

A Closer Look

Racism and Marginalization in Cowichan

May 2022

FUNDERS AND COLLABORATORS



Cowichan Intercultural Society

The Cowichan Intercultural Society respectfully acknowledges that the Malahat, Ts'uubaa-asatx, Quw'utsun, Halalt, Penelakut, Stz'uminus, & Lyackson Peoples walked gently on these unceded territories where our work is carried out.

Western University

We acknowledge that Western University is located on the traditional lands of the Anishinaabek (Ah-nish-in-a-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ahpay-wuk) and Chonnonton (Chun-ongk-ton) Nations, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.

With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers. We acknowledge historical and ongoing injustices that Indigenous Peoples (First Nations, Métis and Inuit) endure in Canada, and we accept responsibility as a public institution to contribute toward revealing and correcting miseducation as well as renewing respectful relationships with Indigenous communities through our teaching, research and community service.

Acknowledgments

This study was undertaken by the Cowichan Intercultural Society. We are grateful to the Department of Canadian Heritage for funding under the Anti-Racism Action Program that made this study possible, as well as support received through the Mitacs-SSHRC Joint Initiative.

The research was carried out by Maria Besselink, MSc. under the supervision of Dr. Victoria Esses of Western University. We appreciate their expertise and professionalism in delivering an exemplary study supporting our communities.

Project oversight was provided by Elizabeth Croft and the Project Coordinator was Paulina Kee, both of the Cowichan Intercultural Society.

This work rests on the contributions of more than 620 individuals who stepped forward to share their experiences and perspectives around racism and marginalization in Cowichan. We are indebted to them for supplying the information the community needs to continue to build Cowichan into the vital and welcoming community everyone aspires to.



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Message from Alistair MacGregor

Member of Parliament, Cowichan-Malahat-Langford

Canada is living through one of those watershed moments in history that arrive to spur societal change. In wake of the COVID-19 pandemic, our riding of Cowichan–Malahat–Langford has been forced to confront the systemic inequality, poverty, and racism that continue to hold so many people back from achieving their full potential.

I have been touched to see outpourings of support for racialized people from across the country, who continue to be subjected to the consequences of antiquated systems and outmoded policy. While much has been accomplished on a societal front, it is all too apparent that a transformative national effort is required to ensure that all Indigenous, Black, and other racialized people in Canada are not subject to the discrimination and injustice that is inherent in our policing, healthcare, judicial, and prison systems. It is irresponsible to ask racialized communities to recover from generations of inequity without acknowledging the colonial systems that remain unreformed in our country to this day.

Current policies, shaped by that history, must be subjected to scrutiny and critiqued. Plans for the future, based upon new understandings about how to achieve a more racially just society, must also be prepared.

For nearly half a century, the Cowichan Intercultural Society (CIS) has been a powerful voice in our communities for addressing issues many racialized people face, such as hatred, violence, and discrimination. More importantly, it has helped to promote inclusion, acceptance, and the recognition that all people deserve equality in Canada.

The Cowichan Racism and Marginalization Study is the first study of its kind for Cowichan and one of only a handful of local studies anywhere in Canada. The fact that responses to this study's survey nearly doubled the projected target speaks to its importance and to the critical work that CIS continues to do.

I proudly support this initiative and look forward to its results.

Sincerely,



Alistair MacGregor, MP
Cowichan-Malahat-Langford

Message from the Directors of the Cowichan Intercultural Society

Thank you to our community members who bravely spoke out about their unpleasant and unjust experiences of discrimination. We believe in the strength of diversity and as Cowichan Valley residents, honour the gift of living in an area rich in Indigenous culture, as well as cultures from around the world.

We will continue to work to build a sense of belonging among all residents in the Cowichan Valley. This report highlights areas where we can focus our work against racism, discrimination, and marginalization in our home.

As we take a step forward with this research, we thank everyone who helped make this research possible.

Melanie Reaveley, President

Bridget Brunneski, Secretary

Veena Sidhu

Stephen Najera

Mary Beth Small

Executive Summary

This report provides insight into the discrimination experiences and feelings of belonging of Cowichan Valley residents. The first of its kind in Cowichan, it examines the lived experiences of racism, marginalization, its effects and frequency. While similar data are available federally and provincially, this research was undertaken to ensure that local voices would be embedded in local solutions. The community now has Cowichan data to apply to strategies and programming that address racism and marginalization in our communities.

The study gathered data examining:

- Experiences of discrimination.
- Residents' general sense of belonging, recognition and safety.
- Attitudes towards immigration in the region.

The survey was conducted in November of 2021, and enthusiastically embraced by 637 respondents (N=637). The initial goal was 350 responses - a target that was reached in less than two weeks. We extended the deadline and quickly collected more. Clearly, this is a meaningful conversation for Cowichan residents.

A major strength of this study is that we were able to collect a diverse community sample, including respondents identifying as immigrants and/or visible minorities, Indigenous Peoples, and residents who do not identify as a visible minority or immigrant. Thus, we were able to examine differences between these groups regarding their discrimination experiences, sense of belonging, and attitudes towards immigration.

A high percentage of respondents across all groups reported having experienced discrimination sometimes, often or always and in multiple situations. However, respondents identifying as Visible Minorities, Immigrants and Indigenous Peoples reported discrimination at a higher rate than White non-Immigrant respondents. The most common settings for discrimination across all groups were: *“while using public transit”*, *“while using public areas, such as parks and sidewalks”*, *“while attending social gatherings”*, and

“when interacting with the courts”.

When asked about anti-discrimination initiatives in the community, only 8% reported having participated in an anti-discrimination event and, on average, respondents thought there should be more anti-discrimination activities in the community.

When asked about whether immigration has a positive or negative impact in the region and in Canada more broadly, responses were fairly neutral (neither strongly agreeing nor disagreeing). However, there were slight differences between the groups. For instance, Indigenous Peoples reported agreeing slightly more with statements suggesting immigration had a negative impact in the region compared to Visible Minority Immigrants. In addition, Visible Minority Non-immigrant respondents agreed slightly more with statements suggesting that immigration has a positive impact in the Cowichan Valley compared to White Non-immigrants.

When asked about their attitudes towards different ethnic groups in Canada, respondents reported having moderate to very positive attitudes towards all groups. However, refugees tended to receive the lowest scores while Francophone Immigrants and Americans received the highest scores (most positive).

For the most part, respondents reported moderate feelings of belonging, safety, and recognition in the region. Respondents who identified as both a Visible Minority and Immigrant reported lower feelings of belonging, and lower feelings of safety compared to other groups. In addition, our results suggested that across all five groups, the sense of belonging differed depending on whether individuals had experienced discrimination. Those who did not report having experienced discrimination reported a stronger sense of belonging to the region.

The research implies there is work to be done. Maintaining and honouring diversity while holding a sense of a single community in common is a complex project that requires continued reflection and tending.

This report is presented as a public resource to open conversations and inform community initiatives. Individuals and organizations are free to consider if/how the data can inform their work to erase discrimination and build multicultural understanding.

It is hoped that “A Closer Look: Racism and Marginalization in Cowichan” will be instrumental in planning initiatives that build a multicultural, welcoming Cowichan.

Visible minority: Canada’s Employment Equity Act defines visible minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in color.” In Canada, the visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese’ (Statistics Canada).

Discrimination: The unequal treatment of members of various groups based on race, ethnicity, gender, social class, immigration status, sexual orientation, physical ability, religion and other categories.

The Cowichan Valley Regional District

The Cowichan Valley Regional District (CVRD) stretches the full breadth of Vancouver Island from the Salish Sea on the east to the Pacific Ocean on the west. It is comprised of First Nations, and colonial Municipalities and Electoral Areas. The First Nations are: Malahat Nation, Ditidaht First Nation, Pacheedaht Nation, Ts’uubaa-asatx Nation, Quw’utsun, Halalt First Nation, Penelakut Tribe, Stz’uminus First Nation, and the Lyackson Peoples. The First Nations include Cowichan Tribes, the largest single First Nation Band in British Columbia. The colonial communities are the City of Duncan, Municipality of North Cowichan, Town of Ladysmith, Town of Lake Cowichan and nine Electoral Areas.

Traditional clam gardens, where First Nations cultivated shellfish, dot the shorelines. Ye’yumnuts, along the shores of the Somenos Marsh, is a sacred ancestral place of the Cowichan people; archeological digs have revealed artefacts dating back more than 2000 years.

The first settlers arrived in 1862 and the region transformed into the communities we recognize today. After failed attempts at gold and coal mining, forestry became the driving economic force and remained so for more than 100 years. As forestry declined in the 1990’s, all levels of government encouraged economic diversity, embracing tourism, and supporting new and growing businesses. Vineyards quickly took root in the mild climate and long summers.

Between 2016 and 2021, the District population increased to 89,003 from 83,739 (Vancouver Island Economic Alliance, 2022). According to the 2016 census, the median age is 49.9 years. Approximately 61% of the population is between 15 - 64 years and 24% are more than 65 years old. (Statistics Canada, 2018)

In 2016, thirteen percent of the population identified as immigrants or non-permanent residents. In addition, the majority of the population has Canadian citizenship (97%). Among recent immigrants to the region, 49.7% report coming from an Asian country, 23.5% report coming from a European country, 15% come from the Americas (of which 9% are from the United States), and 7.8% from an African country (Statistics Canada, 2016).

The majority of the population identifies as having European and Canadian origins, of which approximately 12% report identifying with an Indigenous identity. Similarly, the majority identify as White (95.3%), while only a small percentage identify as belonging to a visible minority (approximately 4.6%). Of the visible minority population, the largest ethnic group is South Asian.

The Cowichan Intercultural Society

The Cowichan Intercultural Society (CIS) is the settlement agency for the Cowichan Valley Regional District. The Society was founded in 1981 to help settle Vietnamese newcomers fleeing post-war Vietnam and the Sino-Vietnamese war. Today, CIS serves up to 500 immigrants and refugees each year, helping them feel at home and work toward successful integration in the Cowichan Valley. The Society is equally committed to outreach programming and bridging activities to support our community in embracing diversity and enhancing intercultural awareness.

CIS wrap-around service for newcomers includes: English Language Learning, free child care, youth programming, employment preparation and placement, and more. Settlement Coordinators work closely with families and individuals to refer them to services and help them navigate processes such as health care, education, taxation, and citizenship. We offer many gathering opportunities through the cooking club, seniors' programming, workshops, celebrations - striving to serve clients in all aspects of creating a new home and building community connections.

Annual outreach programs engage 6000 - 10,000 individuals, of all ages and backgrounds. We hold the One World Festival, one of Cowichan largest public events where more than 2000 gather to celebrate diversity. We also host workshops, community dialogues, film screenings, school programs and panel discussions. All of which are dedicated to nurturing an informed, connected and respectful multicultural society.

The Cowichan Intercultural Society is proud to have been part of this community for more than forty years and has helped 12,000 newcomers settle in Cowichan.

Discrimination in Canada

Discrimination refers to unequal and inappropriate treatment of people because of their belonging to a certain group, for example based on race, ethnicity, gender, social class, immigration status, sexual orientation, physical ability, or religion. Discrimination can occur both on an individual level, i.e. between individuals, and on an institutional level, i.e. within policies and practices in society (BC Office of the Human Rights Commissioner, 2022).

Although issues of racism and discrimination have received increased attention in the past years and people in Canada generally believe that race relations in the country are good, reports continue to highlight the severity of racism and discrimination in our country (e.g., Environics Focus, 2021). Recent research suggests that people with racialized identities and backgrounds report experiencing racism and discrimination more often than others (Environics Focus, 2021). People report having experienced discrimination in a variety of settings, such as in public places, at school, and at the workplace. These experiences are most commonly reported by Visible Minorities and Indigenous Peoples in Canada. For example, a recent report found that especially Black Canadians and Indigenous Peoples reported being unfairly treated due to their race and culture (Environics Focus, 2021).

