



Colour of Poverty - Colour of Change has developed a helpful research and organizational programming tool-template (with support from both the *Atkinson Charitable Foundation* and the *Ontario Trillium Foundation*) for wide application, adaptation and use - to help groups, governments, service providers, institutions and others gather, monitor and analyze needed disaggregated data - as well as to allow for the critical tracking of differential policy, program, service and other related experiences and outcomes.

This is the most current DRAFT version of the demographic survey tool with the various relevant categories and options - to be used on a stand-alone basis as well as to "front-end" or "back-stop" any intake form, program monitoring or survey exercise so that consistent disaggregated collection and analysis can flow from data sets in ways that best speak to each other and lend themselves to comparative, longitudinal and other critically needed outcome analysis.

With respect to the human rights related issues and concerns - the *Ontario Human Rights Code* (the "Code") permits the collection and analysis of data based on race and other grounds, provided that the data is collected for purposes consistent with the Code, such as to monitor discrimination, identify and remove systemic barriers, address historical disadvantage and promote substantive equality.

It will often be appropriate for an organization to seek out the expertise of someone who is familiar with good data collection and analysis techniques. In other situations, it may be possible to rely on existing resources such as employment equity tools. Staff collecting the data should be given appropriate training. The Ontario Human Rights Commission (OHRC) recognizes that how data collection is done depends on the context, including the issue that needs to be monitored, and the nature and size of the organization. When collecting data, agencies and organizations should ensure client privacy and confidentiality by restricting who has access to personal information, assuring anonymity and ensuring that client consent is obtained before sharing or releasing any personal information. Furthermore, industry-standard technology should be employed to ensure personal information is strictly protected.

For further information see the following OHRC resources –

Count me in! Collecting human rights based data - [Summary \(fact sheet \)](#)

Count me in! Collecting human rights based data - [Full Guide](#)

DEFINING RACE/RACIAL IDENTITY & ETHNIC HERITAGE/ANCESTRY

It is useful to define these categorizations for clients since there may be confusion between the two. Race/Racial Identity groups refers to broad self-identified socially constructed groupings - White/Caucasian, East Asian, South Asian, Black, Latin American, South-East Asian, Arab, West Asian, and Indigenous/Aboriginal/First Peoples. Other than Indigenous/Aboriginal/First Peoples and White/Caucasian these groupings are collectively equivalent to "peoples of colour" or the "visible minority" grouping as used both by Statistics Canada as well as in the federal Employment Equity Act. Ethnic Heritage/Ancestry represents an expression of common heritage, ancestry and a sense of peoplehood or identity based on descent, language, religion, tradition, and other common experiences. An "ethnic group" is a category of the population in a larger society whose culture is considered distinct or whose members have a common bond based on, among others, place, race, faith, culture or nationality.

THE TOOL-TEMPLATE

Gender

Are you:

- | | |
|---------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Male | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Female | <input type="checkbox"/> Other (please specify): |
| <input type="checkbox"/> Two-Spirited | <input type="checkbox"/> Do not know |
| <input type="checkbox"/> Intersex | |

Year of Birth

Disability Status

Do you have a disability? Disability is defined as a long term physical, mental, emotional/psychiatric or learning disability, which may result in a person experiencing disadvantage or encountering barriers to employment, public appointment or other opportunities for full participation in society.

- Yes No

If yes (pick all that apply):

- | | |
|--------------------------------------------------------|---------------------------------------------------------|
| <input type="checkbox"/> Hearing | <input type="checkbox"/> Chronic Illness |
| <input type="checkbox"/> Vision | <input type="checkbox"/> Developmental |
| <input type="checkbox"/> Mental/Emotional Health | <input type="checkbox"/> Drug and/or Alcohol Dependence |
| <input type="checkbox"/> Mobility (e.g. body movement) | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Speech | <input type="checkbox"/> Do not know |
| <input type="checkbox"/> Learning | <input type="checkbox"/> Other (please specify): |

Sexuality/Sexual Orientation - How do you identify your sexuality/sexual orientation?

- | | |
|---------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Two-Spirited | <input type="checkbox"/> Heterosexual (straight) |
| <input type="checkbox"/> Lesbian | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Gay | <input type="checkbox"/> Do not know |
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Other (please specify): |
| <input type="checkbox"/> Queer | |

Indigenous/Aboriginal/First Peoples Status

After reviewing research and data on the racialization of poverty in Canada, in understanding inherent Aboriginal rights, title, Treaty relationships and the historic treatment of Indigenous/Aboriginal/First Peoples, it is important to politically recognize and acknowledge those who self-identify as Indigenous/Aboriginal/First Peoples. The intention is to monitor and track inequities in service delivery and service outcomes of groups who have been historically excluded from planning, so as to acknowledge and address inequities as they arise, in an effort to not repeat a history of oppressive practices against Indigenous/Aboriginal/First Peoples in Canada.

