.

Percentage of Respondents Who Experienced Discrimination by Highest Level of Education

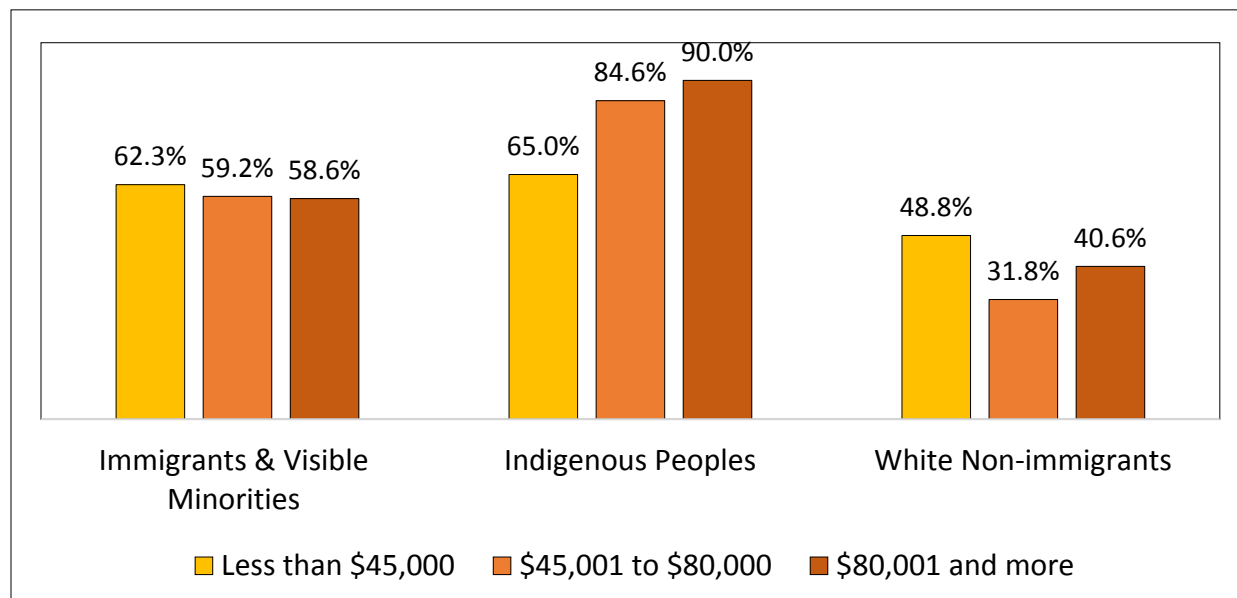


Note: Due to the small cell size, the findings for Indigenous Peoples with a graduate/professional degree are suggestive only.

The role of annual household income

In the Immigrants & Visible Minorities group, those with an annual household income of \$45,000 or less were slightly more likely to report experiencing discrimination in Sarnia-Lambton than those with higher annual household incomes. In the Indigenous People group, those with an annual household income above \$80,000 were most likely to report experiencing discrimination in Sarnia-Lambton. In the comparison White Non-immigrants group, those with an annual household income of \$45,000 or less were most likely to report experiencing discrimination in Sarnia-Lambton.

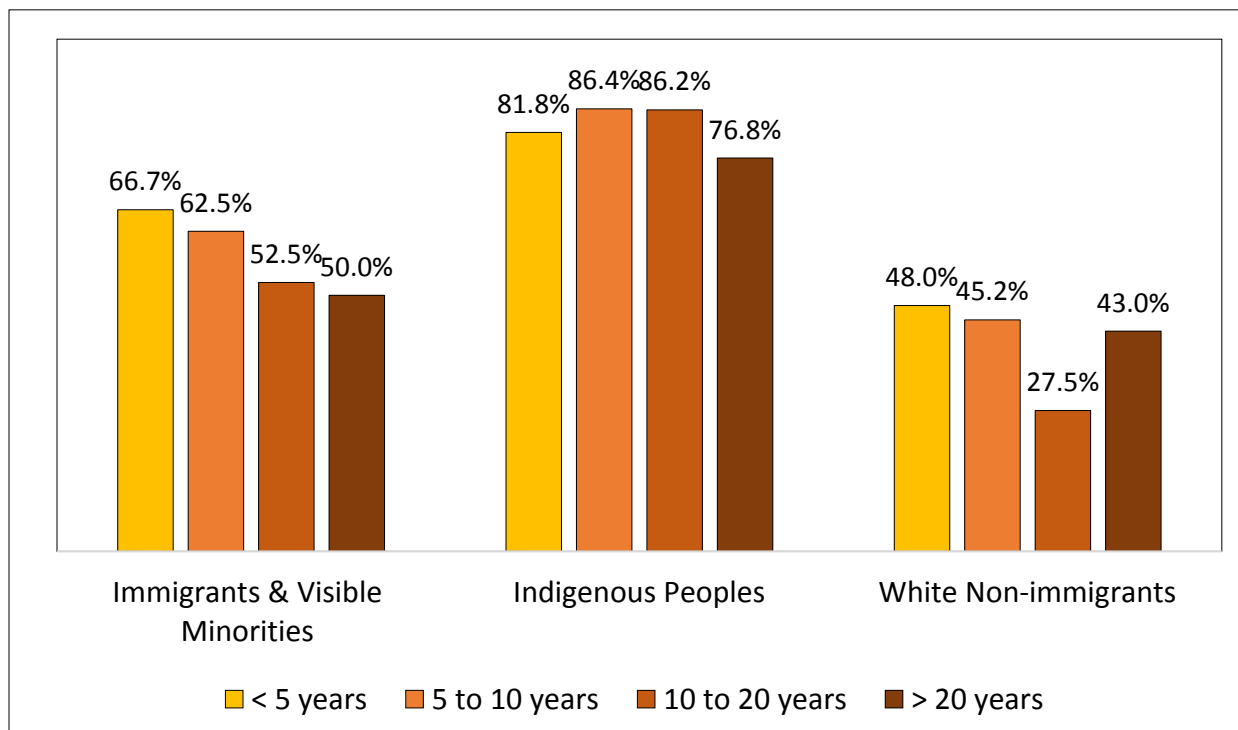
Percentage of Respondents Who Experienced Discrimination by Annual Household Income



The role of length of time residing in Sarnia-Lambton

In the Immigrants & Visible Minorities group and the Indigenous Peoples group, those who had lived in Sarnia-Lambton for over 20 years were least likely to report experiencing discrimination in Sarnia-Lambton in the last three years. In the White Non-immigrants group, respondents who had lived in Sarnia-Lambton between 10-20 years were least likely to report experiencing discrimination in Sarnia-Lambton.

Percentage of Respondents Who Experienced Discrimination by Length of Time Residing in Sarnia-Lambton

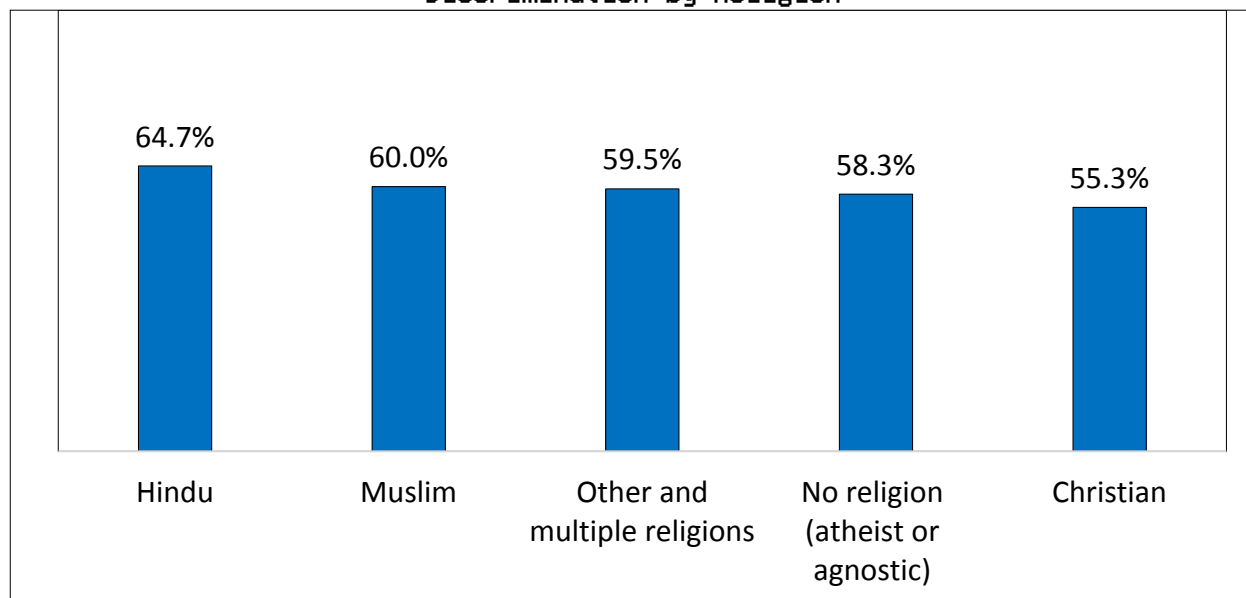


Note: Due to the small cell size, the findings for Indigenous Peoples who had lived in Sarnia-Lambton under 5 years are suggestive only.

Immigrants and visible minorities: The role of religion

In the Immigrants & Visible Minorities group, Hindu and Muslim respondents were most likely to report experiencing discrimination in Sarnia-Lambton.