In addition, during the COVID-19 pandemic, research confirmed a significant increase in anti-Asian discrimination since the beginning of the pandemic (Chinese Canadian National Council, 2020). Similarly, research suggests that police-reported crimes motivated by hatred of a race or ethnicity increased by 37% in just the first year of the pandemic, largely due to an unprecedented increase in incidents targeting visible minorities (Statistics Canada, 2022).

Literature suggests that both experiences of discrimination and perceptions of discrimination are linked to significant negative outcomes for the victims, including mistrust in others and social policies (Wilkes & Wu, 2019), and significant negative mental health outcomes such as lower perceived

life satisfaction (e.g., Houle & Schellenberg, 2010). Personal experiences of discrimination affect people in varying degrees, however, recent research suggests that racialized minorities, in particular those who are Black or Indigenous, or experience discrimination often, report being the most negatively impacted (Environics Focus, 2021). In addition, research suggests experiences of discrimination among immigrants are linked to significant negative outcomes for the receiving communities as well (Esses, 2021), such as unemployment and underemployment in the local area (e.g., Reitz et al. 2014).

Discrimination in British Columbia and the Cowichan Valley

Recent coverage in news media and provincial reports illustrate ongoing discrimination towards marginalized groups in the province (BCOHRC, 2020). According to the BC Office of the Human Rights Commissioner (BCOHRC) (2019), more human rights complaints including discrimination based on race, ethnicity, and physical disability status, were filed in 2019 compared to previous years. In addition, the report suggested that 48% of Indigenous Peoples did not report experiences of discrimination because of the fear of not being believed by the public. Similarly, a recent report suggested inadequate progress in terms of mitigating anti-black racism and discrimination in BC (Black in BC Convener Pilot Project, 2022). Further, the report highlights key issues in the province, such as low representation of PAD (People of African Descent) in fields like medicine, teaching and politics, and limited race-based data to inform policy changes related to institutional equity, diversity and inclusion across institutions in BC (Black in BC Convener Pilot Project, 2022). In addition, a survey conducted by Insights West (2021) reported that anti-Asian racism has significantly increased since the start of the pandemic, as Asian British Columbians reported having experienced racist actions towards them now more than in previous years.

The British Columbia provincial government has vowed to do more to eliminate discrimination and help racialized communities across the province. However, national and provincial data investigating these issues are largely focused on the metro Vancouver

region (British Columbia's Office of the Human Rights Commissioner, 2020; Godley, 2018), leaving smaller regions, such as the Cowichan Valley, in the shadows. Further, the Cowichan Valley lacked evidence-based information to evaluate the local nature and effects of racism and discrimination. For this reason, it is important to gather and evaluate local data to develop strategies that will be of most benefit to the residents of the Cowichan Valley.

The Cowichan Intercultural Society has been operating in the region for more than 40 years. Until this study, a local, evidence-based overview of racism and marginalization wasn't available. Even so, CIS settlement workers and staff hear personal accounts of racism and discrimination far too frequently. These are deeply personal experiences and few choose to share them widely. Hate crimes are rare. There were four hate crimes reported in 2019, six in 2020, and six in 2021. None went to trial (Royal Canadian Mounted Police, North Cowichan/Duncan Detachment, Personal communication, May 25, 2022).

When local racism is reported in the press, it has tended to be coupled with an outcry against racism. Such was the case in early 2021, when a spike in COVID-19 cases heightened racism against Cowichan Tribes (CTV Vancouver Island, 2021; Times Colonist, 2021). The community responded with an overwhelming outcry against the remarks. It was taken up across social media, conventional press, and a branded "*We Stand with Cowichan Tribes*" campaign - complete with fundraising, t-shirts and posters (CTV Vancouver Island, 2021; CBC, 2021). CIS supported the campaign with a COVID-friendly car rally that made front page news (Cowichan Valley Citizen, 2021).

Racism features prominently in Cowichan's public discourse:

- CIS launched the Equity and Inclusion Task Force - a collection of local agencies charged with tracking racist incidents and promoting equity;
- In March 2019 all locally elected representatives gathered to sign a document and take a public stand against racism (Cowichan Valley Citizen, 2019);
- A Black Lives Matter rally attracted 500 attendees in July 2020 (Cowichan Valley Citizen, 2020); and

- The Cowichan Valley School District convened an Ad Hoc Anti-Racism Committee comprised of a wide sampling of local agencies, media, unions, elected representatives, students and staff (Cowichan Valley School District, 2021).

The Society's mandate, to **"... support our community in embracing diversity and enhancing intercultural awareness"**, carries an educational imperative. The requisite activities have been enthusiastically received by the community. CIS and its partners deliver popular inclusion and diversity programming throughout the region. Thousands of students have helped plan and deliver multiculturally-themed programs at all the secondary schools and many elementary schools. Bridging events are well attended and covered by local press. All these activities have a solid foundation in expertise, knowledge and passion. With this report, future initiatives can be informed by the local voices of those who experience racism and marginalization.

The Importance of Welcoming Communities

As the nation's population is becoming increasingly diverse and immigration levels are steadily increasing, the demographics in smaller regions is also changing (Immigration, Refugees and Citizenship Canada, 2020). This is especially true for communities in B.C. because the province has the second-highest percentage of population growth since 2016 (Statistics Canada, 2021). These changes may be unexpected for some long-term residents, which may contribute to more negative attitudes towards newcomers (George & Selimos, 2017). In addition, newcomers, especially those of a racial or ethnic minority, are more likely to be the targets of such prejudice and discrimination (Wilkes & Wu, 2018). As such, the receiving communities play an essential role in laying the foundation for creating places where newcomers feel welcomed, as perceptions of discrimination affect newcomer retention rates and overall local development (Esses & Carter, 2019). In addition, past research highlights the importance of fostering a welcoming community as it is beneficial for attracting and retaining newcomers (e.g., George & Selimos, 2017). A welcoming community can be defined as: *"a collective effort to create a place where individuals feel valued and included"* (Esses, Hamilton, Bennett-AbuAyyash, & Burstein, 2010).

Although immigrants are crucial for the survival of smaller communities because of their need to advance local economies and renew the working age population, smaller regions are faced with challenges to attract and retain newcomers because they are not equipped with the same resources and infrastructure as larger regions to provide the services needed. When combined with negative perceptions and attitudes by the host society, this is likely to prevent social cohesion and successful integration (Esses & Carter, 2019).

Cowichan relies on immigration to maintain and increase its population and balance a greying demographic. From 2014 to 2021, more than 19,000 international immigrants moved to Vancouver Island. During the same period, the ratio of births to deaths depleted the Island population by almost 15,000. Thus, the only population growth on the Island was due to immigration. On a positive note, people moving to the Island and to Cowichan tend toward a younger demographic (Vancouver Island Economic Alliance, 2022).

In 2021, international immigration increased Cowichan's population by 418 (Statistics Canada, 2022). In contrast, almost 6000 individuals moved here from other parts of the British Columbia and Canada. And based on housing sales, it's likely that many of those moved here to retire (The Discourse, 2021; Vancouver Island Real Estate Board, 2022).

Like the rest of Vancouver Island, the balance of births and deaths was a negative, depleting the population by more than 1000. Thus, population growth in the region is entirely due to immigration (Statistics Canada, 2022).

As of late 2021 the job vacancy rate in British Columbia was 5.9%, almost doubling over two years. By early 2022 it had risen to 6.7% (Statistics Canada, 2022).

When COVID restrictions lifted, and businesses reopened, the situation was exacerbated. Restaurants adjusted schedules to share the same staff and signing bonuses became commonplace (The Discourse, 2021).

With a declining birth rate, and a significant number of retirees arriving from the rest of the province and Canada, international immigration provides population increase in the critical younger demographic - a necessity for the community's survival and growth.

Project Aims

Collect local data to assess Cowichan Valley residents'

1

Personal experiences of discrimination

2

Sense of belonging to the Cowichan Valley

3

*Attitudes towards immigration in the region
and in Canada more broadly*

In particular, we examined the personal experiences of racism and discrimination, attitudes towards racialized groups and immigration more broadly, as well as thoughts surrounding anti-discrimination initiatives in the region.



Project Methodology

Although there are provincial data for British Columbia investigating issues of discrimination and immigrant integration, these data are largely focused on the metro Vancouver region, leaving smaller regions, such as the Cowichan Valley, in the shadows. As a consequence, the Cowichan Valley lacks an evidence-base to evaluate the local nature and effects of racism and discrimination. As such, the goal of the current project was to collect local data from the Cowichan Valley region to better understand the residents' sense of belonging to the region, attitudes towards immigration in the region, and perceptions of discrimination in the region. In addition, the survey examined who is experiencing discrimination in the region and in what contexts. By investigating current attitudes towards immigrants, racialized minorities and Indigenous peoples, perceptions of immigration, and personal experiences of discrimination within the community, the research will help guide the CIS initiatives to promote a more inclusive and welcoming community.

To assess attitudes towards marginalized groups and experiences of discrimination among residents in the Cowichan Valley region, a diverse community sample of Cowichan Valley residents was recruited to take part in the study, including people who identify as immigrants and/or Visible Minorities, Indigenous Peoples, and residents who do not identify as a visible minority or immigrant. With the help of CIS, flyers with information about the study and invitations to participate were distributed both online and in the

region at various locations during November 2021. The participants were able to take an online survey in any of the following languages; English, Arabic, Mandarin or Punjabi. In addition, participants were given the option of participating in a follow-up interview. These interviews took place in January 2022, and a total of six interviews were conducted.

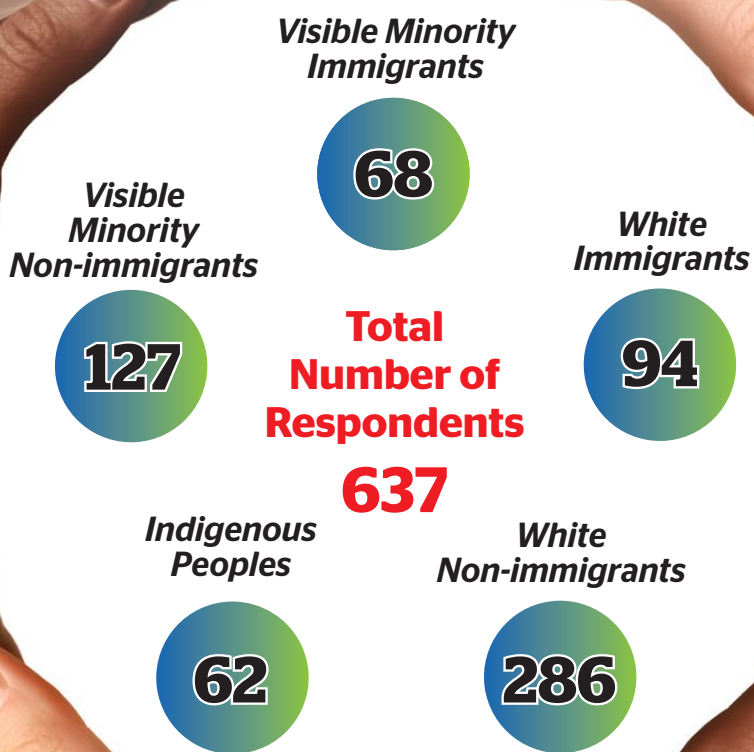
The survey took about 10 minutes to complete and included questions about the respondent's sense of belonging to the region, how welcome and accepted they feel in the region, attitudes towards immigration in the region, whether they had experienced discrimination or been treated unfairly in the past three years in different contexts (*e.g., in a store, public transit, or restaurant; when applying for a job or promotion*), and the overall level of discrimination in the region. In addition, the respondents were asked whether their experiences with discrimination and the overall level of discrimination in the community had changed during the COVID-19 pandemic. Lastly, a set of demographic questions was included. The survey was based on established measures where available (for full details on the measures, see Appendix A and B).