Are you of Indigenous/Aboriginal/First Peoples background?

- Yes No

If yes, pick one of the following:

- | | |
|----------------------------------------------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Indigenous/Aboriginal/First Peoples from outside Canada | <input type="checkbox"/> Metis |
| <input type="checkbox"/> First Nations (or Indian as defined by the Indian Act) | <input type="checkbox"/> Non-Status Indian |
| <input type="checkbox"/> Inuit | <input type="checkbox"/> Do not know |
| | <input type="checkbox"/> Other (please specify): |

Race/Racial Identity

Racial groups are defined by perceptions of race, colour or other superficial physical characteristic only – not by country of birth, citizenship or religious affiliation. Do you consider yourself to be (pick all that apply):

- | | | |
|-----------------------------------------------|-------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Arab | <input type="checkbox"/> Latin American | <input type="checkbox"/> West Asian |
| <input type="checkbox"/> Black | <input type="checkbox"/> South Asian | <input type="checkbox"/> White / Caucasian |
| <input type="checkbox"/> East Asian | <input type="checkbox"/> South-East Asian | <input type="checkbox"/> Bi-racial/Mixed |
| <input type="checkbox"/> Prefer not to answer | <input type="checkbox"/> Do not know | <input type="checkbox"/> Other (please specify): |
-

Ethnic Heritage/Ancestry - To what ethnic, cultural or national group(s) do you belong? (pick all that apply):

- | | |
|------------------------------------------------|-----------------------------------|
| <input type="checkbox"/> Indigenous/Aboriginal | <input type="checkbox"/> Canadian |
| <input type="checkbox"/> Arab | <input type="checkbox"/> Filipino |
| <input type="checkbox"/> Chilean | <input type="checkbox"/> French |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> German |
| <input type="checkbox"/> Dutch | <input type="checkbox"/> Ghanaian |
| <input type="checkbox"/> East Indian | <input type="checkbox"/> Irish |
| <input type="checkbox"/> English | <input type="checkbox"/> Italian |

- Jamaican
- Korean
- Mexican
- Pakistani
- Do not know
- Polish
- Portuguese
- Salvadoran

- Scottish
- Somali
- Tamil
- Ukrainian
- Multiple ethnic ancestries
- Prefer not to answer
- Other (please specify)

Country of Birth –

In what country were you born?

Year of Arrival - If you were not born in Canada, what year did you first come to Canada? (if born in Canada, mark Not Applicable)

Language

What are your first language(s) – and/or that/those that you now feel comfortable communicating in? (pick all that apply):

- | | | |
|------------------------------------------|----------------------------------------|----------------------------------------------------------|
| <input type="checkbox"/> Arabic | <input type="checkbox"/> Italian | <input type="checkbox"/> Somali |
| <input type="checkbox"/> Bengali | <input type="checkbox"/> Korean | <input type="checkbox"/> Spanish |
| <input type="checkbox"/> Cantonese | <input type="checkbox"/> Mandarin | <input type="checkbox"/> Tagalog |
| <input type="checkbox"/> English | <input type="checkbox"/> Polish | <input type="checkbox"/> Tamil |
| <input type="checkbox"/> Farsi (Persian) | <input type="checkbox"/> Portuguese | <input type="checkbox"/> Urdu |
| <input type="checkbox"/> French | <input type="checkbox"/> Punjabi | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Gujarat | <input type="checkbox"/> Russian | <input type="checkbox"/> Other (please specify) |
| <input type="checkbox"/> Hindi | <input type="checkbox"/> Serbo-Croatia | <input style="width: 150px; height: 20px;" type="text"/> |

Spirituality/Religion/Faith - What, if any, is your spiritual/religious/faith background? (pick all that apply):

- | | |
|----------------------------------------------------------------------|---------------------------------------|
| <input type="checkbox"/> American Indigenous/
Native Spirituality | <input type="checkbox"/> Confucianism |
| <input type="checkbox"/> Atheism | <input type="checkbox"/> Hinduism |
| <input type="checkbox"/> Buddhism | <input type="checkbox"/> Islam |
| <input type="checkbox"/> Christian – not included
elsewhere | <input type="checkbox"/> Jainism |

