

# Lambton County Discrimination and Diversity Survey

Overview and Information



# Survey Overview

- In the spring of 2020, SL-LIP collaborated with 10 other LIP's across southwestern Ontario to identify opportunities to seek quantitative data on racism, discrimination and oppression experienced by residents within corresponding municipalities.
- A representative survey was developed and Forum Research Inc., a market research firm, was retained by SL-LIP to recruit participants, administer the survey and collect the data.
- The survey was administered within participating communities to examine 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.
- The data was tabulated by a research student studying at UWO and a detailed report was written. To support the report, an infographic highlighting key findings of discrimination experienced by immigrants, visible minorities, and Indigenous Peoples has been developed by internal staff of the SL-LIP.

# Desired Outcomes

The findings were to provide insights into the discrimination experiences of immigrants, visible minorities and Indigenous Peoples in Sarnia-Lambton and to support the development of evidence based anti-discrimination initiatives at the local level.



# The Survey Questions

The survey examined:

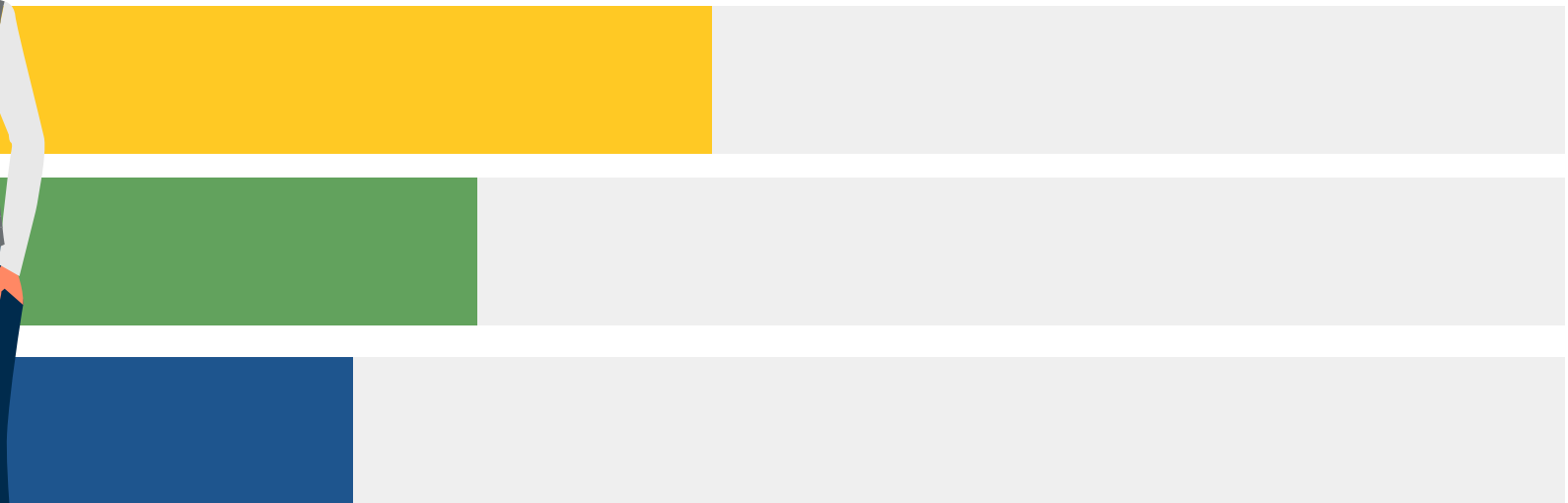
- who is experiencing discrimination;
- in what contexts;
- on what basis;
- who is perpetrating these acts of discrimination;
- whether specific forms of discrimination are taking place;
- how immigrants, visible minorities and Indigenous Peoples respond to these experiences of discrimination (coping strategies and feelings of psychological distress); and
- associated feelings of being accepted and welcomed in the community.