For the majority of analyses, the participants were compared based on their immigrant, visible minority status, and Indigenous identity. In addition, findings from the interviews are included throughout the results section of the report. These findings are presented as direct quotes and intended to supplement the survey findings.

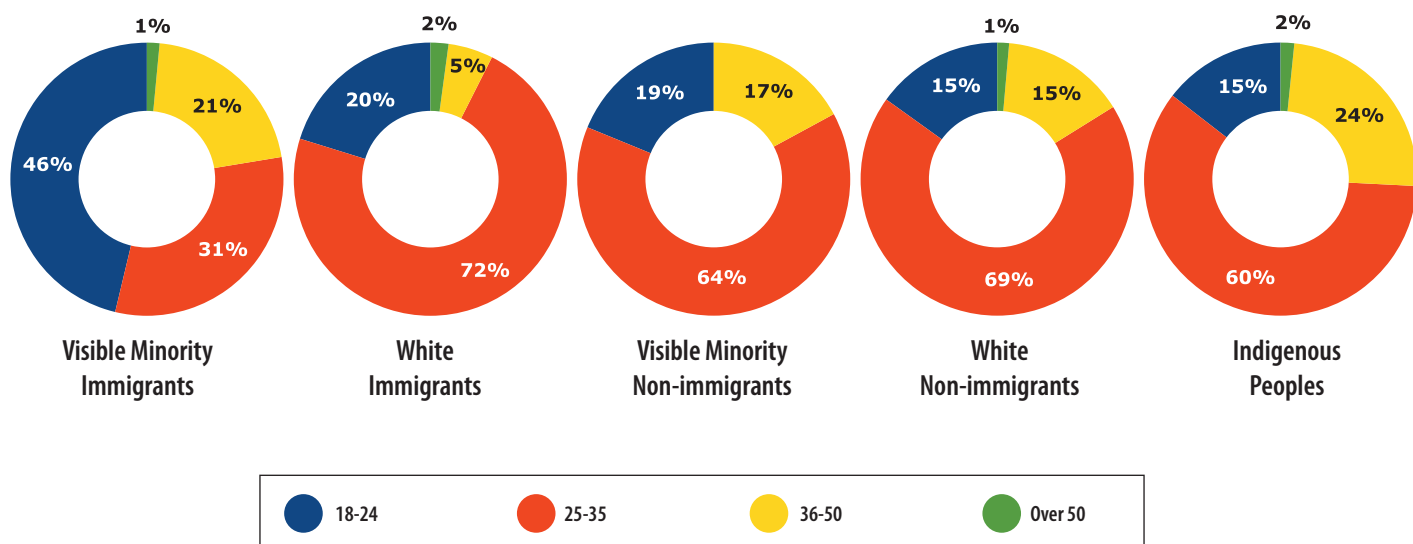


Profile of Respondents

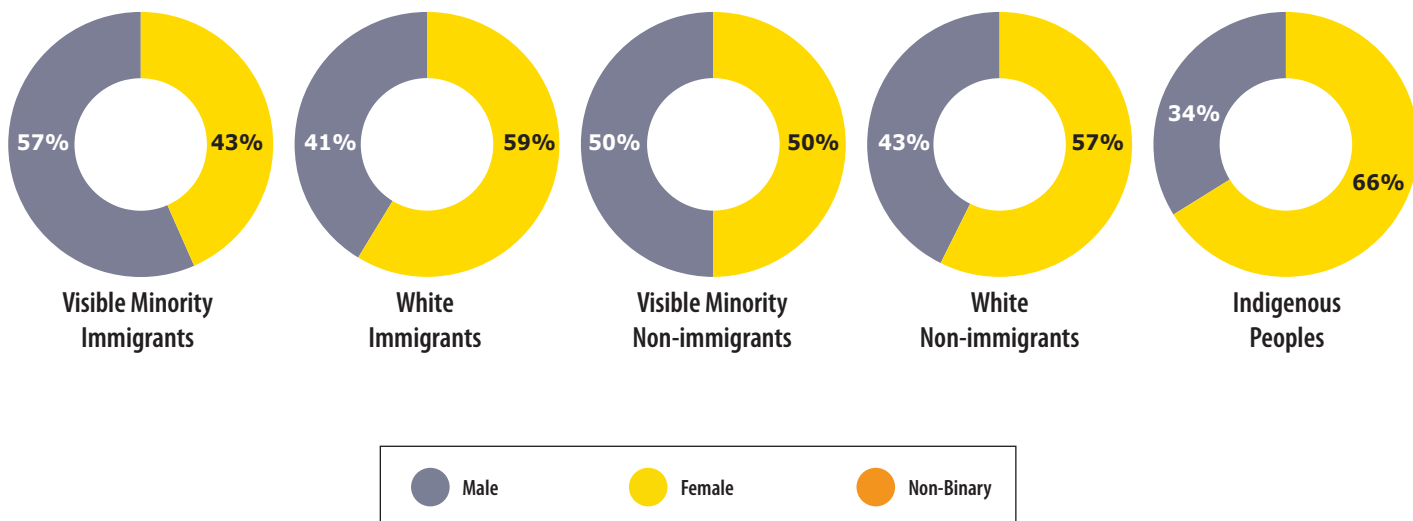
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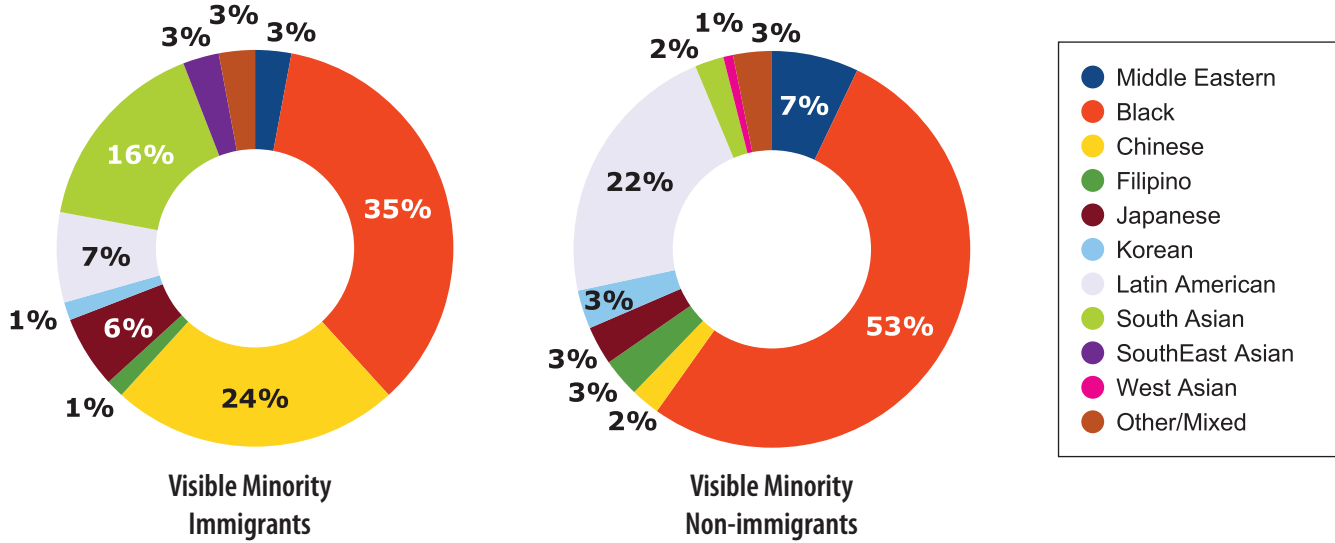
Age



Gender

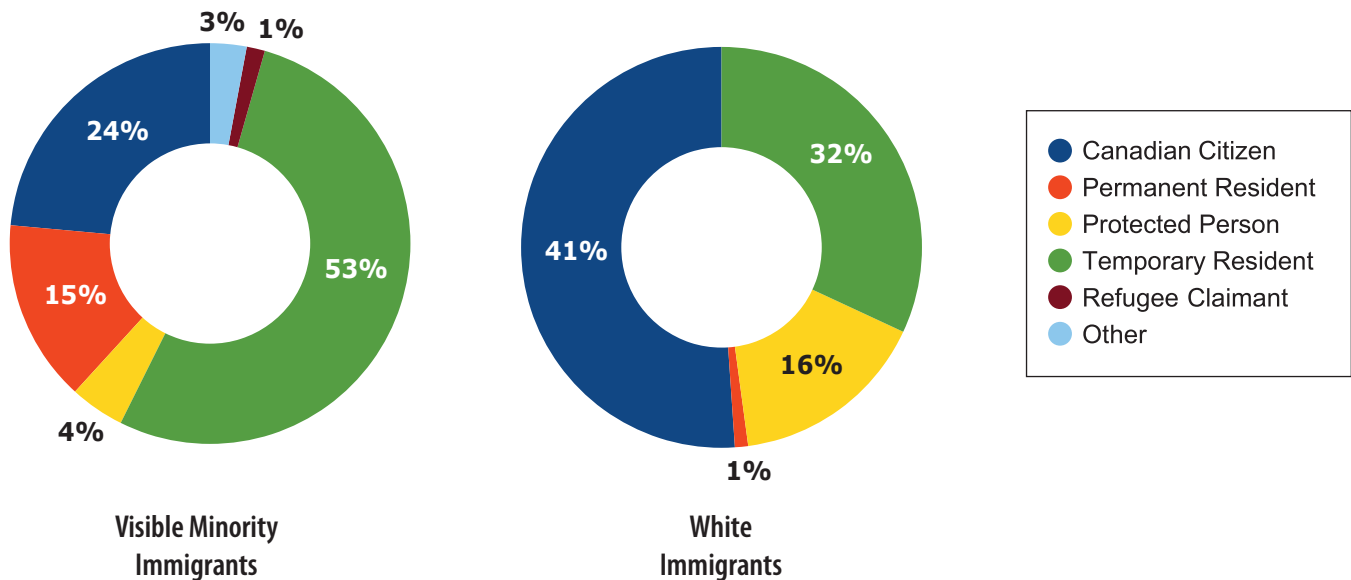


Ethnicities / Race

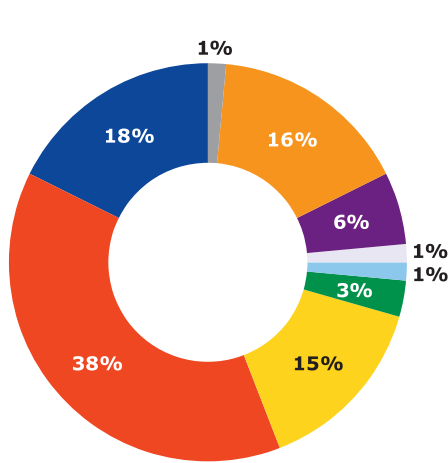


As seen in the figure, respondents in the Visible Minority Immigrant and Visible Minority Non-immigrant groups were ethnically/racially diverse. Respondents in the White Immigrant and White Non-immigrant groups indicated identifying as White, Eastern or Western European. In addition, respondents in the Indigenous Peoples group identified as First Nations, Métis, or Inuk.