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

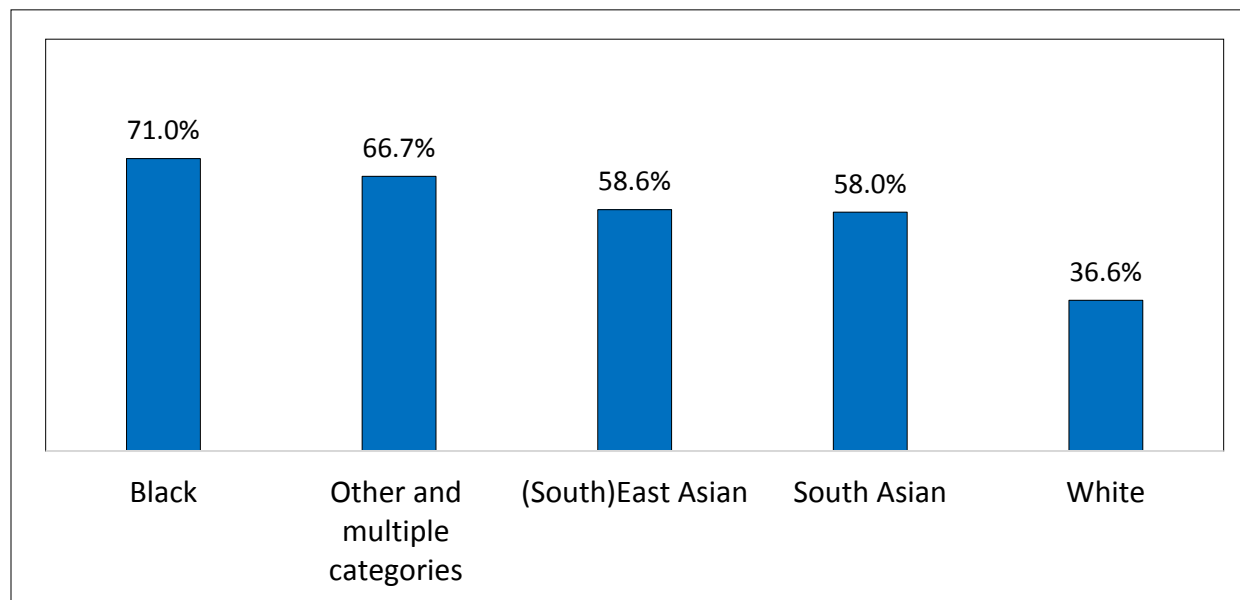


Note: The “Other and Multiple” religions category includes people who indicated that they are Baha’i, Buddhist, Jewish, Mennonite, Traditional / Spirituality, Sikh, or other, as well as people who indicated more than one religion.

Immigrants and visible minorities: The role of ethnicity/race

In the Immigrants & Visible Minorities group, Black respondents and respondents with other and multiple race/ethnic categories were most likely to report experiencing discrimination in Sarnia-Lambton. At the same time, White respondents were least likely to report experiencing discrimination in Sarnia-Lambton.

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

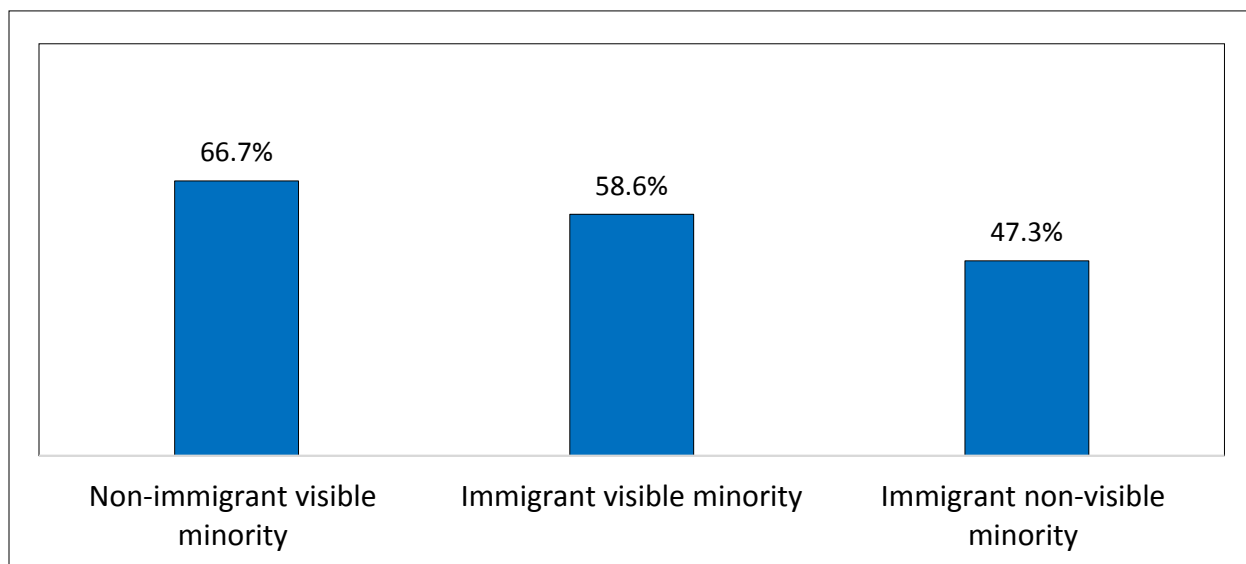


Note: The “Other and Multiple” category includes people who indicated that they are Arab, Indigenous, Latin American, West Asian, or other, as well as people who indicated more than one race/ethnicity.

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

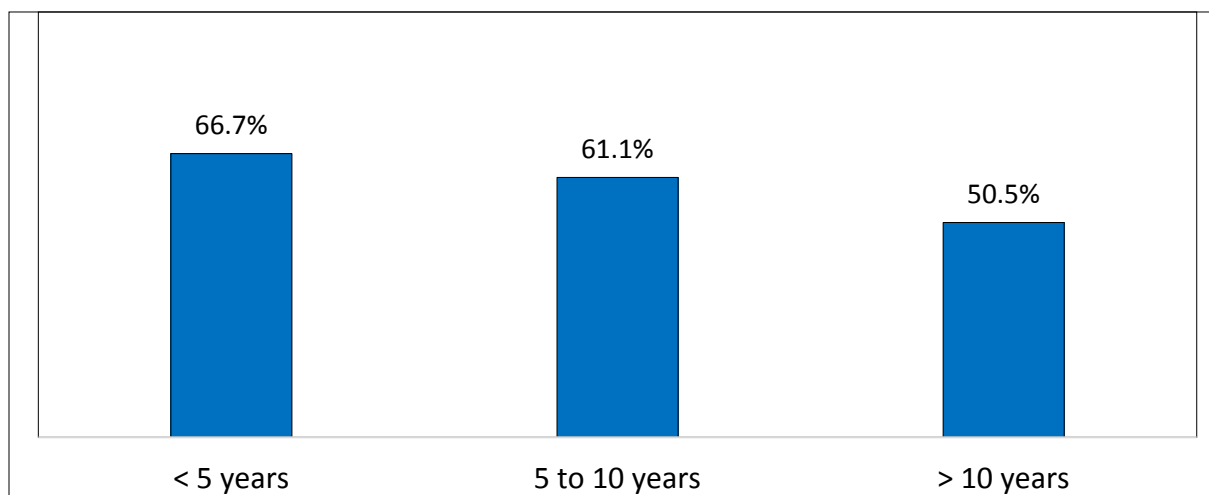
In the Immigrant & Visible Minorities group, non-immigrant visible minorities were most likely to report experiencing discrimination, followed by immigrants who are visible minorities.

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



Immigrants: The role of length of time in Canada

Of the immigrant respondents, those who had lived in Canada for the shortest period of time were most likely to report experiencing discrimination in Sarnia-Lambton in the last three years.

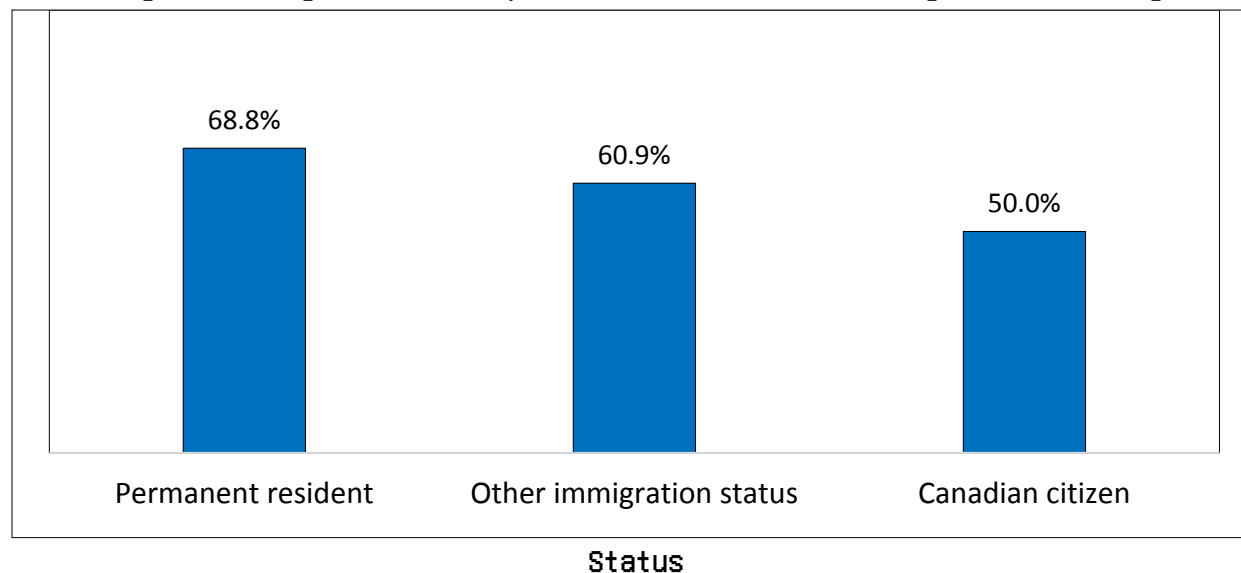


Percentage of Immigrants Who Experienced Discrimination by Length of Time in Canada

Immigrants: The role of current immigration status

Of the immigrant respondents, Permanent Residents were most likely to report experiencing discrimination in Sarnia-Lambton in the last three years.