# Survey Participants

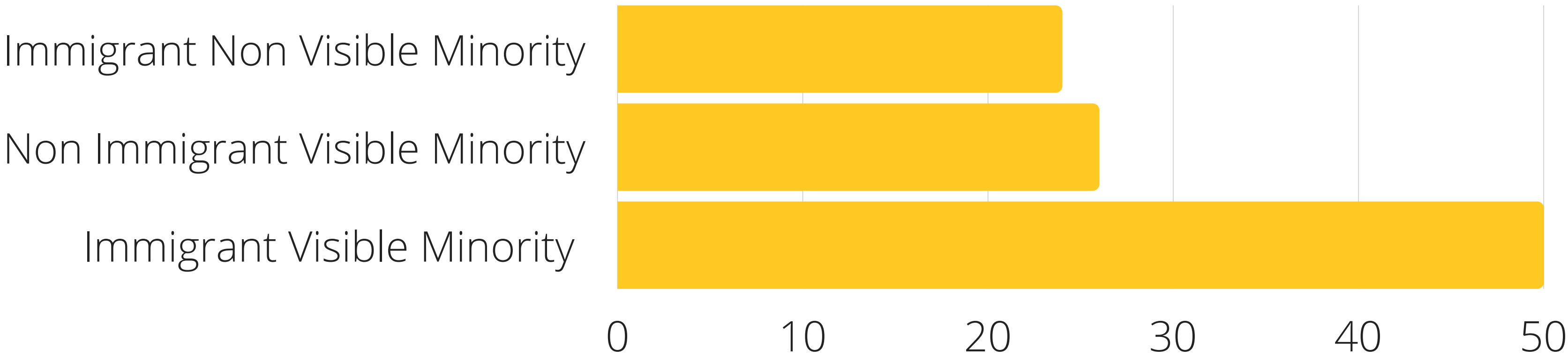
634

People  
completed the survey



- 43% identified as an White, Non Immigrant
- 36% identified as an Immigrant or Minority
- 21% identified as an Indigenous Person

# Visible Minority



# Demographics of Immigrants, Indigenous Persons and Minorities



**38%**  
were between  
the ages  
30-50 years

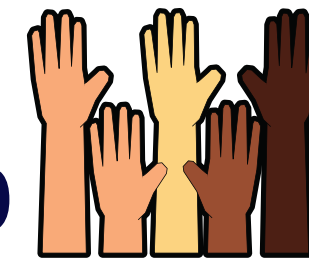
**68%** of  
Immigrants  
are now a  
Canadian Citizen



**24%**  
had  
college or  
vocational  
training



**25%**  
of Immigrants &  
Visible Minorities  
identified as East  
Asian and  
Southeast Asian



**72%**  
were  
employed



**74%**

were not born  
in Canada



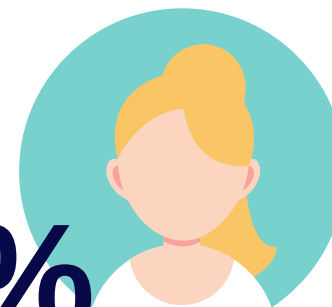
**33%**

had a household  
income of  
\$80,000 or more



**50%**

Identified  
as female



**33%**  
of Immigrants  
had been in  
Lambton  
County for less  
than 5 years



**70%**

Identified  
they speak  
only English  
at home



# Sense of Belonging

Participants were asked about their religion and race. In addition, were asked to rank their sense of belonging to both religious and or racial/ethnic groups.