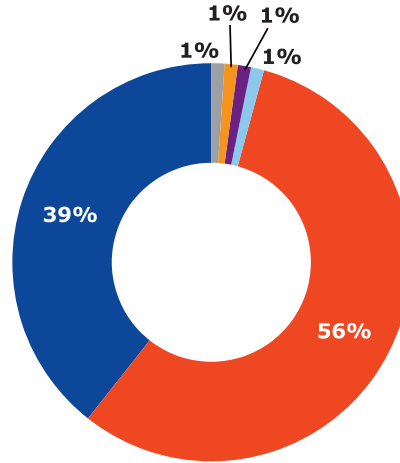
Current Immigration Status



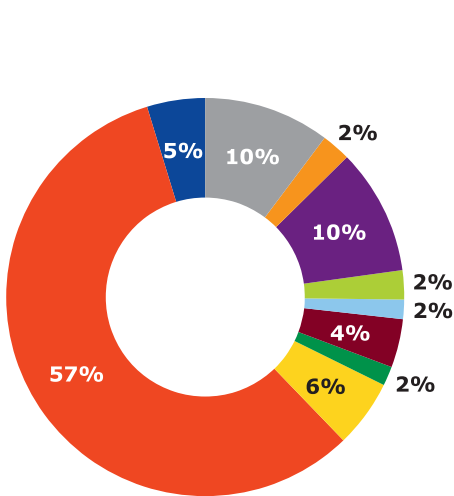
Religion



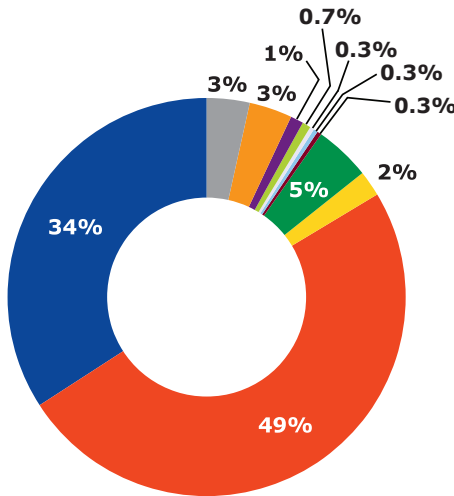
Visible Minority Immigrants



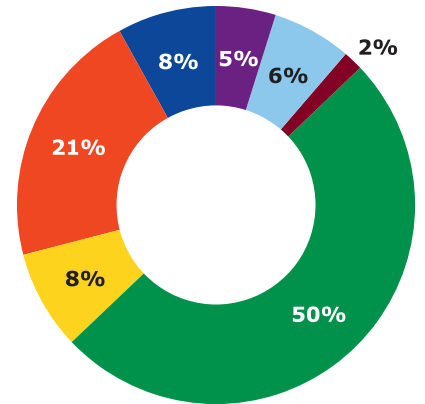
White Immigrants



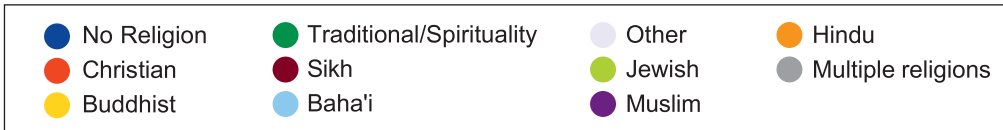
Visible Minority Non-immigrants



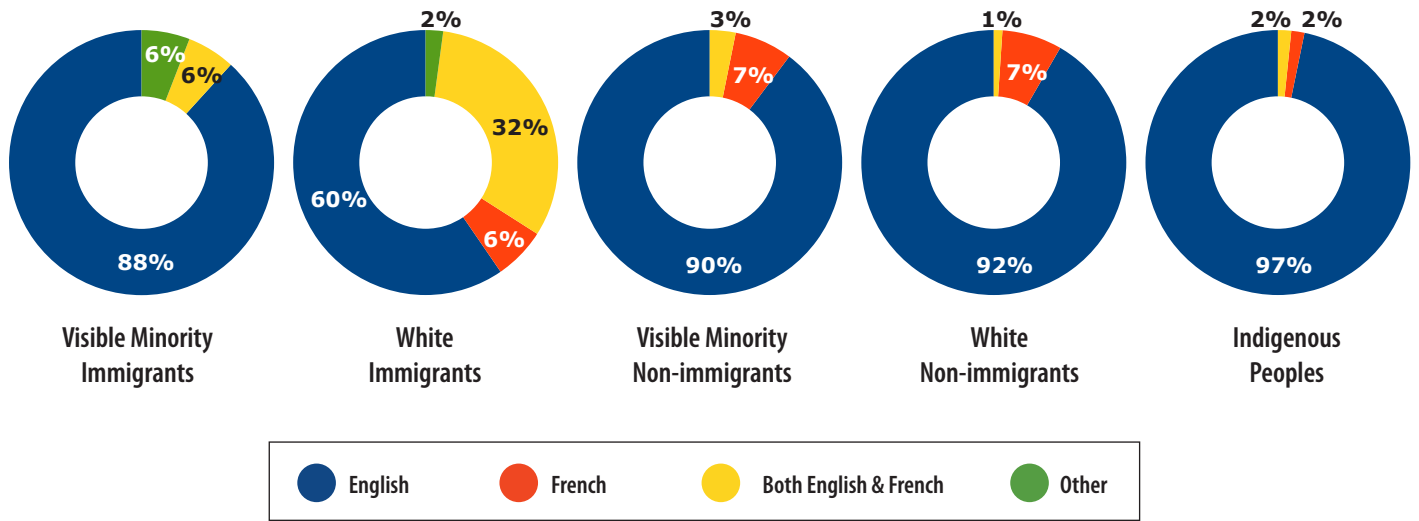
White Non-immigrants



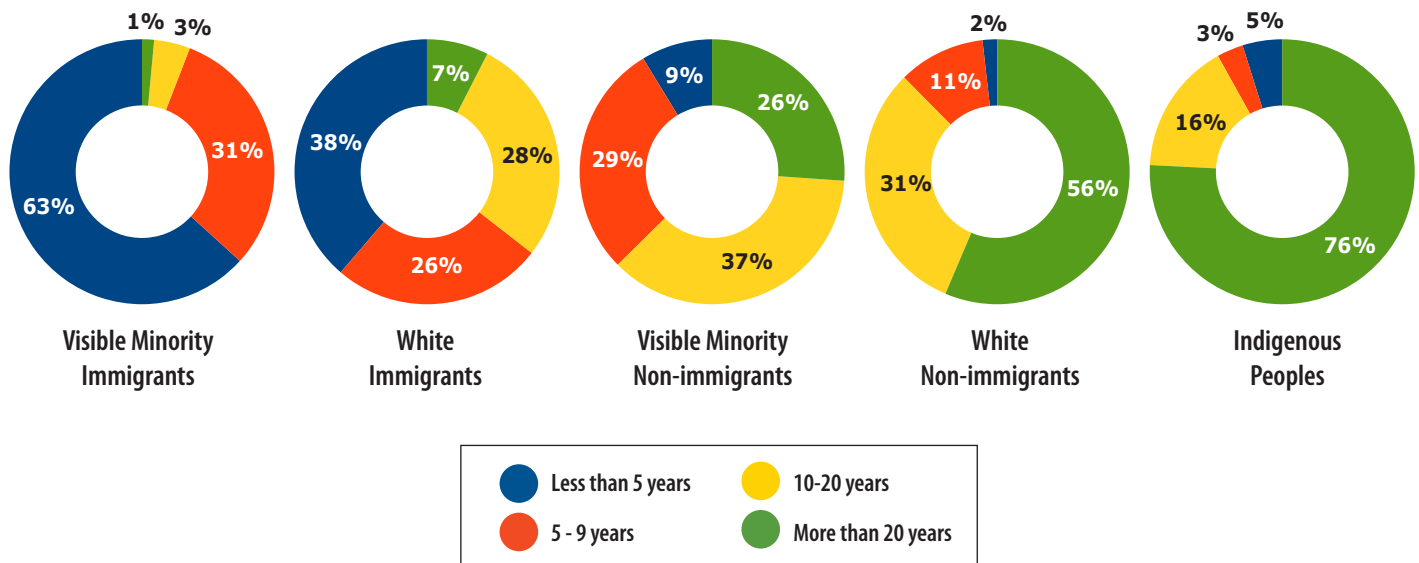
Indigenous Peoples



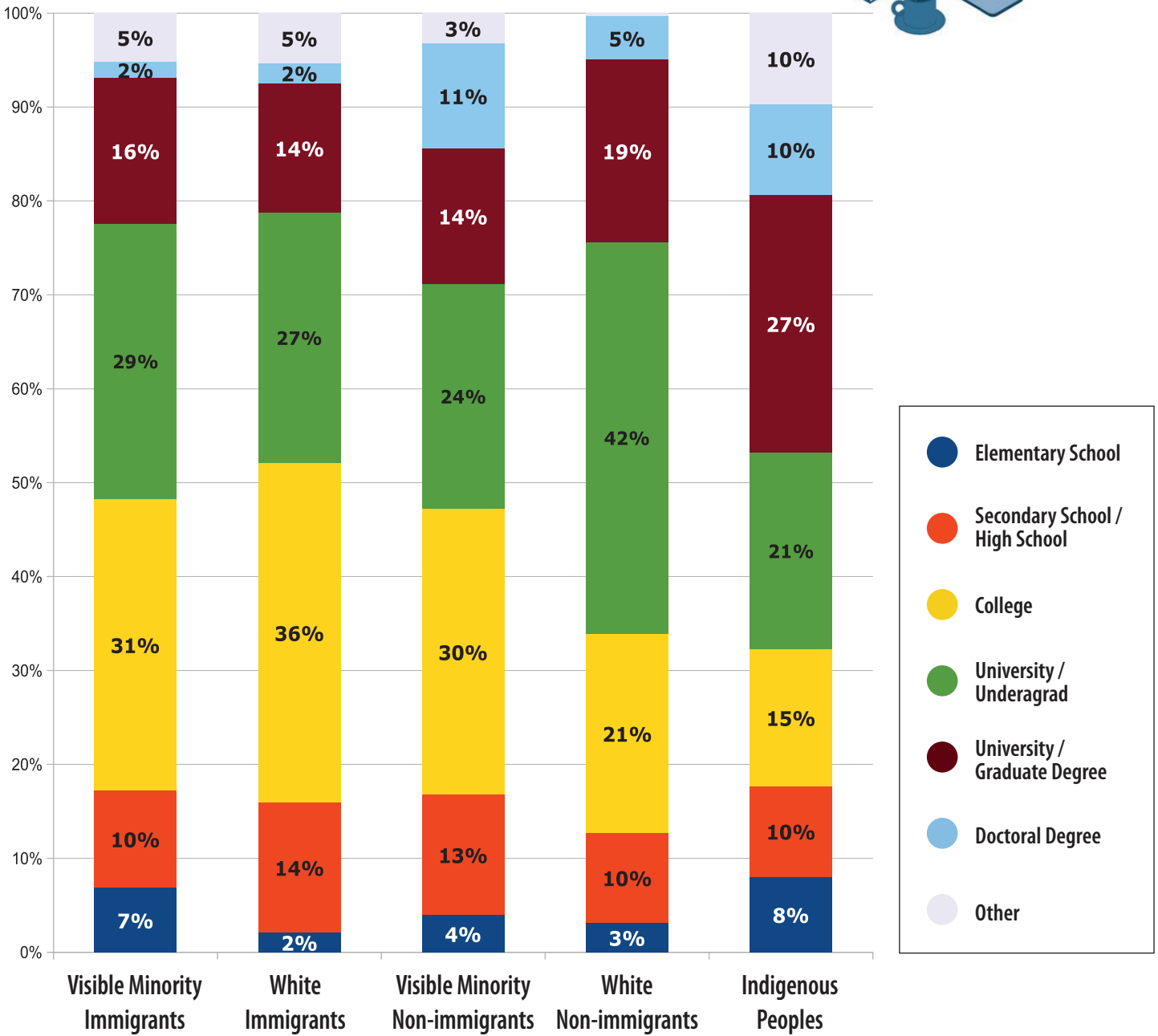
Languages Spoken



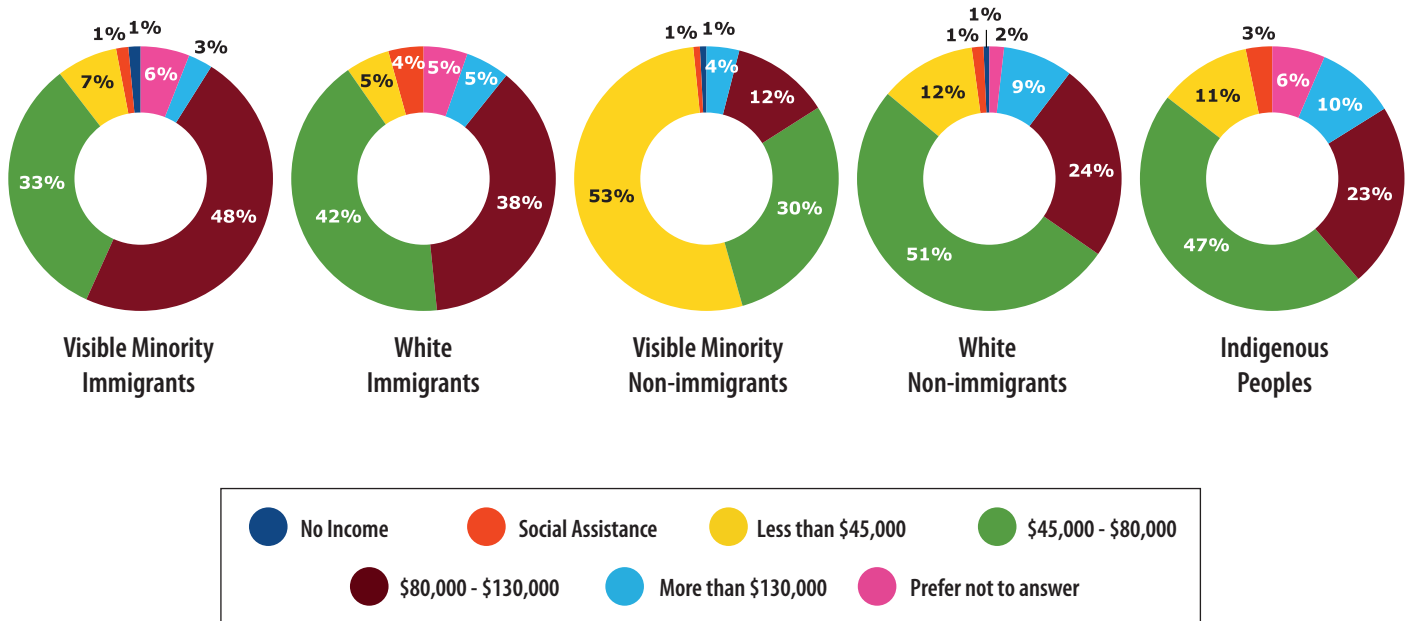
Length Residing in Cowichan Valley



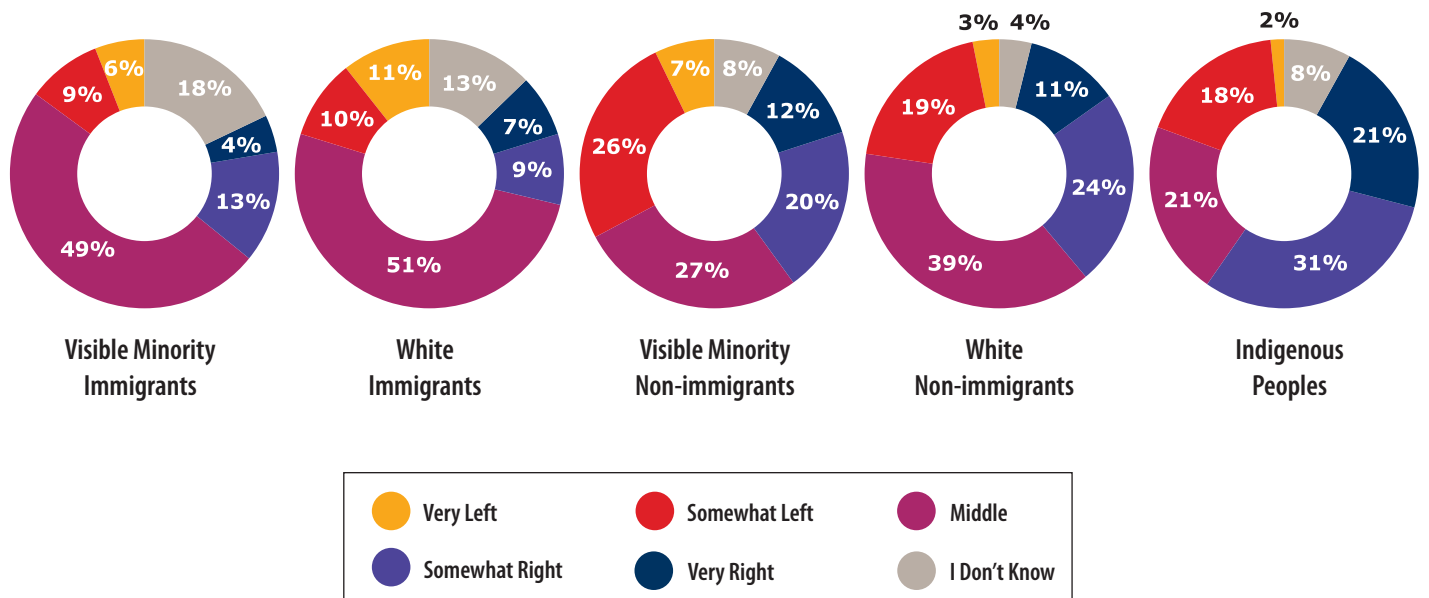
Education



Household Income



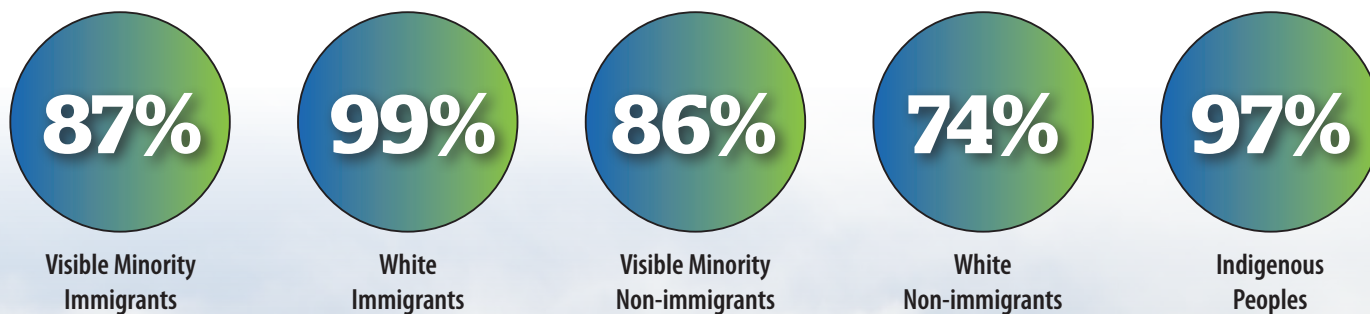
Political Orientation



Personal Experiences of Discrimination

Respondents were asked about their personal experiences of discrimination in the past 3 years (or in the time they have lived in the Cowichan Valley region if that time is less than 3 years).