Percentage of Immigrants Who Experienced Discrimination by Current Immigration

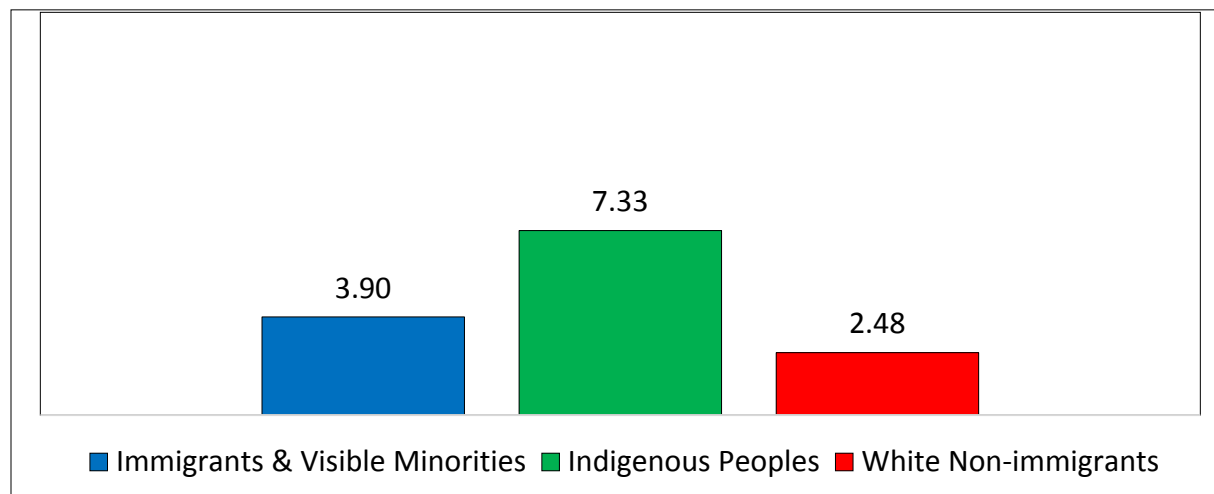


Note: The “Other immigration status” category includes protected persons, temporary residents, refugee claimants, and those who are undocumented.

In how many contexts is discrimination being experienced?

The survey included a list of 16 contexts in which respondents might be experiencing discrimination, including an other category to capture any contexts not included. On average, Indigenous Peoples reported experiencing discrimination in more contexts, followed by Immigrants & Visible Minorities.

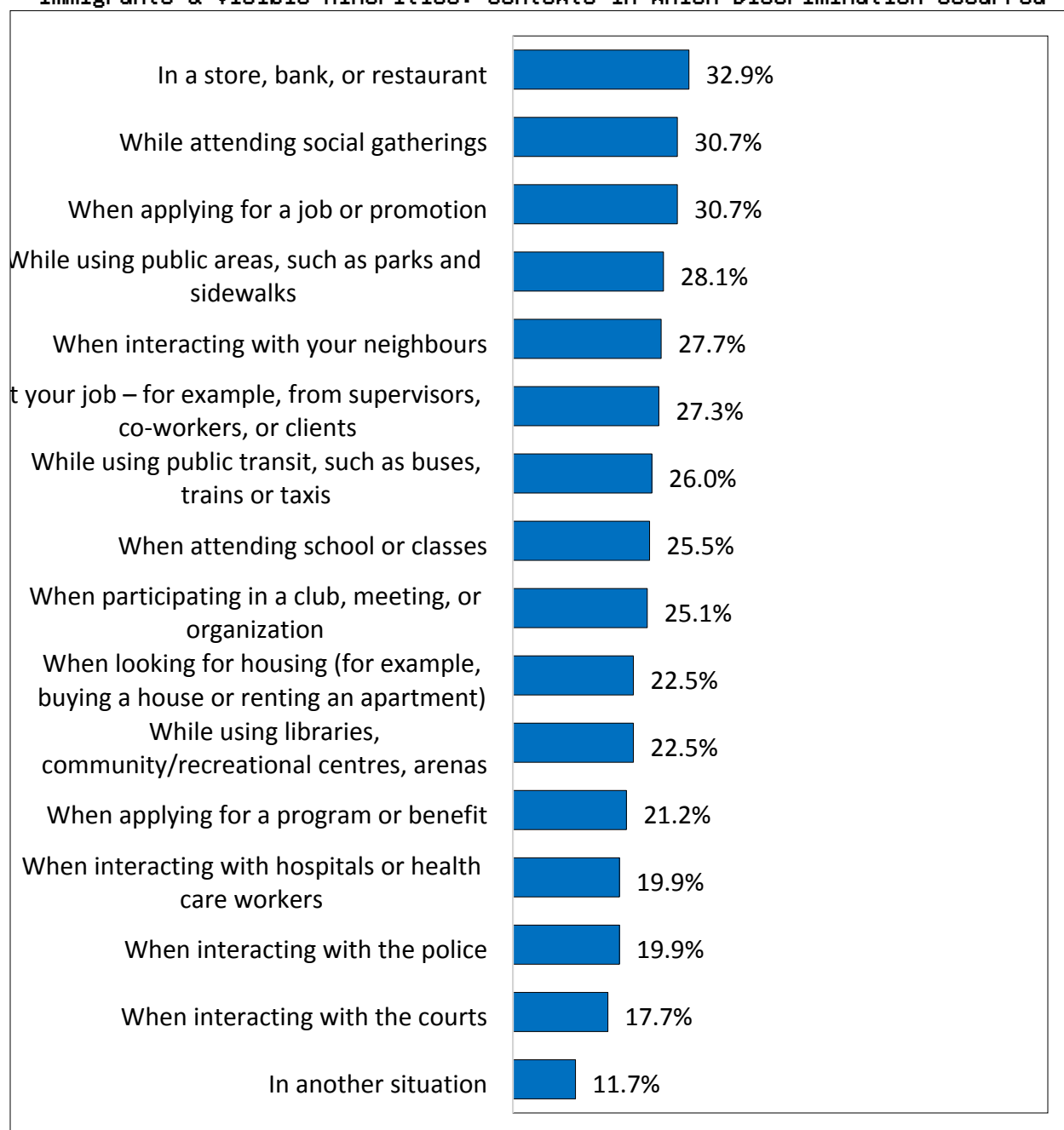
Average Number of Contexts in Which Respondents Experienced Discrimination in the Past Three Years



In what contexts is discrimination being experienced?

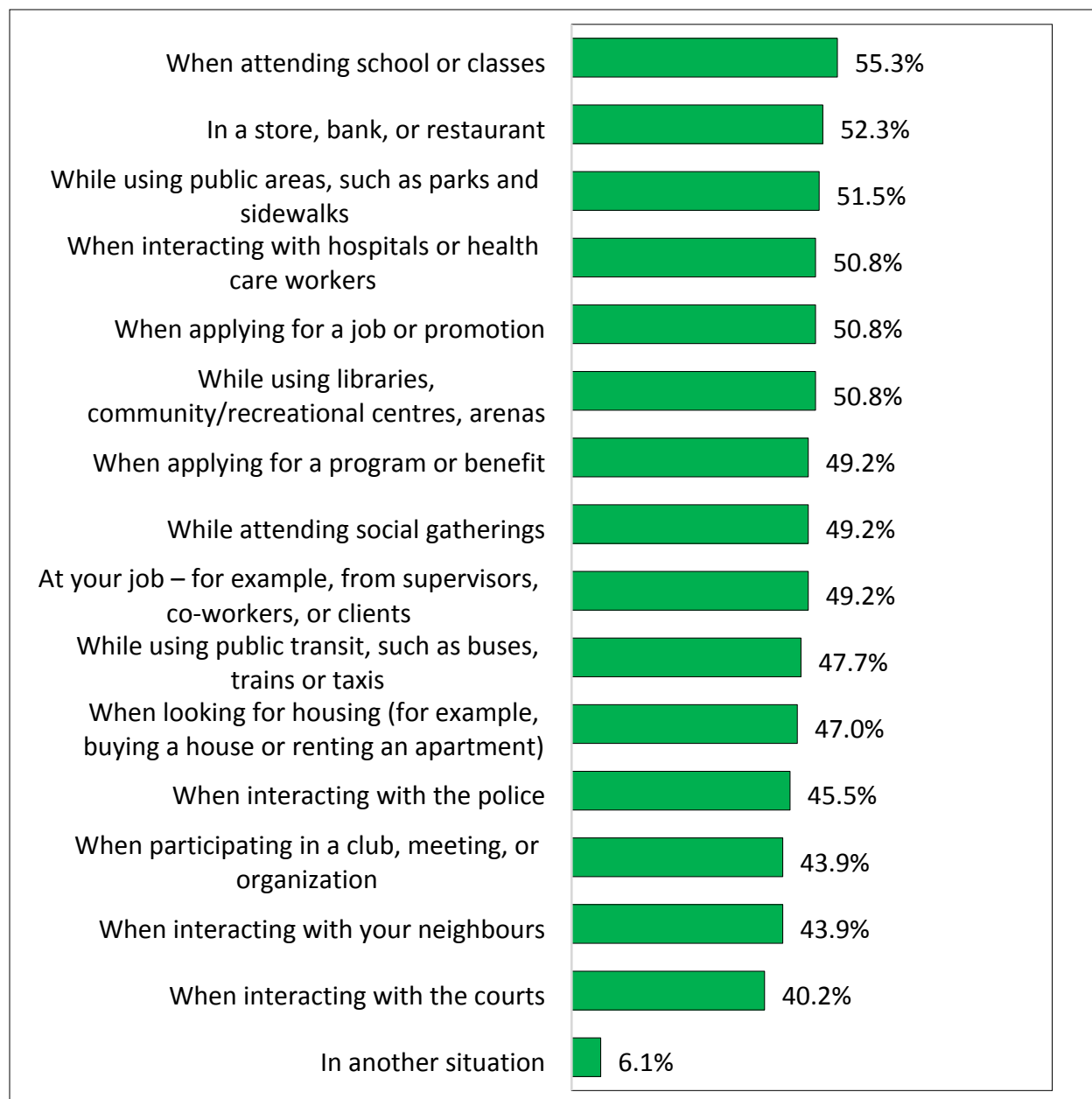
Overall, Immigrants & Visible Minorities were most likely to experience discrimination in Sarnia-Lambton in a store, bank, or restaurant, while attending social gatherings, when applying for a job or promotion, while using public areas (e.g., parks and sidewalks), and when interacting with their neighbours.