**3.4**

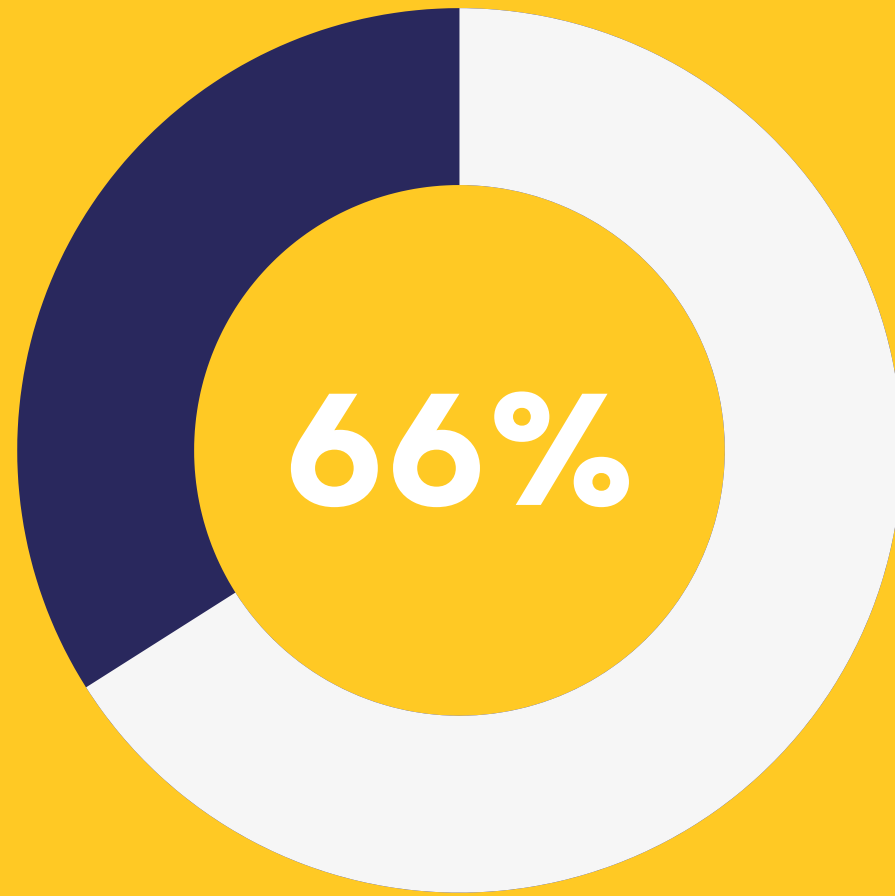
Sense of belonging  
to Religious Groups



**3.4**

Sense of belonging to  
Racial/Ethnic Groups

Very Weak = 1 to Very Strong = 5



66% of survey respondents  
had experienced  
discrimination in one or more  
context in the past three  
years

**81%**

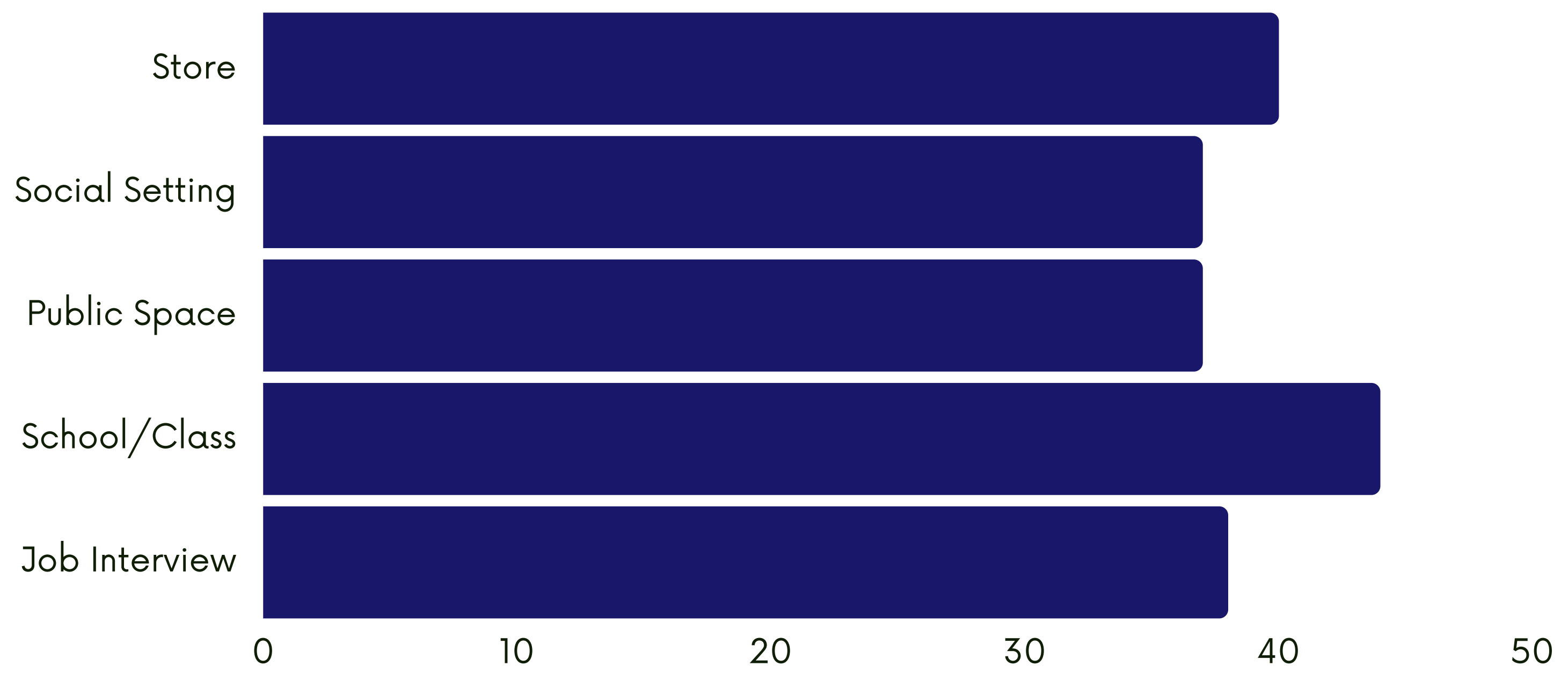
of Indigenous  
respondents  
reported they have  
experienced  
discrimination in one  
or more context in  
the past three years