Percentage of Respondents in Each Group Who Have Experienced Discrimination in One or More Contexts

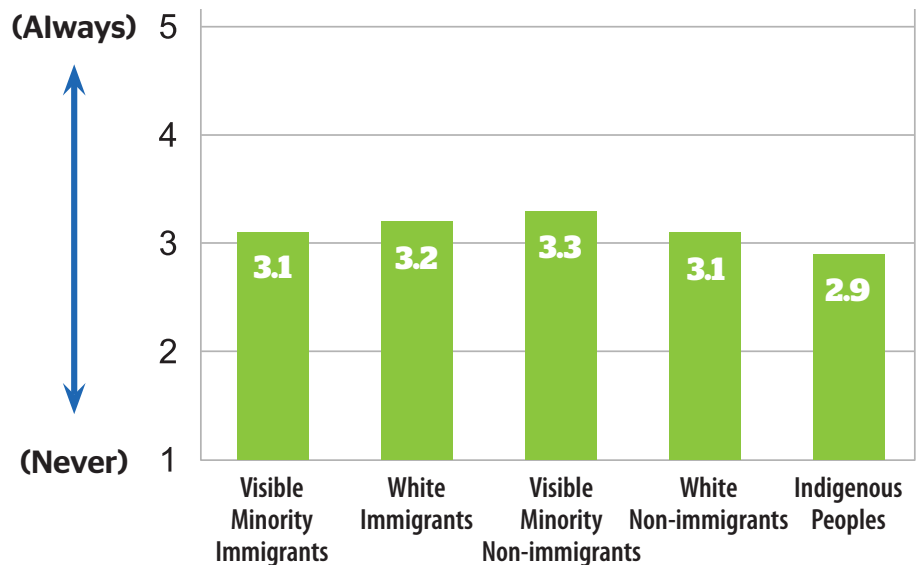


Note. Only respondents who indicated having experienced discrimination sometimes, often, or always were counted as having experienced discrimination in that context.

Those respondents who indicated having experienced discrimination in one or more contexts were also asked about the presumed basis of that discrimination, however due to confusion in how this question seems to have been interpreted, these results were not included in the report.



How often have you avoided conversation with others and/or thought about moving because of discrimination?

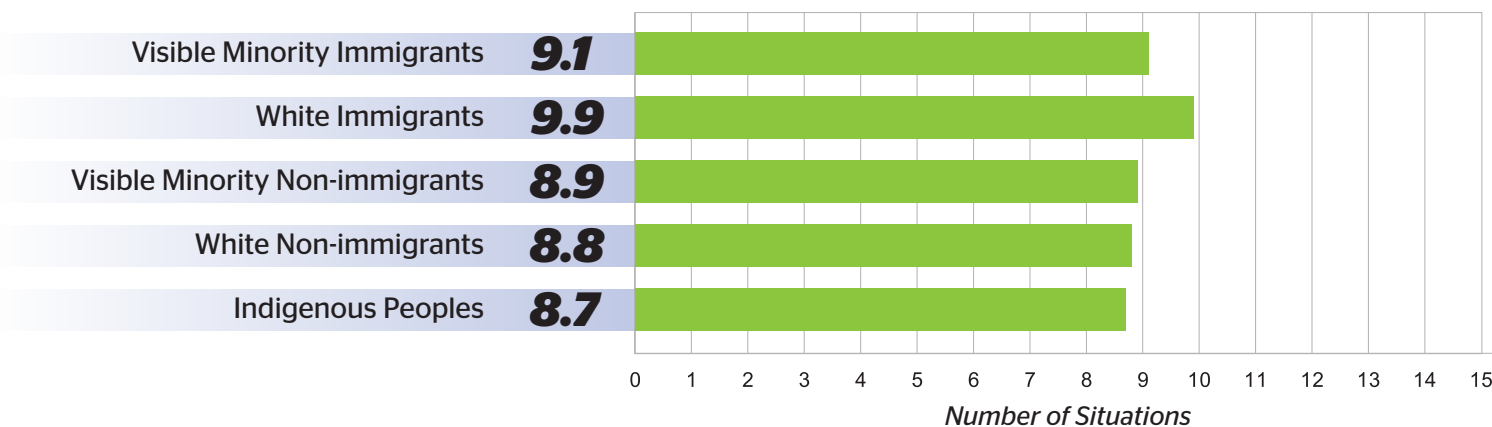


In how many contexts is discrimination being experienced?