- | | |
|---------------------------------------------|-----------------------------------------------------------------------|
| <input type="checkbox"/> Judaism | <input type="checkbox"/> Sikhism |
| <input type="checkbox"/> Orthodox Christian | <input type="checkbox"/> Zoroastrianism |
| <input type="checkbox"/> Protestantism | <input type="checkbox"/> No spirituality/religion/faith affiliation |
| <input type="checkbox"/> Rastafarianism | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Roman Catholicism | <input type="checkbox"/> Do not know |
| <input type="checkbox"/> Shamanism/Animism | <input type="checkbox"/> Other (please specify): <input type="text"/> |

What is your current immigration status? (Can be preceded by, "What was your immigration status when you first came to Canada?)

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| <input type="checkbox"/> Seasonal Agricultural Worker program | <input type="checkbox"/> Non-Status |
| <input type="checkbox"/> Student Authorization (Student visa) | <input type="checkbox"/> Refugee claimant |
| <input type="checkbox"/> Visitor Visa | <input type="checkbox"/> Live-in caregiver |
| <input type="checkbox"/> Parent/Grandparent Super Visa | <input type="checkbox"/> Temporary Foreign Worker program |
| <input type="checkbox"/> Permanent Resident – Economic immigrant or family class (came through Federal Skilled Worker, Federal Skilled Trade Program, Family Sponsorship, Provincial Nominee, Immigrant Investor or Federal Entrepreneur Program.) | <input type="checkbox"/> Not applicable |
| <input type="checkbox"/> Permanent Resident - Refugee stream (came as Government Assisted Refugee or Privately Sponsored Refugee) | <input type="checkbox"/> Prefer not to answer |
| | <input type="checkbox"/> Do not know |

RECOMMENDATIONS FOR IMPLEMENTATION

The survey questions should be translated into a number of commonly spoken languages and piloted with member agencies in order to test for cultural sensitivity. Lastly, it is recommended that personal information be collected after services are provided in order to reduce refusal rate and alleviate client concerns.

Colour of Poverty – Colour of Change

Working for racial equity, human dignity and social justice by helping to build community based capacity to address systemic racism, the growing racialization of poverty and the resulting increased levels of social exclusion and marginalization of racialized communities in Ontario

As is well documented the gap between rich and poor in Ontario (and Canada) is widening generally, but what is much less well understood is that the impact of this growing gulf is being much more profoundly felt by racialized group members – both First Peoples and peoples of colour. The increasing “racialization” of all the major social and economic indicators can be gleaned not only from the statistics on income and wealth, but also from any one of a number of different measures – such as the increasing rate of incidence and ethno-racial differentials with respect to targeted policing, inequalities with respect to health status as well as learning outcomes (eg. higher drop-out or “push-out” rates among racialized learners), and the re-emergence of racialized residential enclaves. All of these are products of the growing social and economic exclusion of racialized groups from the so-called mainstream of society.

The growing exclusion of racialized group members in Ontario in particular has in fact led to what some social scientists have described as the racialization of poverty. In the words of Prof. Grace-Edward Galabuzi of Ryerson University, we’re creating an “economic apartheid” in Canada, and the trend will continue until and unless action is taken to address and redress the underlying structural and systemic inequity.

Colour of Poverty – Colour of Change is working to build concrete strategies, tools, initiatives and community-based capacity through which individuals and NGO’s (especially those reflective of the affected racialized communities) can begin to develop coherent shared action plans, including creating effective coordinated strategies for collaborating with mainstream policy analysts and institutions, anti-poverty advocacy groups, governments, funders and the media so as to best work together to address and redress this disturbing and growing structural or systemic ethno-racial inequality.

The **Colour of Poverty – Colour of Change** Steering Committee membership currently includes Access Alliance Multicultural Health & Community Services, the African Canadian Legal Clinic, the Canadian Arab Federation, the Chinese Canadian National Council - Toronto Chapter, the Council of Agencies Serving South Asians, the Hispanic Development Council, Karuna Community Services, the Mennonite New Life Centre of Toronto, the Metro Toronto Chinese & South East Asian Legal Clinic, Midaynta Community Services, the Ontario Council of Agencies Serving Immigrants (OCASI), La Passerelle – I.D.E., the South Asian Legal Clinic of Ontario, the Thorncliffe Neighbourhood Office - with one research and academic member - Prof. Grace-Edward Galabuzi, Ryerson University - Toronto.



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Racial Equity | Human Dignity | Social Justice