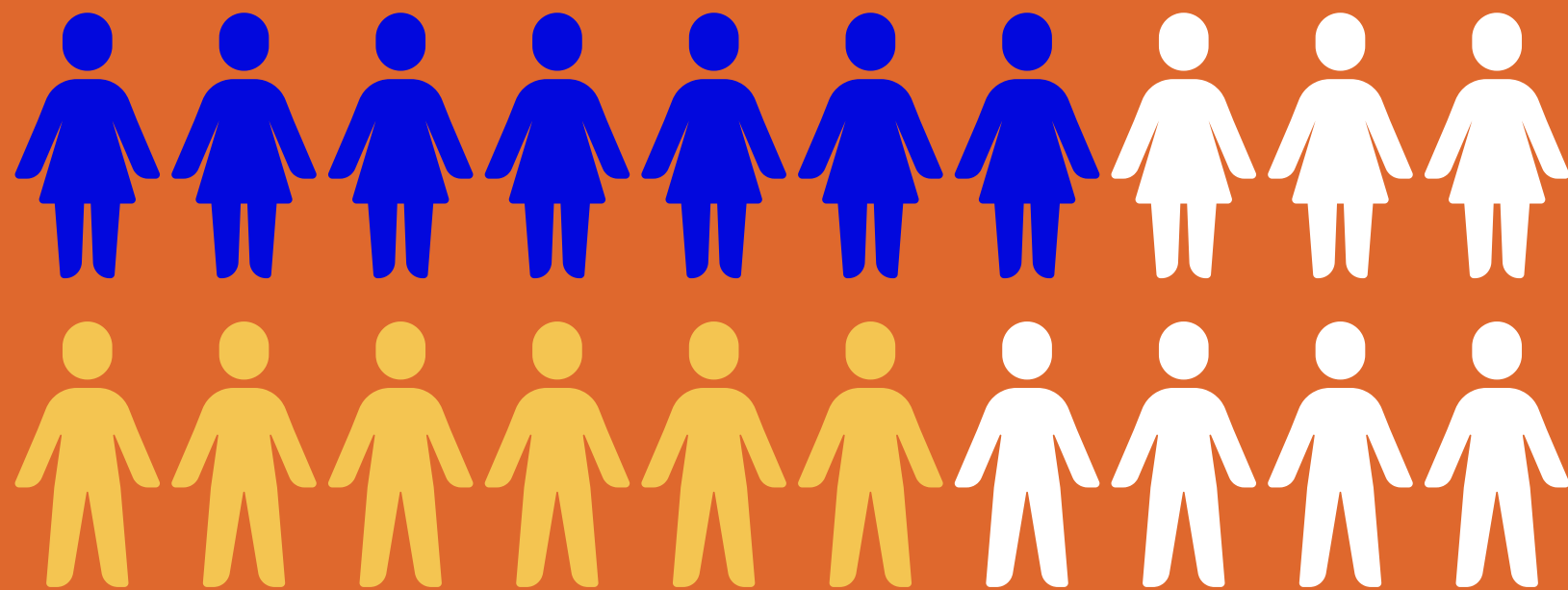
# 4.4

was the average number of  
times experienced  
discrimination

# Location of Discrimination

The top five locations or settings where individuals experienced discrimination are as follows:





69% of females reported experiencing discrimination whereas 62% of males reported discrimination



Individuals aged 18-24 years had the highest percent (68%) of experiencing discrimination; followed by those aged 36-50 (67%)

## Type of Discrimination

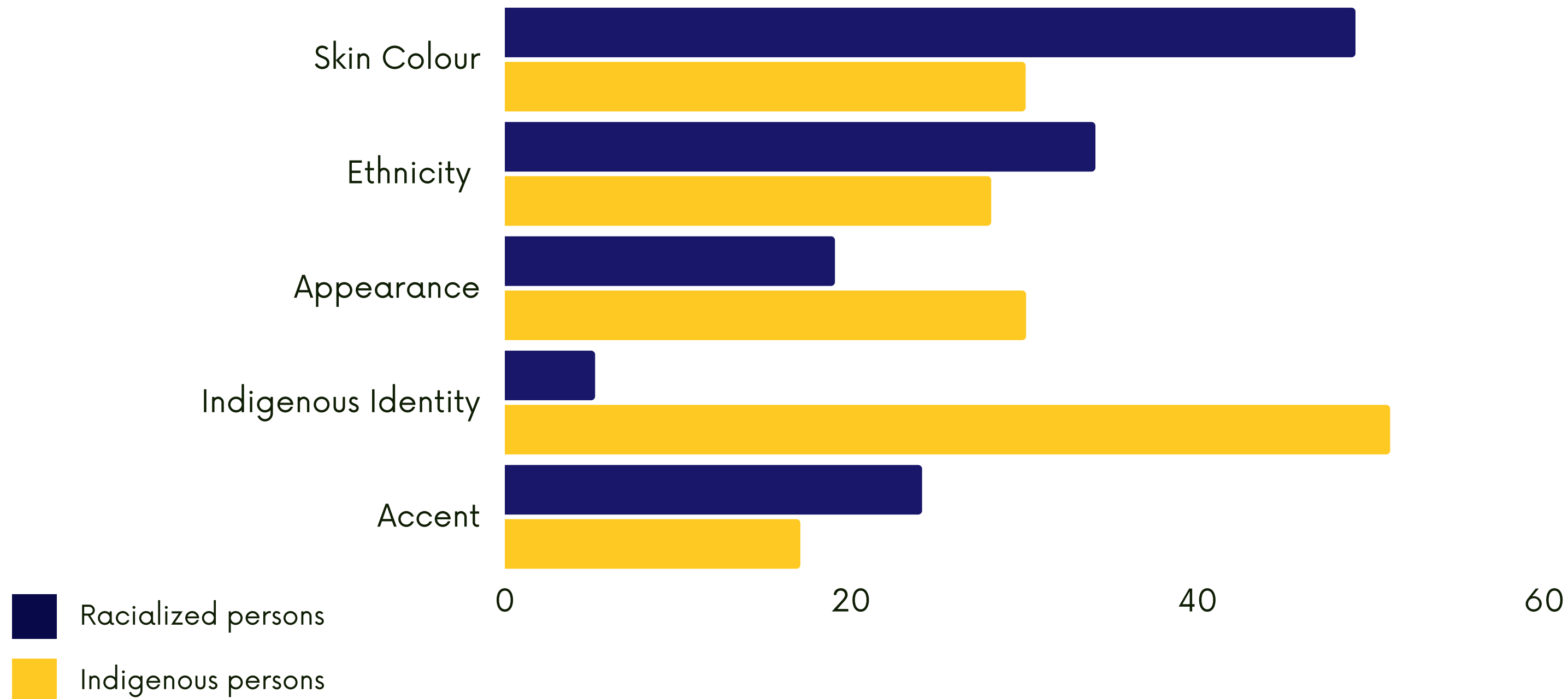
54%



Inappropriate jokes were the most identified typology of discrimination (54%) followed by derogatory language (46%) and verbal abuse (32%).