The survey included a list of 15 contexts in which respondents might be experiencing discrimination. On average, both Visible Minority and White Immigrants reported experiencing discrimination in slightly more contexts compared to respondents born in Canada and Indigenous Peoples.

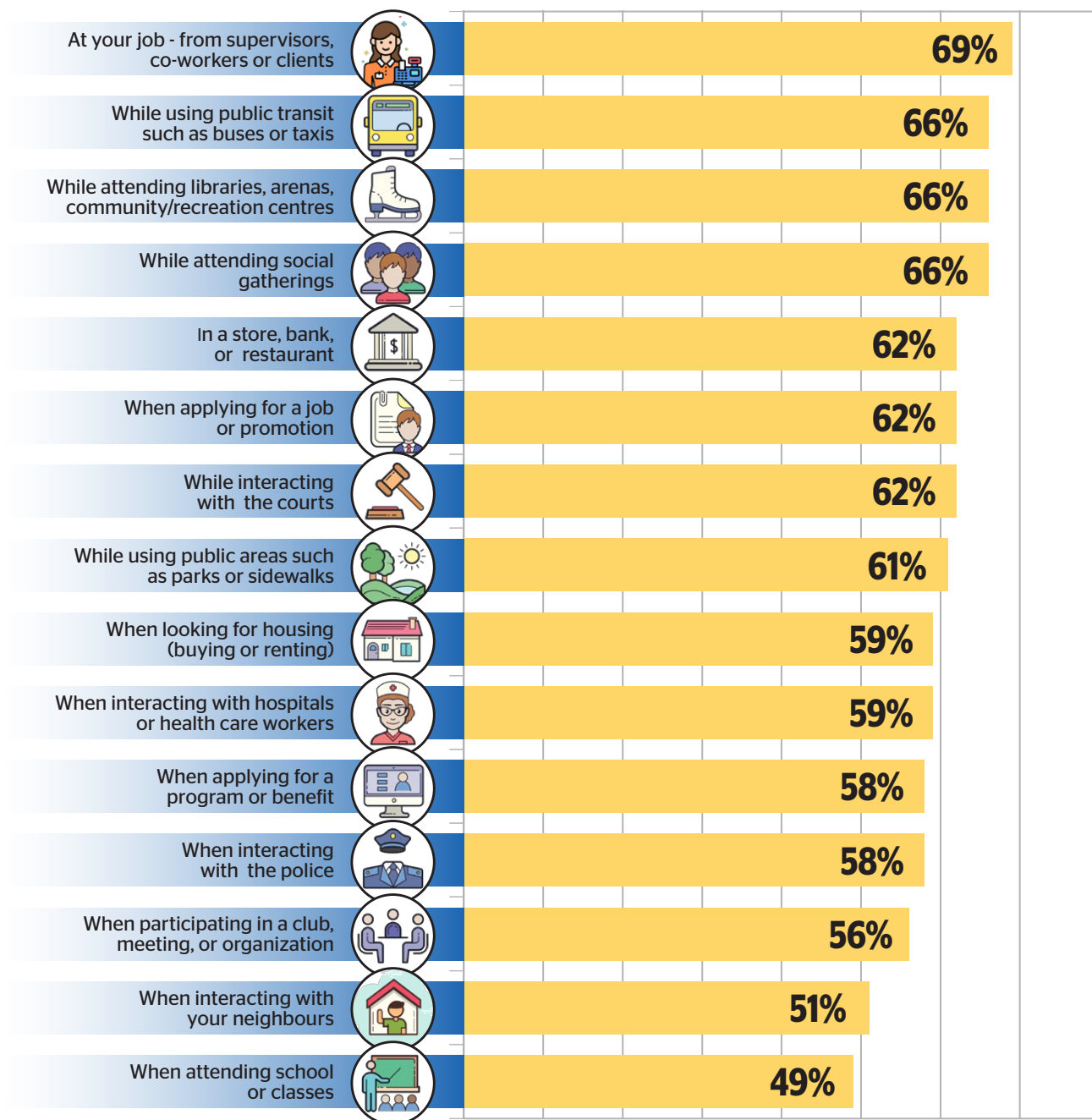
Average Number of Situations in Which Respondents Experienced Discrimination in the past three years

(or in the time they have lived in the Cowichan Valley if that time is less than 3 years)