Immigrants & Visible Minorities: Contexts in Which Discrimination Occurred



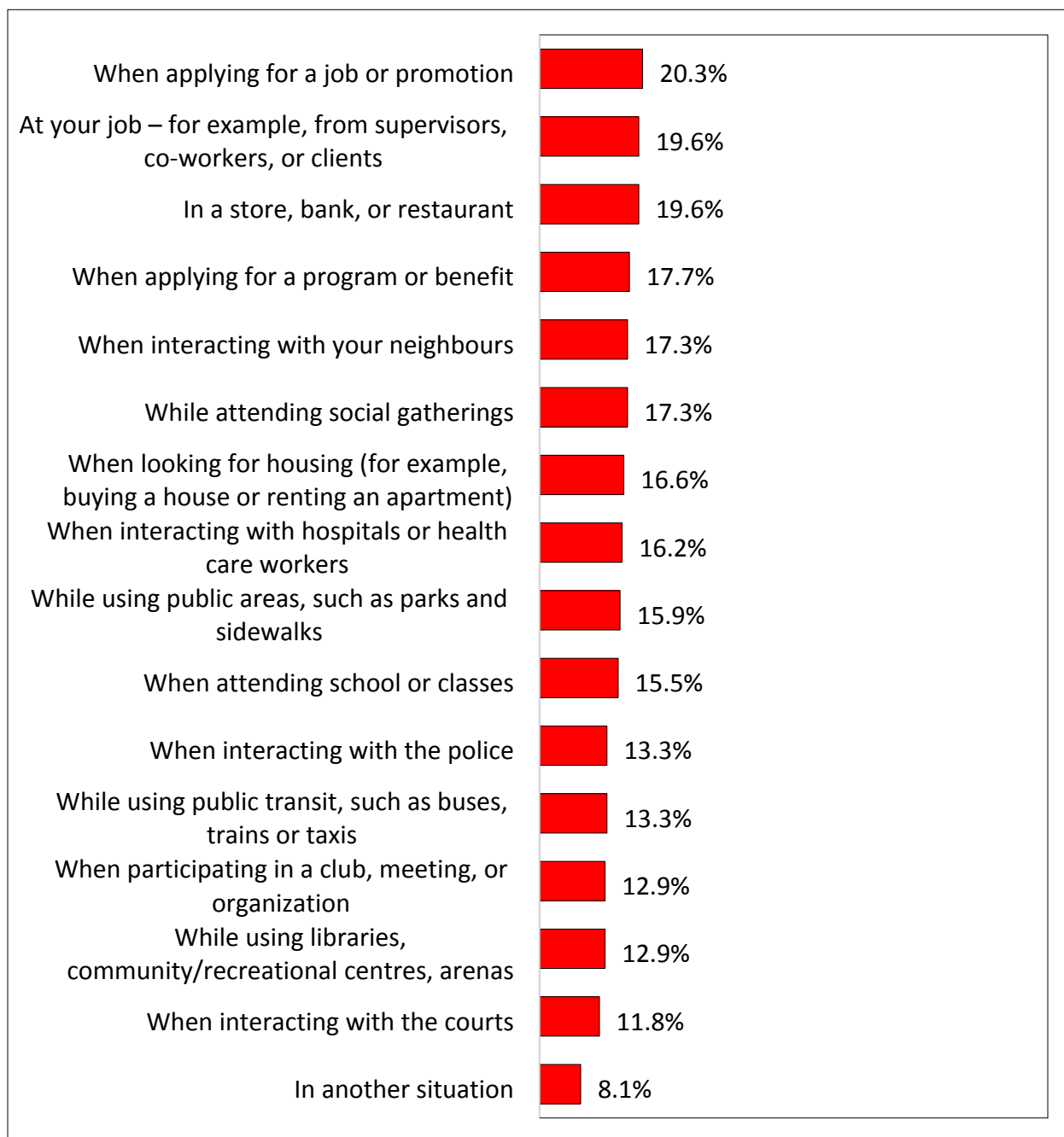
Overall, Indigenous Peoples reported experiencing discrimination in Sarnia-Lambton in many contexts. They were most likely to report experiencing discrimination in Sarnia-Lambton when attending school or classes, in a store, bank or restaurant, while using public areas (e.g., parks and sidewalks), when interacting with hospitals or health care workers, when applying for a job or promotion, and while using libraries, community/recreational centres, arenas.

Indigenous Peoples: Contexts in Which Discrimination Occurred



Overall, White Non-immigrants were most likely to report experiencing discrimination in Sarnia-Lambton when applying for a job or promotion, **at their job** (e.g., from supervisors, co-workers, or clients), in a store, bank, or restaurant, when applying for a program or benefit, when interacting with their neighbours, and while attending social gatherings.

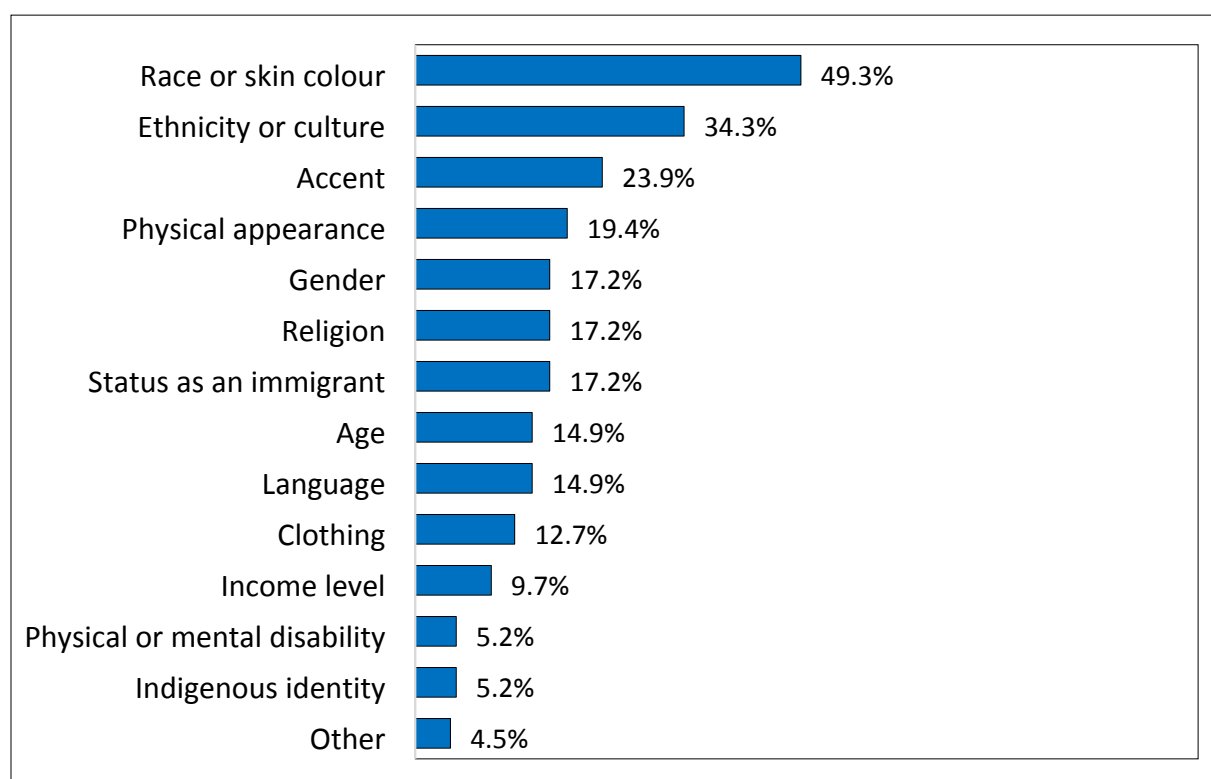
White Non-immigrants: Contexts in Which Discrimination Occurred



What are the presumed bases of experiences of discrimination?

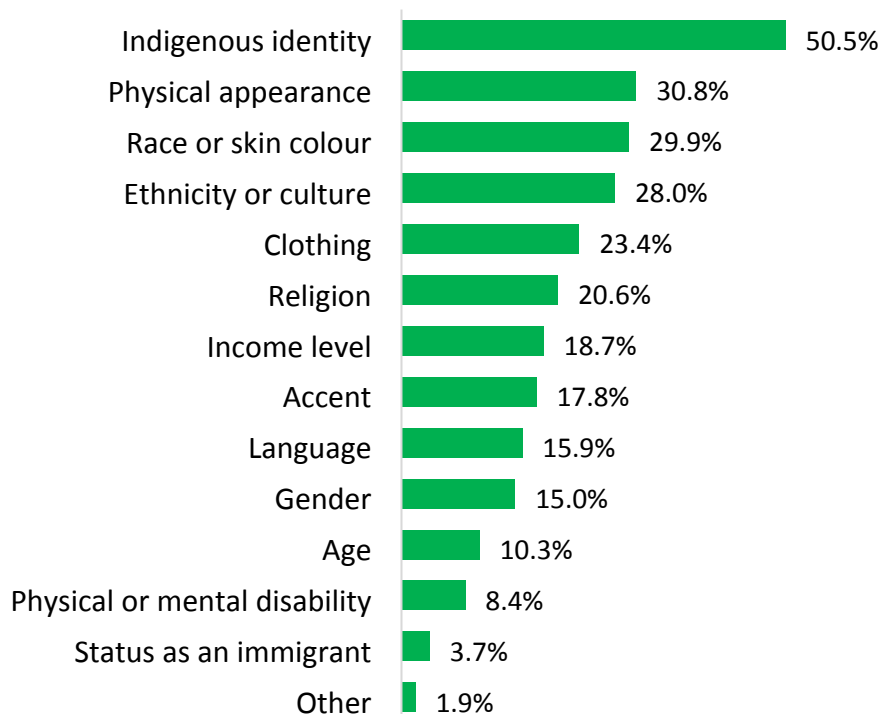
Those respondents who reported that they had experienced discrimination in at least one context in the last three years were asked to indicate what they thought the main reasons were for their experiences of discrimination (respondents could choose more than one reason). Immigrants & Visible Minorities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

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



Indigenous Peoples were most likely to indicate that the discrimination that they had experienced was based on their indigenous identity, physical appearance, race or skin colour and ethnicity or culture.