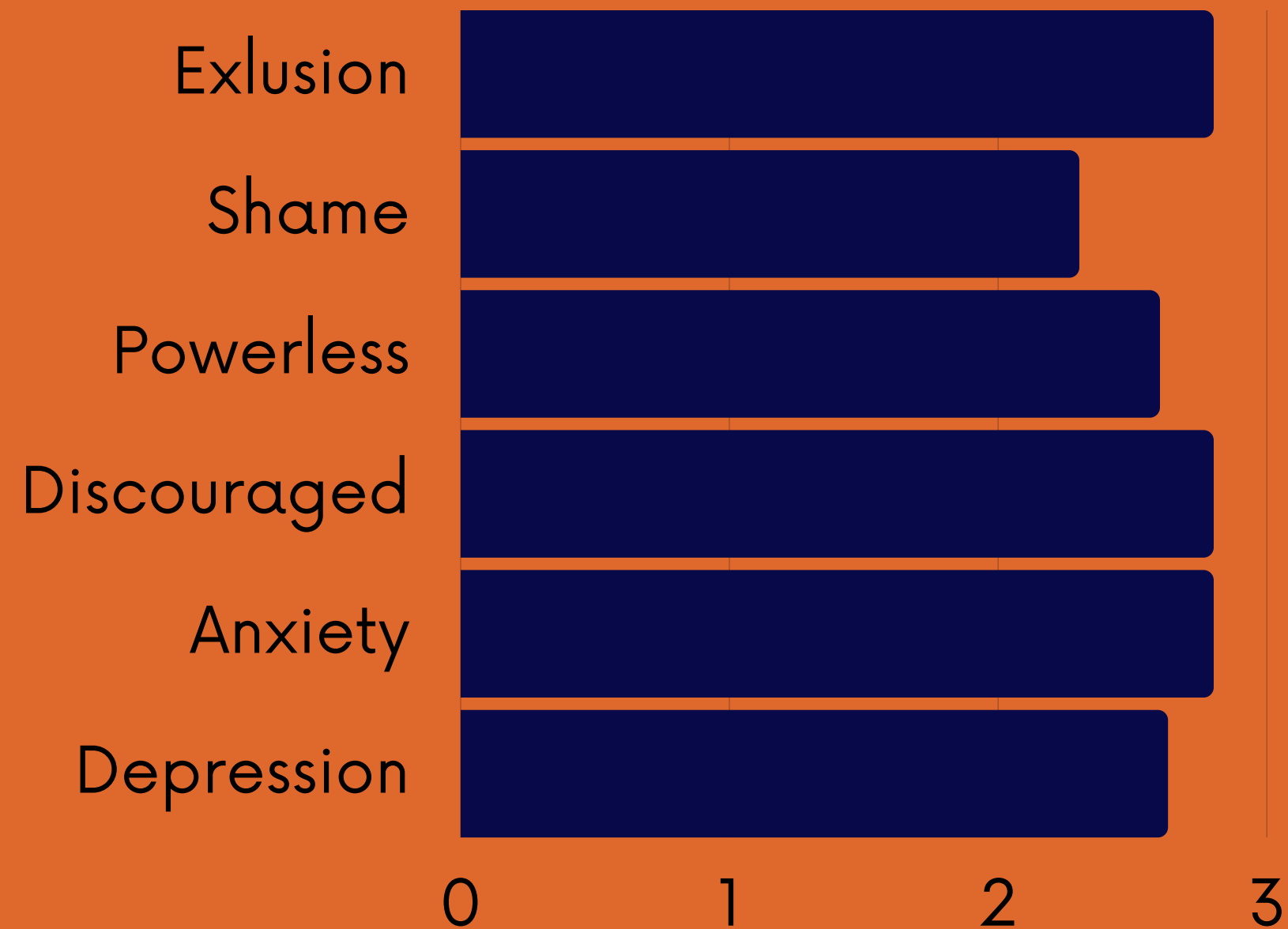
# Basis for Discrimination

Racialized persons and Indigenous persons indicated what they thought the main reasons were for their experiences of discrimination. Collectively, one's race/skin color was the most identified basis for discrimination (42%). Listed are the top five responses:



# Emotional Response

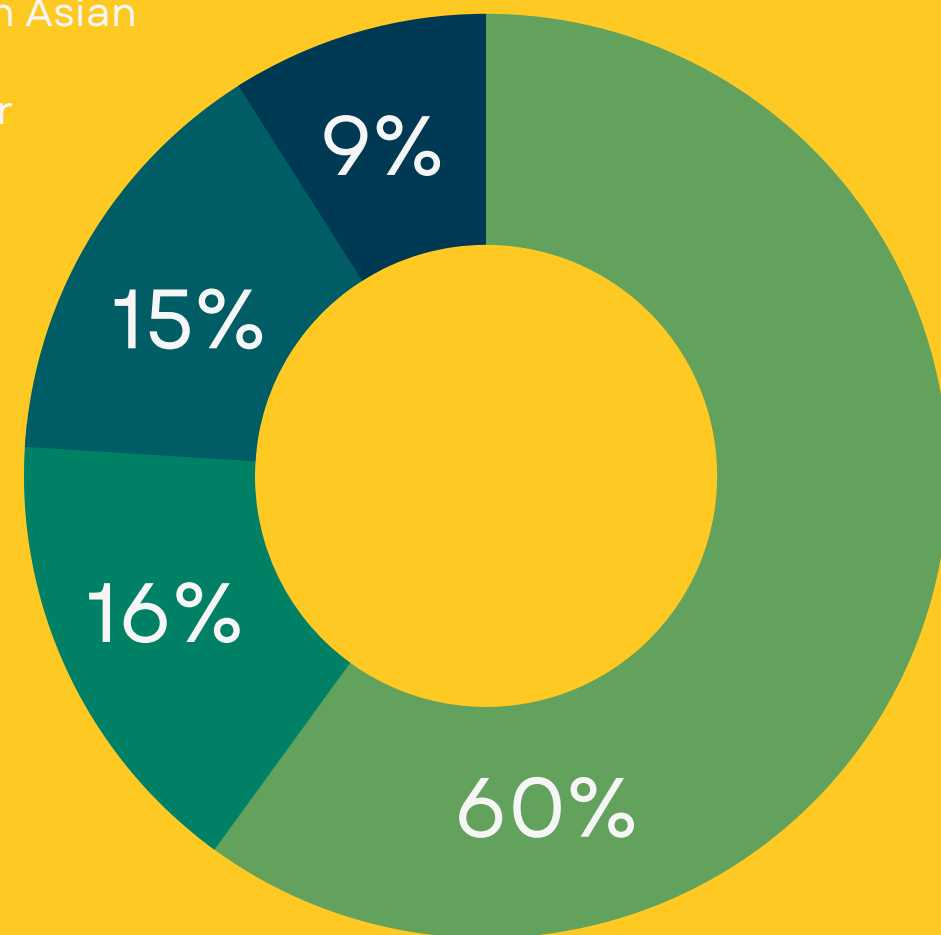
The following emotions were reporting based on their experience with discrimination (scale 1-5):



## **PASSIVE COPING SKILLS WERE MOST IDENTIFIED AS A RESPONSE**

individuals are accepting their  
experience as the way that things  
are

- White
- Black
- South Asian
- Other

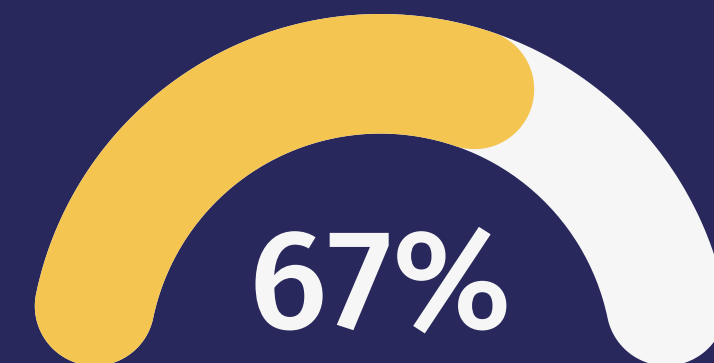


## Perpetrators Race or Ethnicity

60% of perpetrators were identified as white. Specific to Indigenous individuals, 26% of perpetrators were also Indigenous.

## Perpetrators Age

67% of perpetrators were identified as middle aged.



# Next Steps



Reporting and  
Sharing of  
Information



Community  
Consultations to  
identify  
recommendations  
and community  
priorities

Internal discussions  
to determine course  
of action  
(County, Council,  
LIP Council,  
SLARDIC)



Submitted an  
expression for  
funding to hire a  
staff to support  
these initiatives and  
the anti-racism  
campaign