Situations in which respondents reported having experienced discrimination

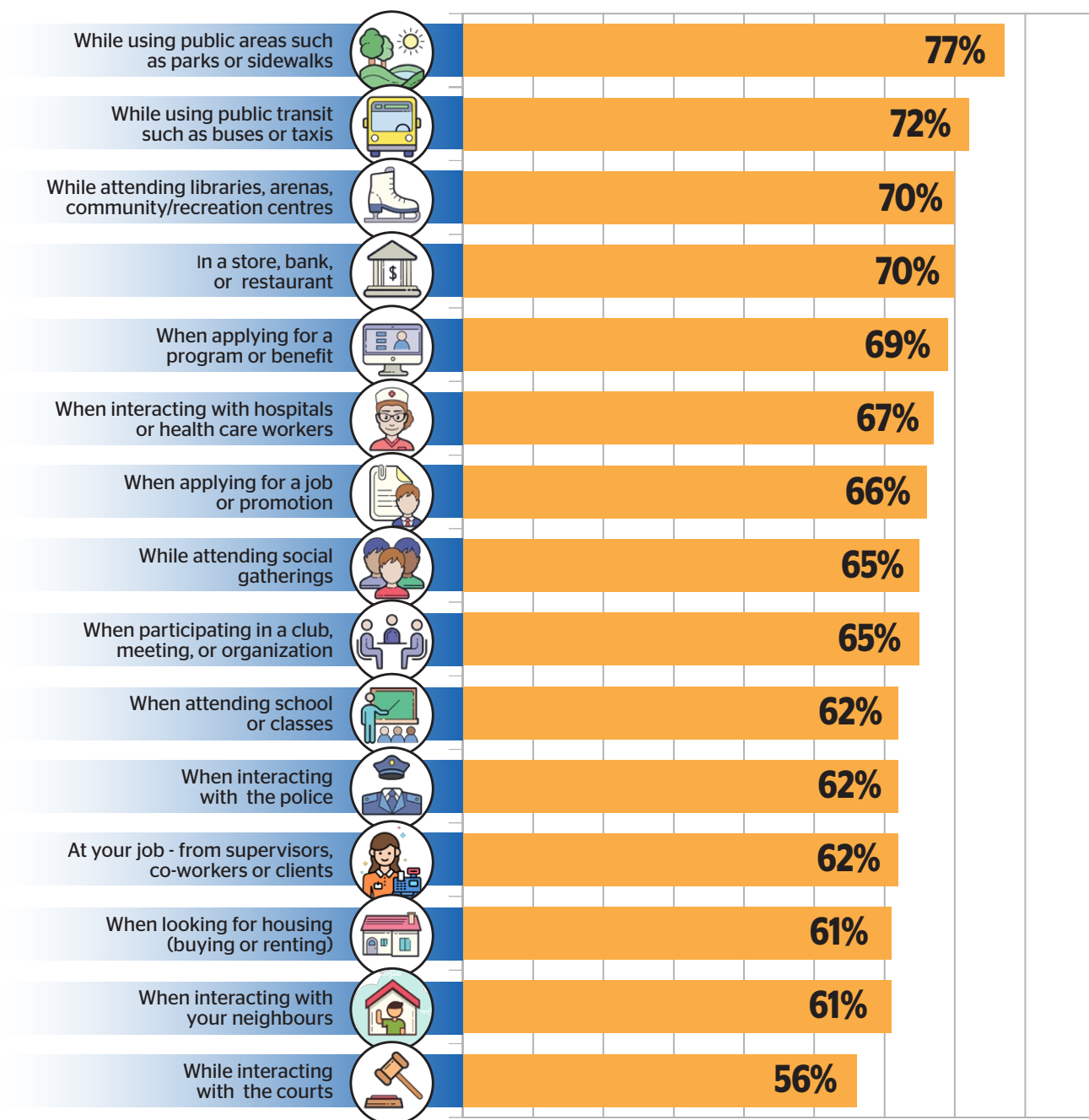
Visible Minority Immigrants



Category icons by icons8.com

Situations in which respondents reported having experienced discrimination

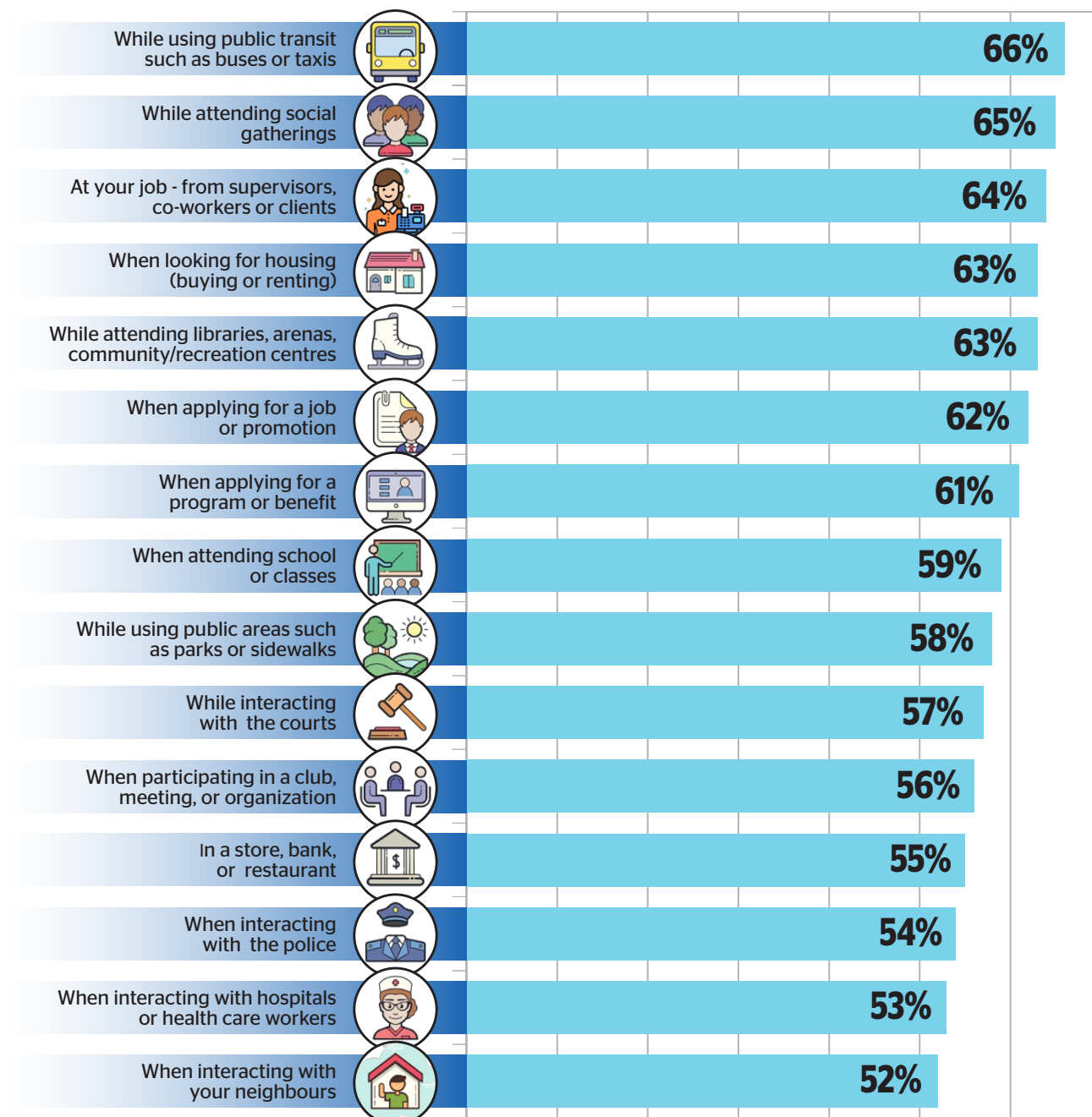
White Immigrants



Category icons by icons8.com

Situations in which respondents reported having experienced discrimination

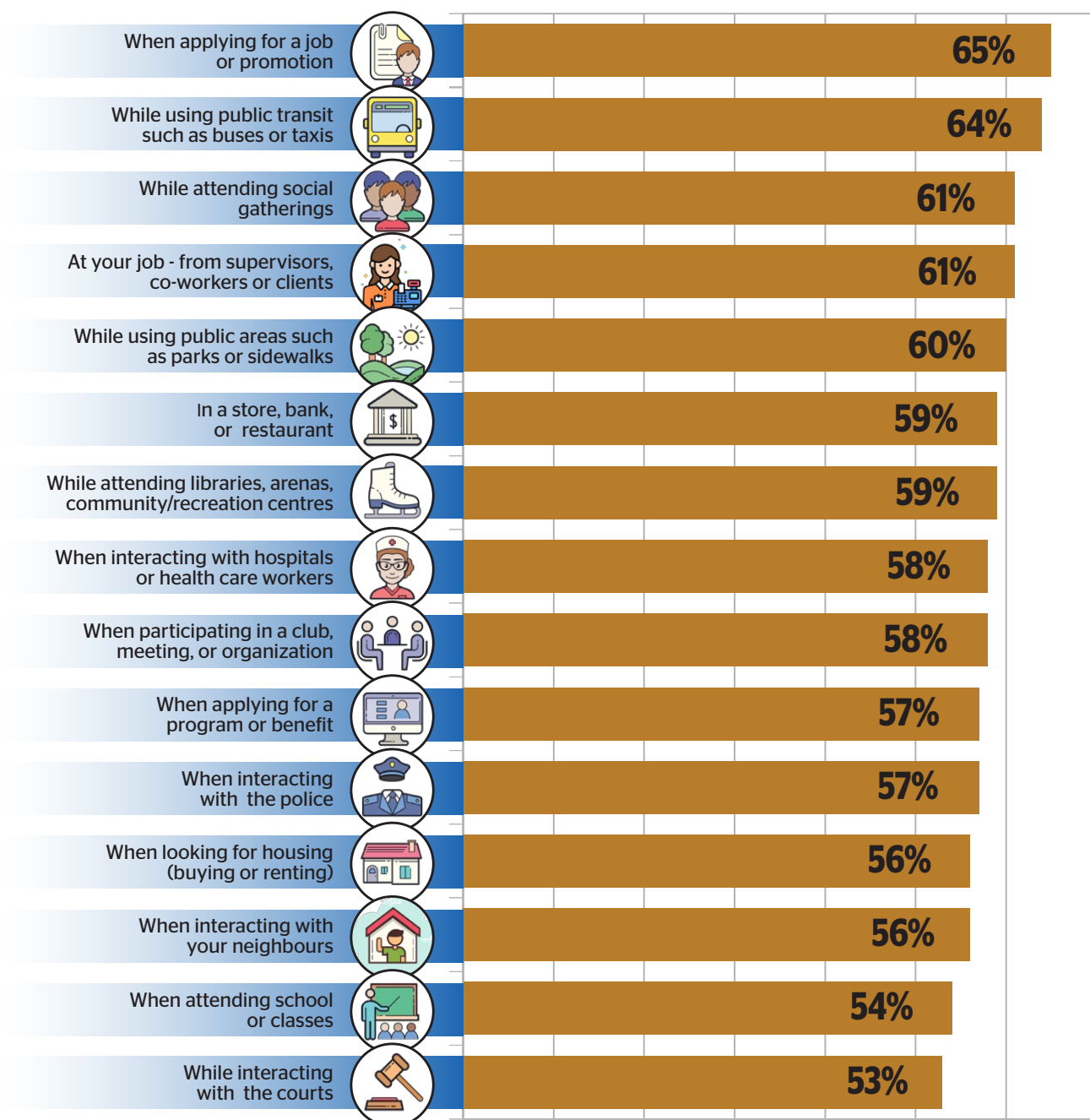
Visible Minority Non-immigrants



Category icons by icons8.com

Situations in which respondents reported having experienced discrimination

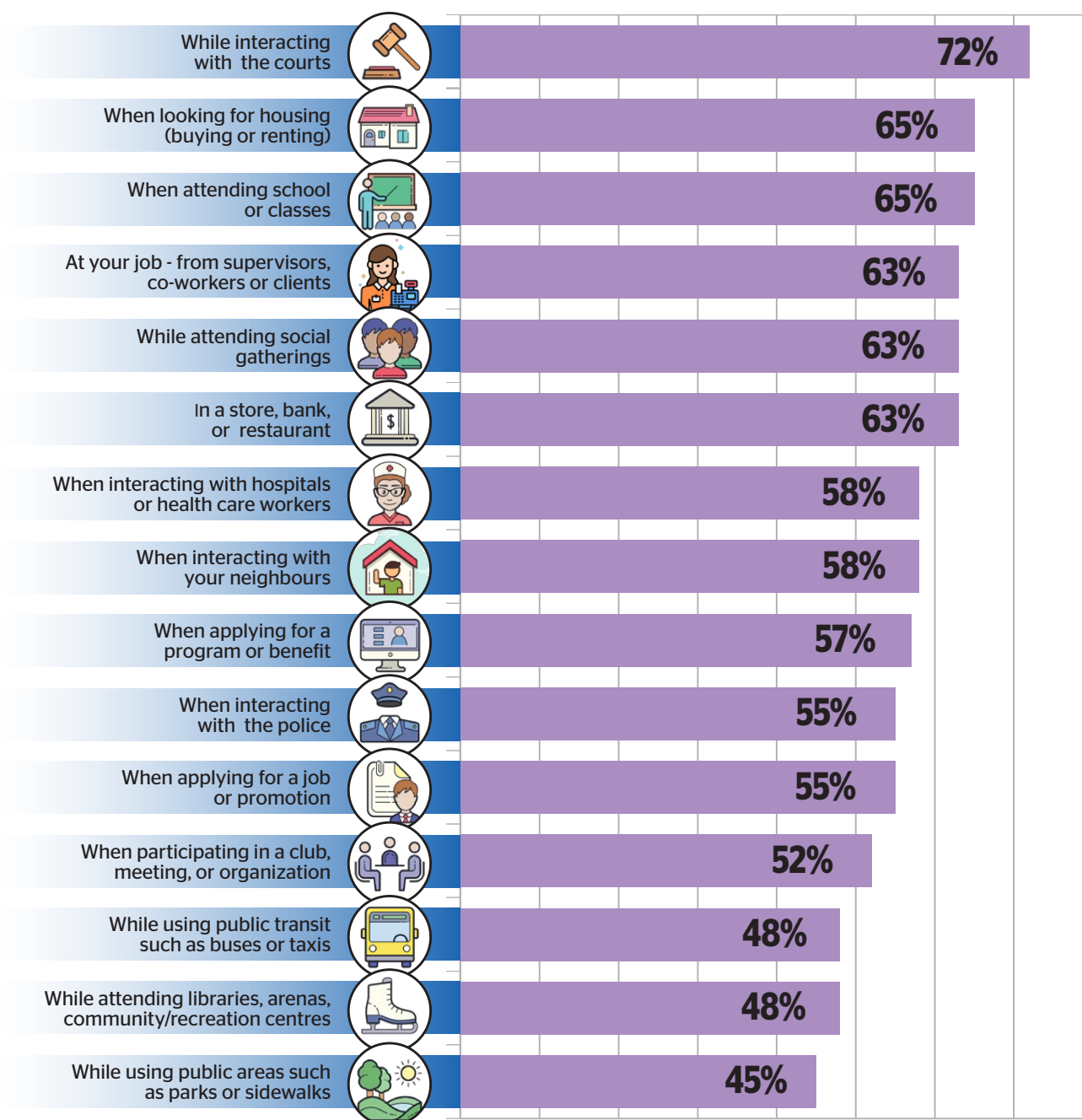
White Non-immigrants



Category icons by icons8.com

Situations in which respondents reported having experienced discrimination

Indigenous Peoples





“

At school, they did not want to see any black students in positions of power.

- Visible Minority Non-immigrant, Female

“

We were not hired because we didn't qualify but I tend to think it is because of our ethnicity.

-Visible Minority Non-immigrant, Female

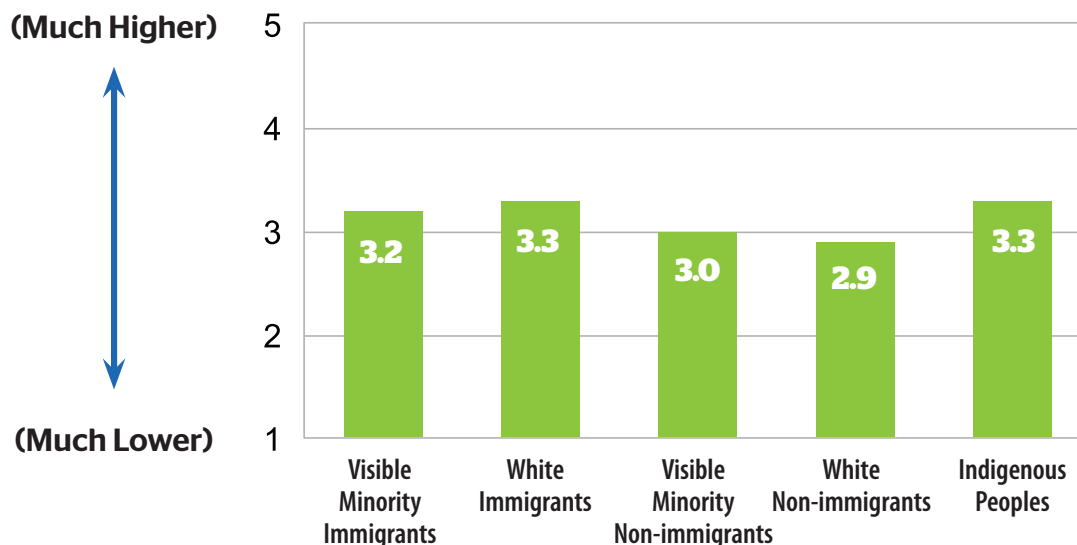
“

As newcomers coming to Canada, we don't want to, you know, cross the lines and try to be careful. We don't want to misunderstand or don't miss do anything.