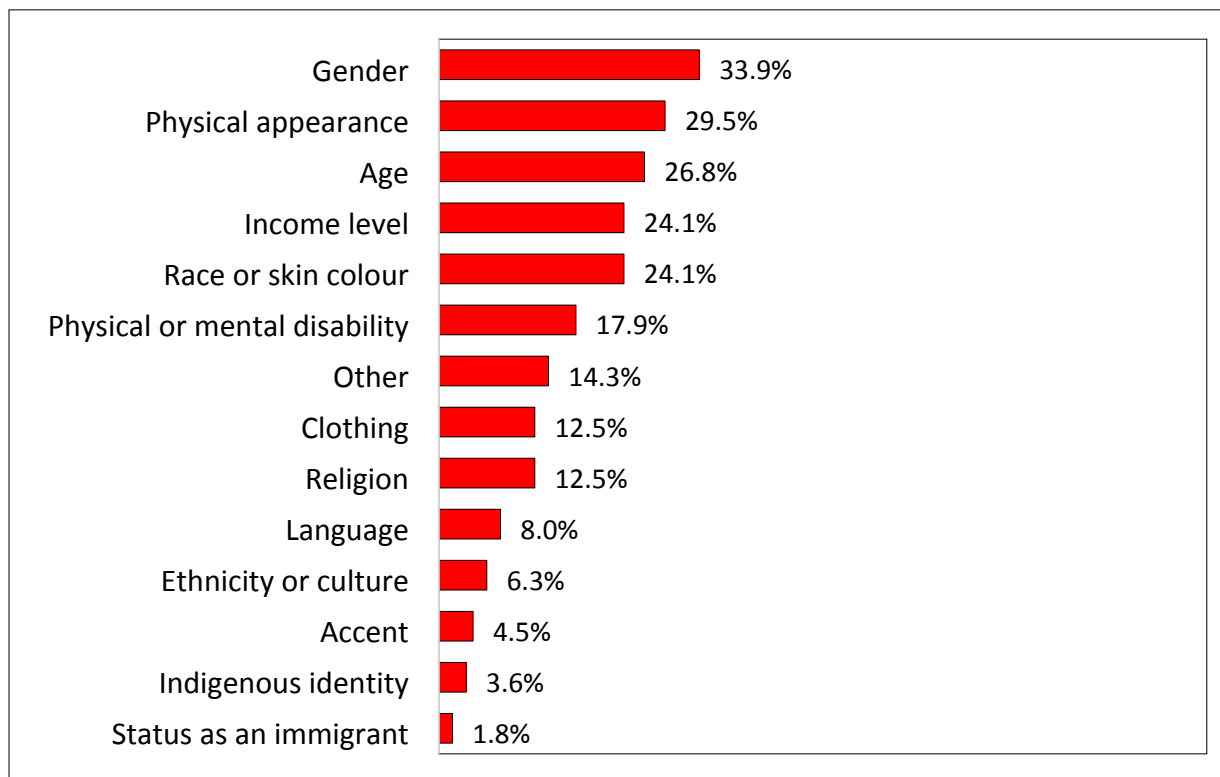
Indigenous Peoples Who Had Experienced Discrimination: Percentage Who Indicated Each Basis of Discrimination



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 Sarnia-Lambton 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 had experienced was based on their gender, physical appearance, and age.

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



Note: A few respondents in the White Non-immigrants 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 Sarnia-Lambton even though they were born in Canada. Alternatively, this is attributable to random error in responding.

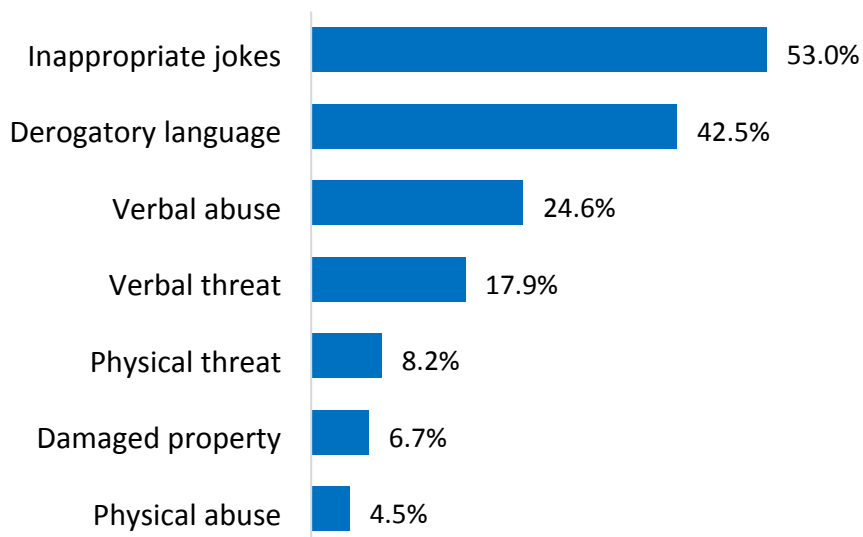
These results suggest that Immigrants & Visible Minorities and Indigenous Peoples perceive their experiences of discrimination as based on ethnocultural factors related to different minority group statuses, such as race or skin colour, indigenous identity, and ethnicity or culture. In contrast, comparison 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 41.1% reporting discrimination based on gender as compared to 19.4% of males), physical appearance, and age.

Are specific types of discrimination being experienced?

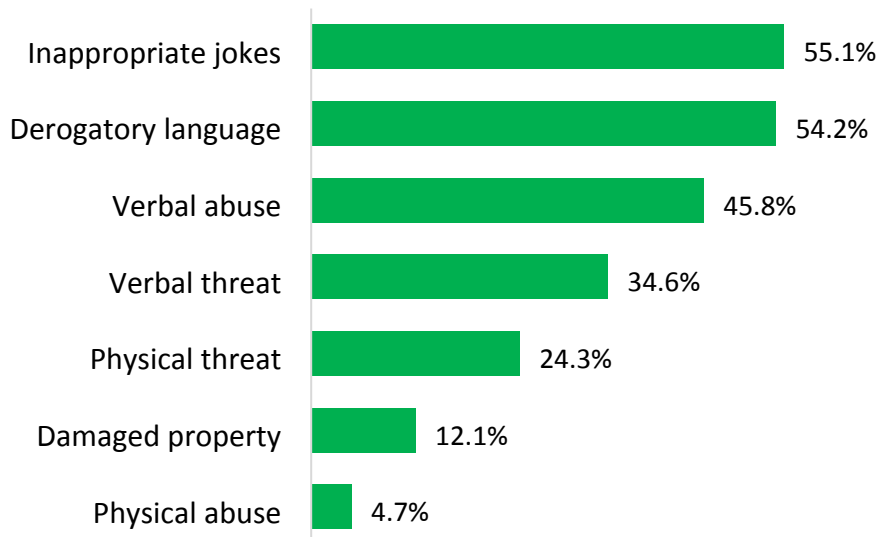
Those people who reported that they had experienced discrimination in at least one context in the last three years were asked to indicate whether they had experienced specific types of discrimination (respondents could choose more than one type). In all three groups, respondents

most frequently reported experiencing discrimination in the form of inappropriate jokes and derogatory language, followed by verbal abuse and verbal threat.

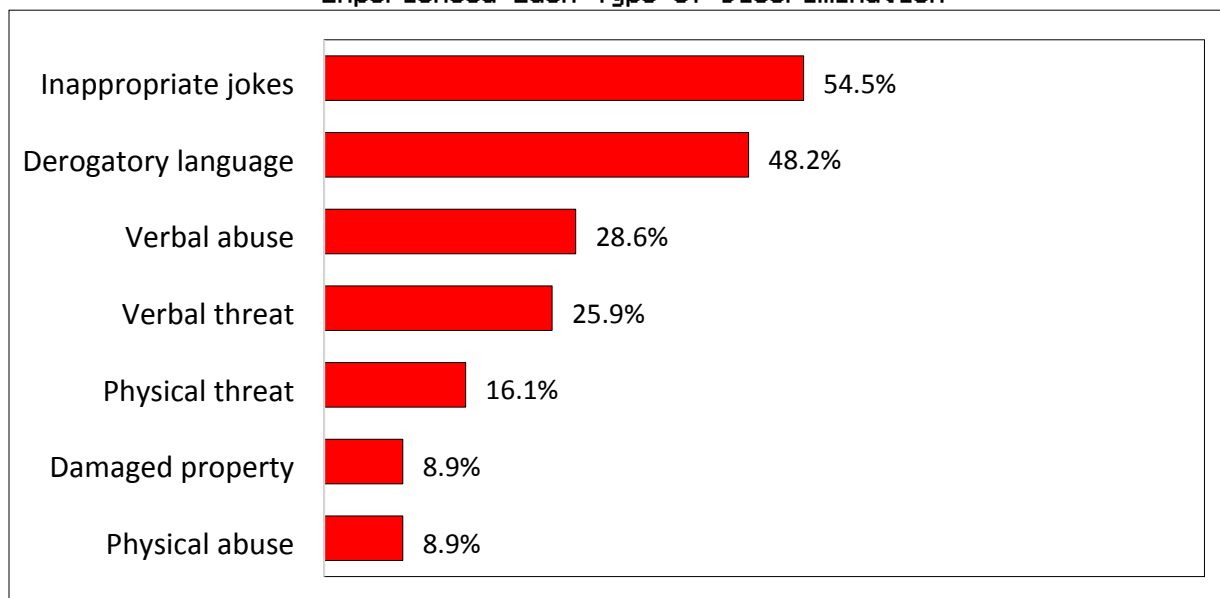
Immigrants & Visible Minorities Who Had Experienced Discrimination: Percentage Who Had Experienced Each Type of Discrimination



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



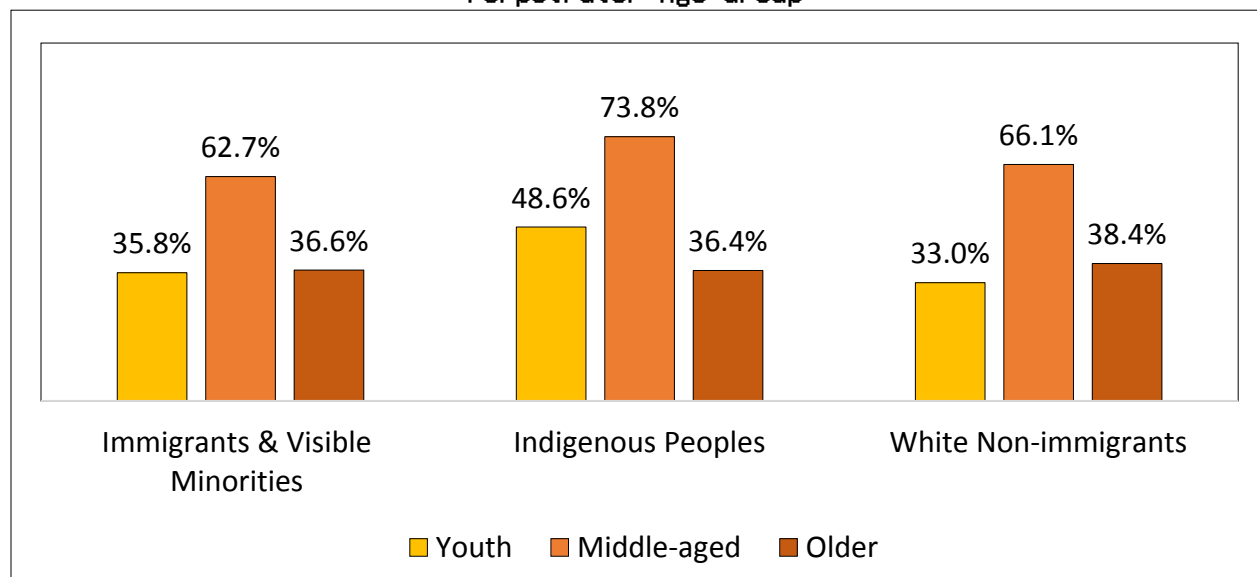
Who are the perpetrators of discrimination?

Those people who reported that they had 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 race or ethnicity (respondents could choose more than one response for each category).

Perpetrator age

In all three groups, respondents were most likely to identify perpetrators as middle-aged individuals. The extent to which respondents in each group thought that perpetrators were young or older varied a bit. For example, among respondents in the Immigrants & Visible Minorities group, young and older individuals were seen as almost equally likely to be perpetrators. In contrast, among respondents in the Indigenous Peoples group, younger individuals were more likely to be seen as perpetrators than older individuals. Finally, among respondents in the comparison White Non-immigrants group, younger individuals were slightly less likely to be seen as perpetrators than older individuals.

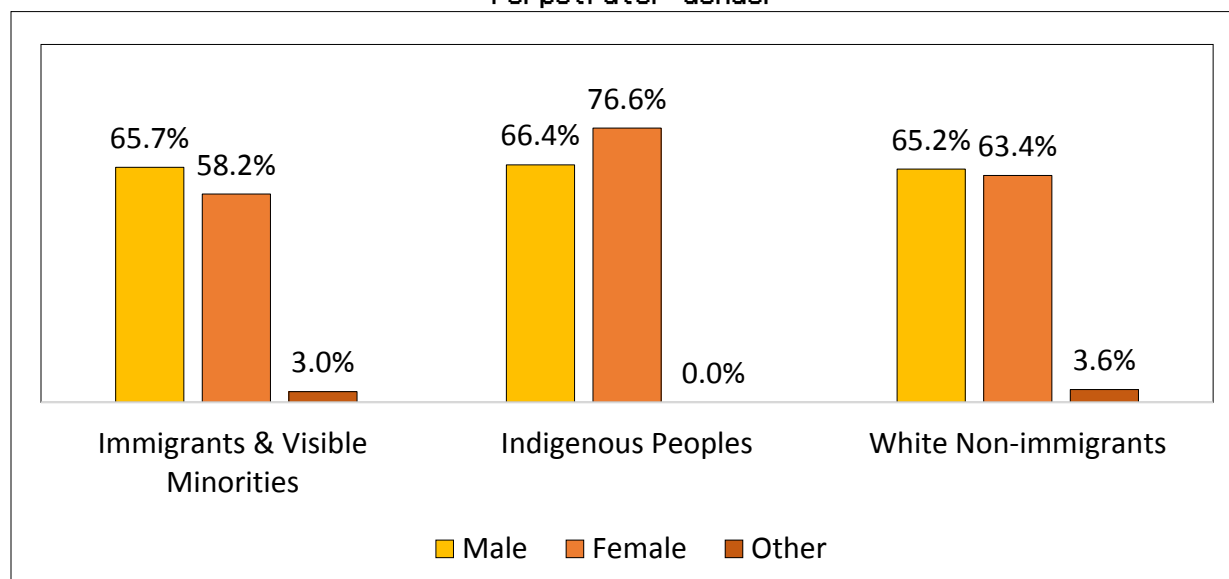
Respondents Who Had Experienced Discrimination: Percentage Who Indicated Each Perpetrator Age Group



Perpetrator gender

In the Immigrants & Visible Minorities group, respondents indicated that perpetrators included both genders, although males were mentioned more frequently than females. The opposite was the case in the Indigenous Peoples group. Among these respondents, females were mentioned more frequently than males, although both genders were mentioned. In the comparison White Non-immigrants group, males and females were mentioned with almost the same frequency.

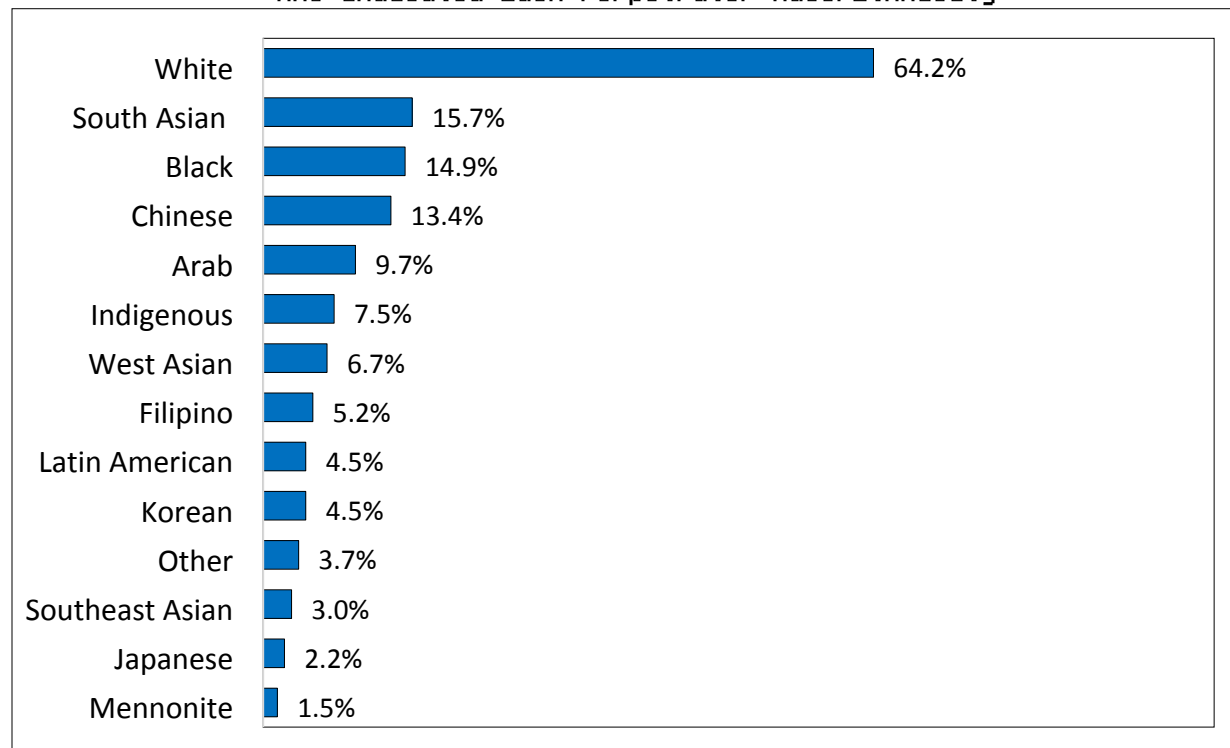
Respondents Who Had Experienced Discrimination: Percentage Who Indicated Each Perpetrator Gender



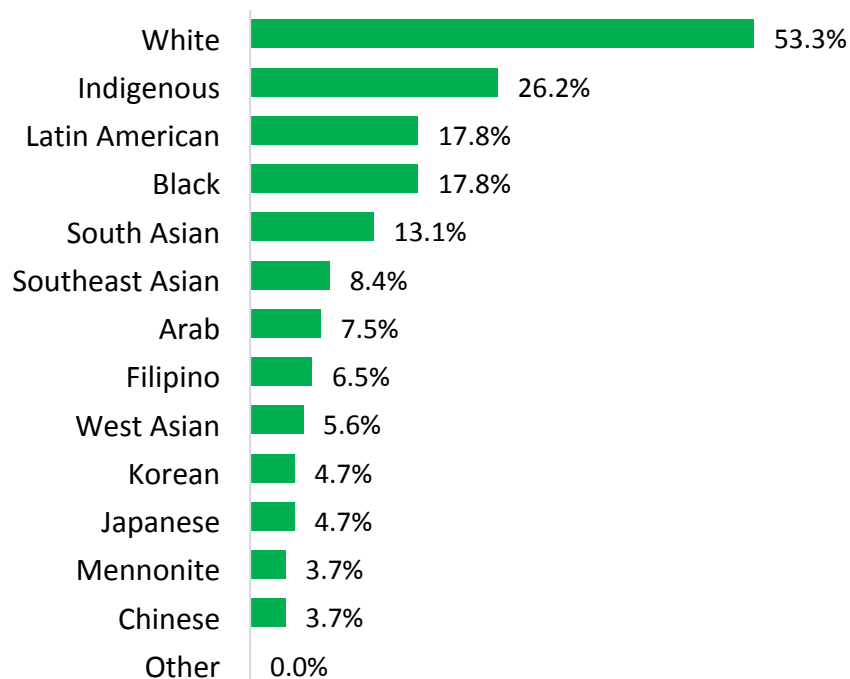
Perpetrator race or ethnicity

In all three groups, White individuals were seen as the most common perpetrators of discrimination. Interestingly, in the Indigenous Peoples group, approximately 1 in 4 respondents also reported that other Indigenous Peoples were perpetrators of discrimination.

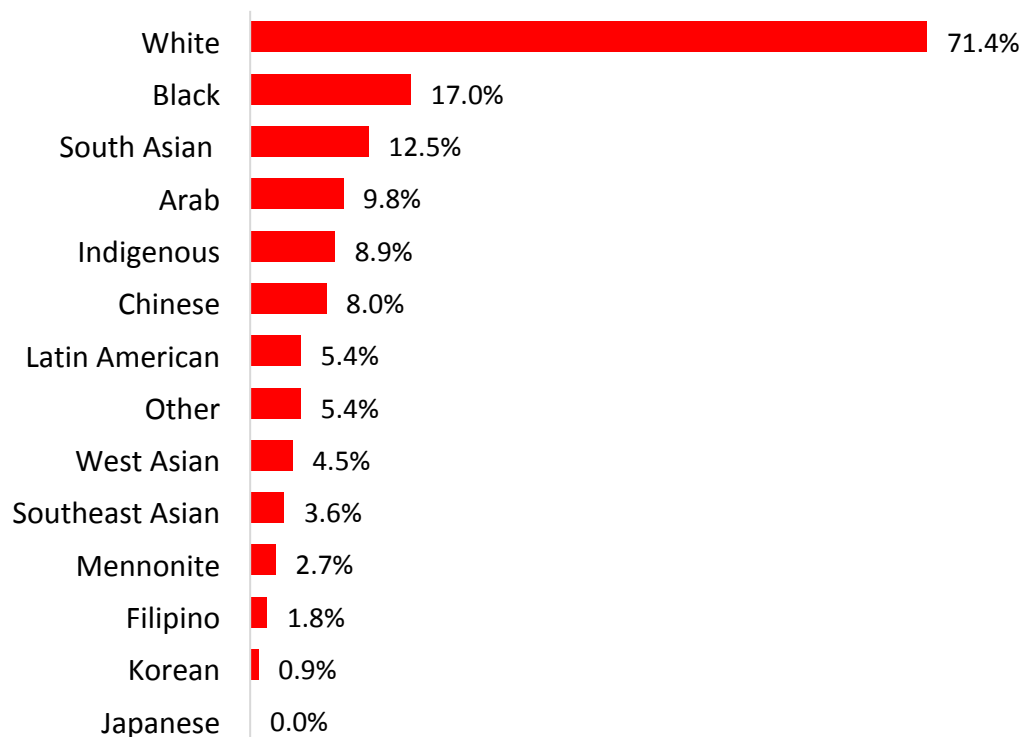
Immigrants & Visible Minorities Who Had Experienced Discrimination: Percentage Who Indicated Each Perpetrator Race/Ethnicity



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



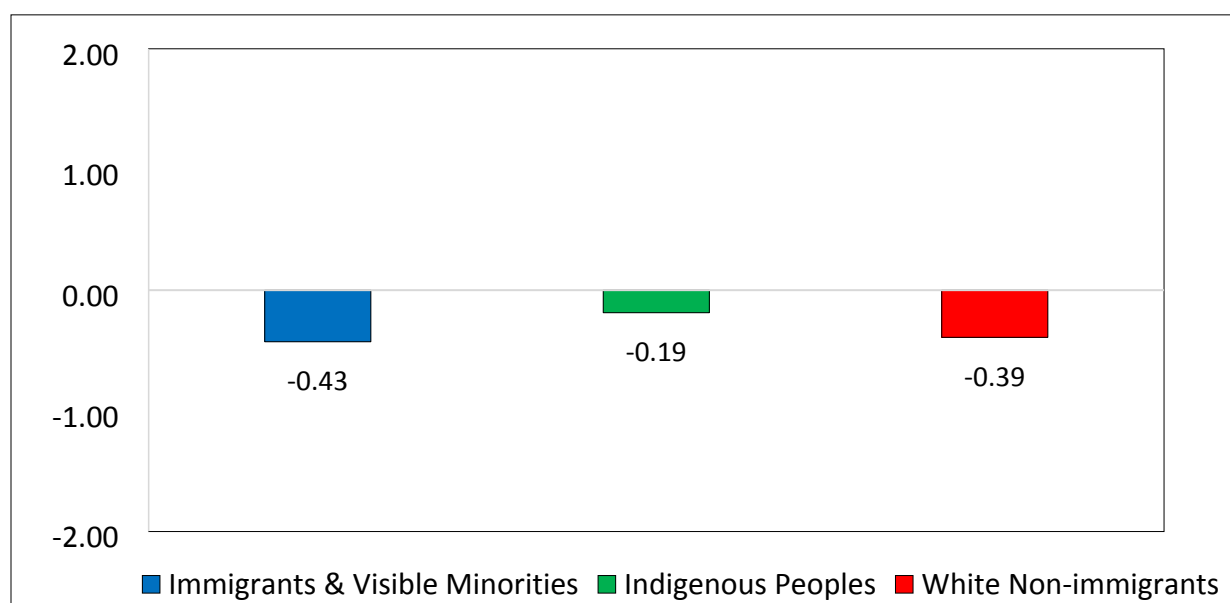
White Non-Immigrants Who Had Experienced Discrimination: Percentage Who Indicated Each Perpetrator Race/Ethnicity



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

Those people who reported that they had 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, respondents in the Indigenous Peoples group reported a smaller decrease than respondents in the Immigrants & Visible Minorities group and the White Non-immigrants group.

Average Change in Experiencing Discrimination During the COVID-19 Pandemic



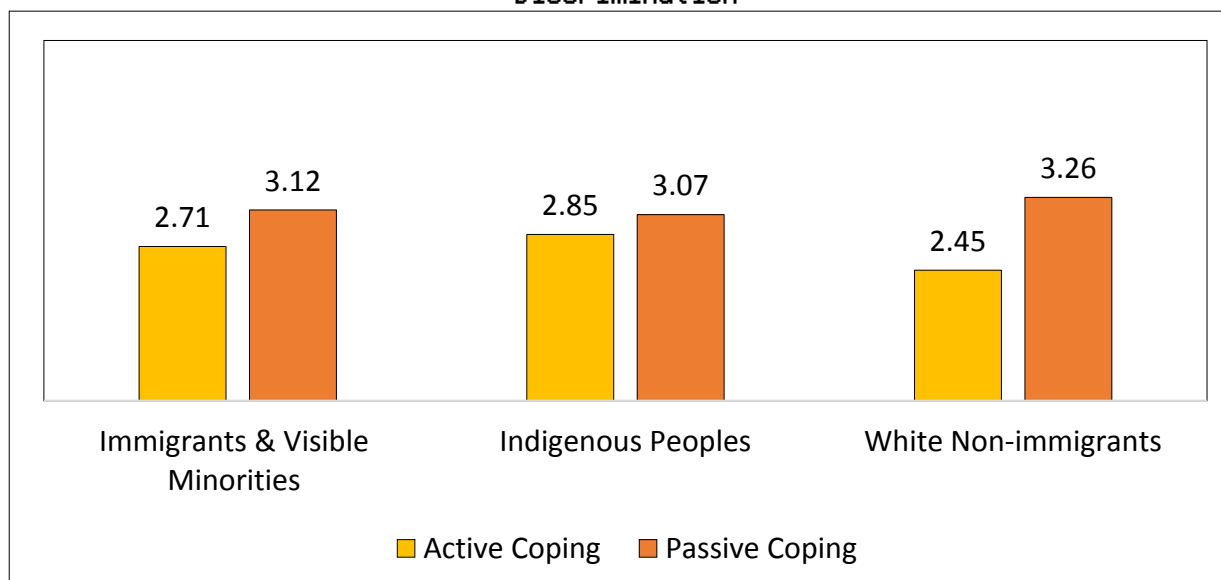
Note: Scale ranged from 2 = much higher to -2 = much lower.

Potential Coping Strategies and Emotions in Response to Discrimination

What coping strategies are used in response to discrimination?

Those people who reported that they had 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 reported engaging in both active and passive coping strategies to a considerable degree. Of note, although passive coping strategies were more likely to be used by all three groups, this differentiation between passive and active coping was especially evident for Immigrants & Visible Minorities and White Non-immigrants.

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

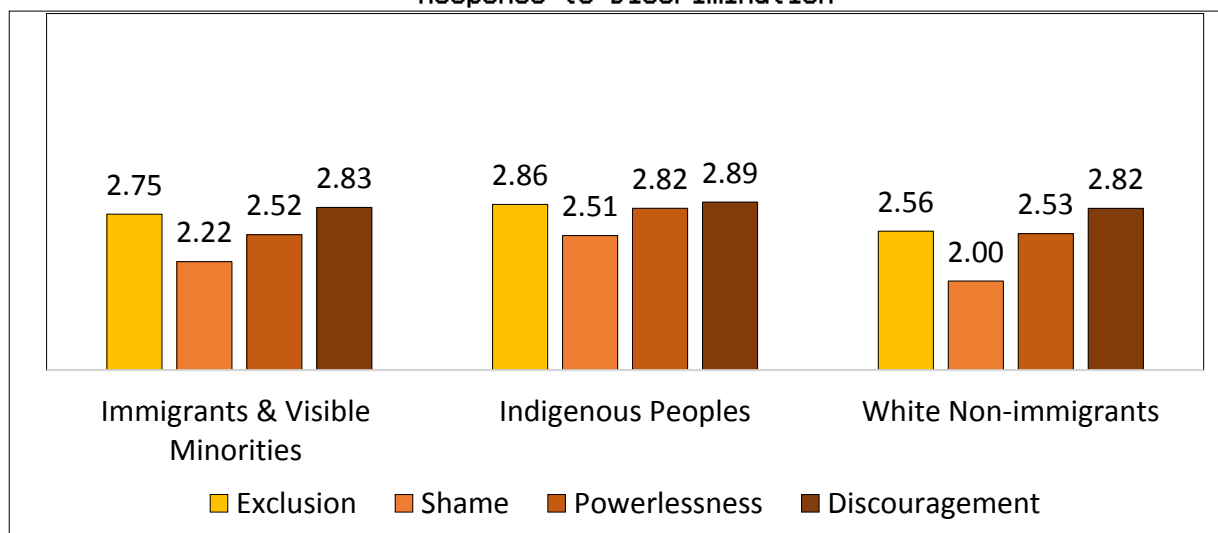


Note: Possible responses could range from never (1) to always (5).

What feelings are elicited by experiences of discrimination?

Those people who reported that they had experienced discrimination in at least one context in the last three years were asked to what extent they experienced 12 different feelings in response to this discrimination, which were then combined into exclusion (e.g., rejected), 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, though all emotions were experienced.

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

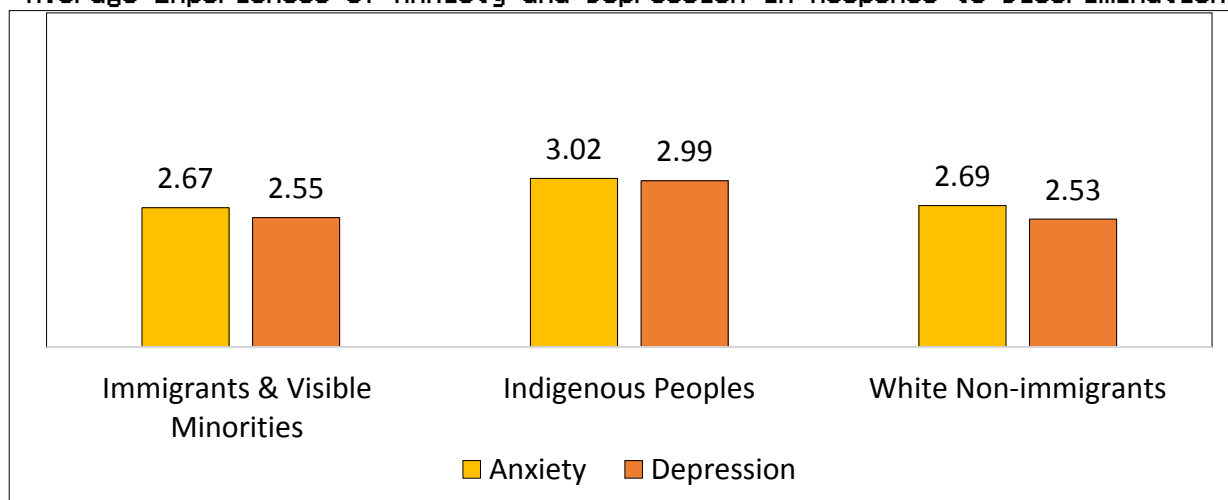


Note: Possible responses could range from never (1) to always (5).

How much psychological distress is experienced in response to discrimination?

Those people who reported that they had 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

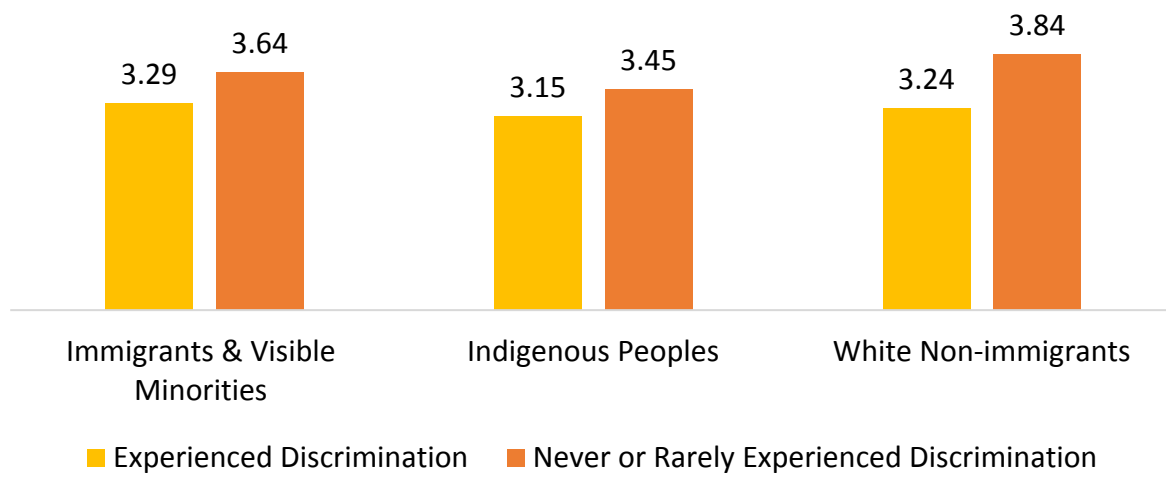


Note: Possible responses could range from never (1) to always (5).

Sarnia-Lambton as a Welcoming Community

All respondents were asked to what extent they felt accepted and welcomed in Sarnia-Lambton at the present time using 5 items, which were combined. On average, respondents in the White Non-immigrants group tended to have slightly stronger feelings of acceptance and welcome in Sarnia-Lambton than respondents in the other two groups. Respondents' discrimination experiences also seemed to play a role. In all three groups, respondents who had not experienced discrimination tended to have a stronger sense of acceptance and welcome in Sarnia-Lambton than those who had experienced discrimination.

Average Feelings of Acceptance and Welcome in Sarnia-Lambton



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

References

Statistics Canada (2020). *Visible minority of a person*. [Website accessed 13 August 2021].

Available from [*****23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=45152](https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=45152)

Appendix:**Survey on Experiences of Discrimination in Sarnia-Lambton**

The next questions are about your experience with discrimination in the past 3 years (or in the time you have lived in the Sarnia-Lambton 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 Sarnia-Lambton 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 or taxis.

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

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

What do you think were the main reasons for this discrimination or unfair treatment? (You can choose more than one.)

- Your Indigenous identity
- Your race or skin colour
- Your ethnicity or culture
- Your status as an immigrant
- Your religion
- Your language
- Your accent
- Your gender
- A physical or mental disability
- Your income level
- Your clothing

- Your physical appearance (not including skin colour) such as weight, height, hair style or colour, jewelry, tattoos and other physical characteristics
- Some other reason

18. In the past 3 years, have you experienced any of the following specific forms of discrimination or mistreatment? (You can choose more than one.)

- Inappropriate jokes
- Derogatory language
- Verbal threat
- Verbal abuse
- Physical threat
- Physical abuse
- Damaged property

19. Generally speaking, were those who discriminated against you:

(You can choose more than one.)

- Male
- Female
- Other gender

Were they:

- Youths
- Middle aged
- Older

Were they:

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

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

- Much Lower
 Somewhat Lower
 About the Same
 Somewhat Higher
 Much Higher

21. In response to being discriminated against or treated unfairly in the past 3 years in the Sarnia-Lambton area how often did you do each of the following?

a. Tried to do something about it.

- Never
 Rarely
 Sometimes
 Often
 Always

b. Accepted it as the way things are.

- Never
 Rarely
 Sometimes
 Often
 Always

c. Ignored it.

- Never
 Rarely
 Sometimes
 Often
 Always

d. Told yourself they were ignorant.

- Never
 Rarely
 Sometimes
 Often
 Always

e. Worked harder to prove them wrong.

- Never
 Rarely
 Sometimes
 Often
 Always

f. Felt that you brought it on yourself.

- Never
 Rarely
 Sometimes
 Often
 Always

g. Talked to someone about how you were feeling.

- Never
 Rarely
 Sometimes
 Often
 Always

h. Reminded yourself of your rightful place in Canada.

- Never
 Rarely
 Sometimes
 Often
 Always

i. Expressed anger or got mad.

- Never
 Rarely
 Sometimes
 Often
 Always

j. Prayed about the situation.

Never Rarely Sometimes Often Always

k. Avoided situations where it could happen again.

Never Rarely Sometimes Often Always

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

Never Rarely Sometimes Often Always

22. In response to being discriminated against or treated unfairly in the past 3 years in the Sarnia-Lambton area how often did you feel ...

a. Unwanted

Never Rarely Sometimes Often Always

b. Rejected

Never Rarely Sometimes Often Always

c. Helpless

Never Rarely Sometimes Often Always

d. Weak

Never Rarely Sometimes Often Always

e. Intimidated

Never Rarely Sometimes Often Always

f. Puzzled

Never Rarely Sometimes Often Always

g. Stupid

Never Rarely Sometimes Often Always

h. Foolish

Never Rarely Sometimes Often Always

i. Ashamed

- Never Rarely Sometimes Often Always

j. Frustrated

- Never Rarely Sometimes Often Always

k. Discouraged

- Never Rarely Sometimes Often Always

l. Humiliated

- Never Rarely Sometimes Often Always

23. In response to being discriminated against or treated unfairly in the past 3 years in the Sarnia-Lambton area, how often were you bothered by the following problems?

a. Feeling nervous, anxious, or on edge.

- Never Rarely Sometimes Often Always

b. Not being able to stop or control worrying.

- Never Rarely Sometimes Often Always

c. Feeling down, depressed, or hopeless.

- Never Rarely Sometimes Often Always

d. Little interest or pleasure in doing things.

- Never Rarely Sometimes Often Always

24. How much do you feel that you are accepted in the Sarnia-Lambton area?

- Not at all Slightly Moderately Very Extremely

25. How much do you feel welcome in the Sarnia-Lambton area?

- Not at all Slightly Moderately Very Extremely

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

- Not at all Slightly Moderately Very Extremely

27. How much do you feel recognized as part of the Sarnia-Lambton area?

- Not at all Slightly Moderately Very Extremely

28. How much do you feel safe in the Sarnia-Lambton area?

- Not at all Slightly Moderately Very Extremely

29. What is your gender?

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

30. What is your age? _____

31. Were you born in Canada?

- Yes
 No

32. What was your status when you first arrived in Canada?

- Immigrant - Economic Class (Skilled Worker, Canadian Experience Class, Provincial Nominee Program, or Business Programs)
 Immigrant - Family Class (Sponsored Spouse, Sponsored Parent or Grandparent, or Other Immigrant Sponsored by Family)
 Resettled Refugee (Government Assisted, Privately Sponsored, Blended Visa Office-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

33. What is your current immigration status?

- Canadian Citizen
 Permanent Resident
 Protected Person
 Temporary Resident
 Refugee Claimant

- Undocumented
- Other

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

35. How long have you lived in the Sarnia-Lambton area? _____ (months)

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

- English
- French
- Other (Please specify) _____

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

- Employed full-time (30 hours a week or more)
- Employed part-time (Less than 30 hours a week)
- Self-employed or own your own business
- Unemployed, looking for work
- Unemployed, not looking for work
- Retired
- Student
- Homemaker
- Other (Please specify) _____

38. How would you describe your ethnic or racial identity? (You can choose more than one)

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

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

- Very Weak
- Somewhat Weak
- Moderate
- Somewhat Strong
- Very Strong

[Repeated for each group chosen.]

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

- Baha'i
- Buddhist
- Christian
- Hindu
- Jewish
- Mennonite
- Muslim
- Sikh
- Traditional/Spirituality
- No religion (atheist or agnostic)
- Other (Please specify) _____

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

- Very Weak
- Somewhat Weak
- Moderate
- Somewhat Strong
- Very Strong

[Repeated for each group chosen.]

42. What is the highest level of education that you have completed?

- Less than elementary school
- Elementary school
- Secondary/high school
- College/vocational training
- University undergraduate degree
- University graduate degree
- Professional degree (e.g., Medicine, Law, Engineering)

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

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