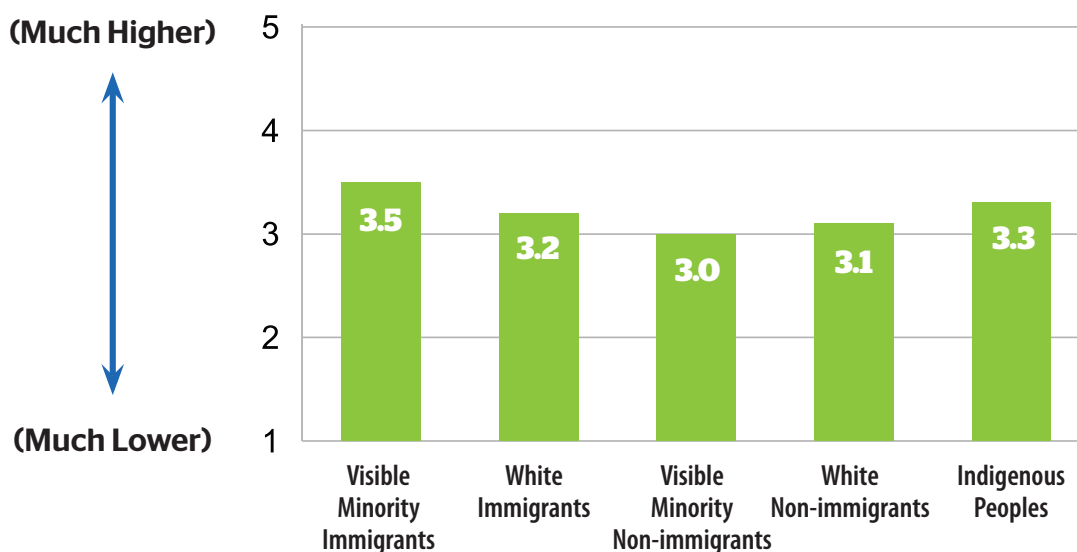
- Visible Minority Immigrant, Female

Discrimination During COVID-19

During the COVID-19 pandemic, on average how much has the level of discrimination in the community changed?



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



Note: Those who indicated having experienced discrimination sometimes, often, or always in at least one context were asked about their personal experiences of discrimination during the pandemic.

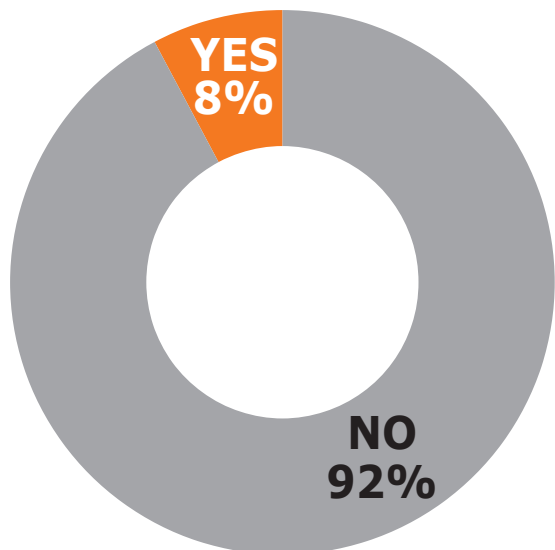
Anti-discrimination Initiatives in the Community

Our results showed that approximately 8% of respondents reported having participated in some sort of anti-discrimination event in the region. When asked whether the community does a good job of reducing discrimination, results suggested that respondents overall seemed to think the community does a moderate or somewhat good job. However non-immigrant respondents reported agreeing with the statement slightly more compared to Indigenous respondents and those who are immigrants to Canada. In addition, when asked “*I think there should be more anti-discrimination initiatives in the community*”, respondents moderately agreed or somewhat agreed with the statement. Further, people identifying as visible minorities (both immigrants and non-immigrants) reported agreeing with the statement slightly more than others.



Every Child Matters March
September 2021, Duncan BC

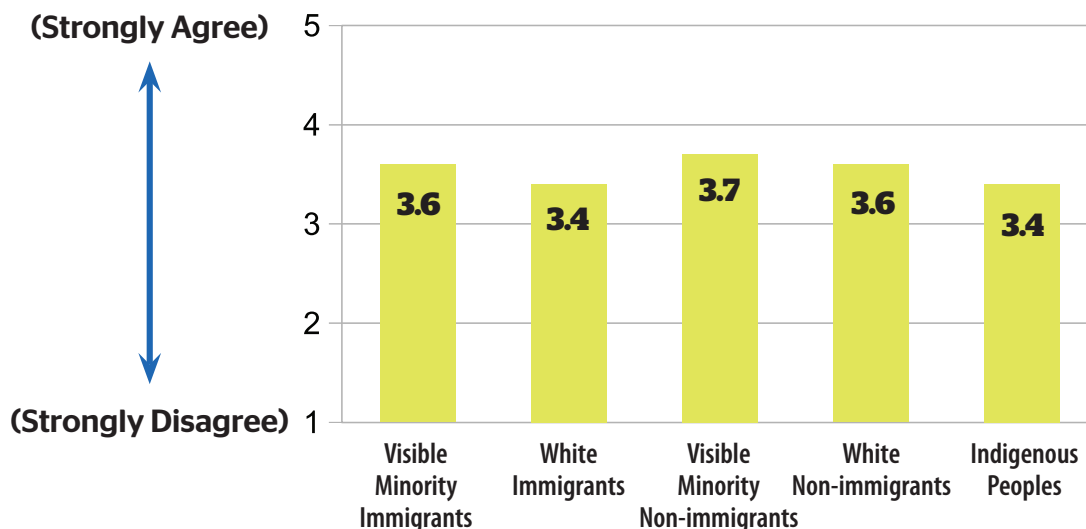
Percentage of Respondents who reported having participated in any anti-discrimination events



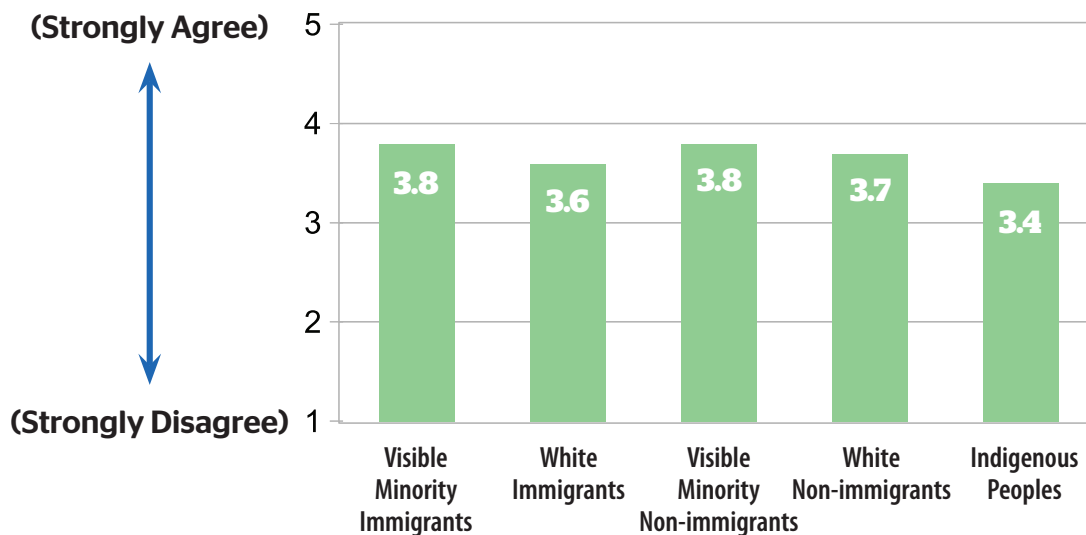
“ *Concerned and don’t know what to do, wish people would embrace each other and wish we would stop the discrimination!* ”

- *Visible Minority non-Immigrant, Female*

I think the community does a good job of reducing discrimination.



I think there should be more anti-discrimination initiatives in the community.



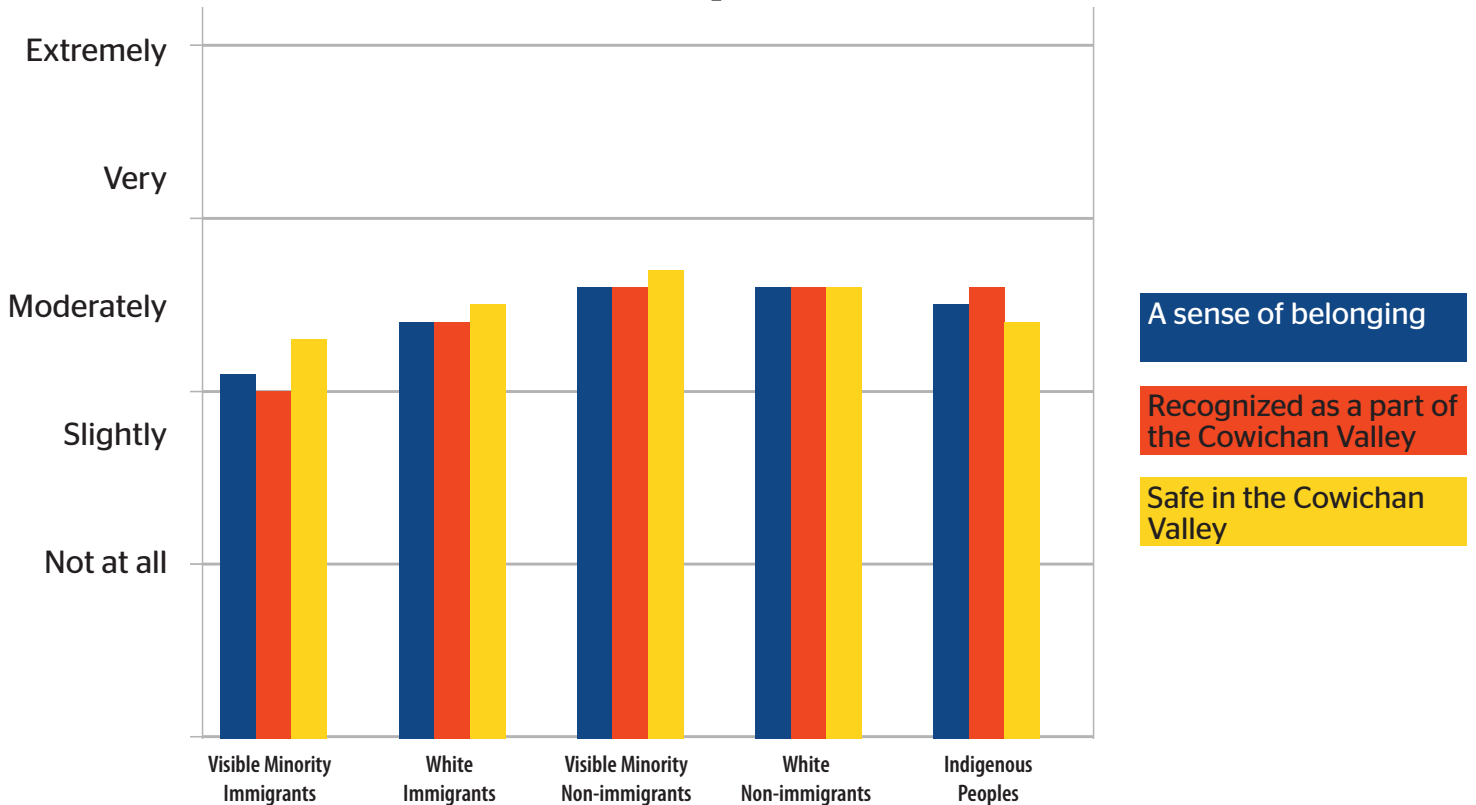
Feelings of Belonging, Recognition and Safety

Respondents were asked questions about the extent to which they feel a sense of belonging to the Cowichan Valley region (sense of belonging, accepted and welcome), the extent to which they are recognized as part of the region, and how safe they feel in the region. On average, the respondents reported moderate feelings of belonging, safety, and recognized as part of the region. However analyses did suggest slight demographic differences as respondents identifying as both a visible minority and immigrant reported lower feelings of belonging, less recognized as part of the region and lower feelings of safety compared to others.

“ *The places that we can go to report, they wouldn’t help that much, that’s why we also don’t bother to report.* ”

- *Visible Minority Immigrant, Female*

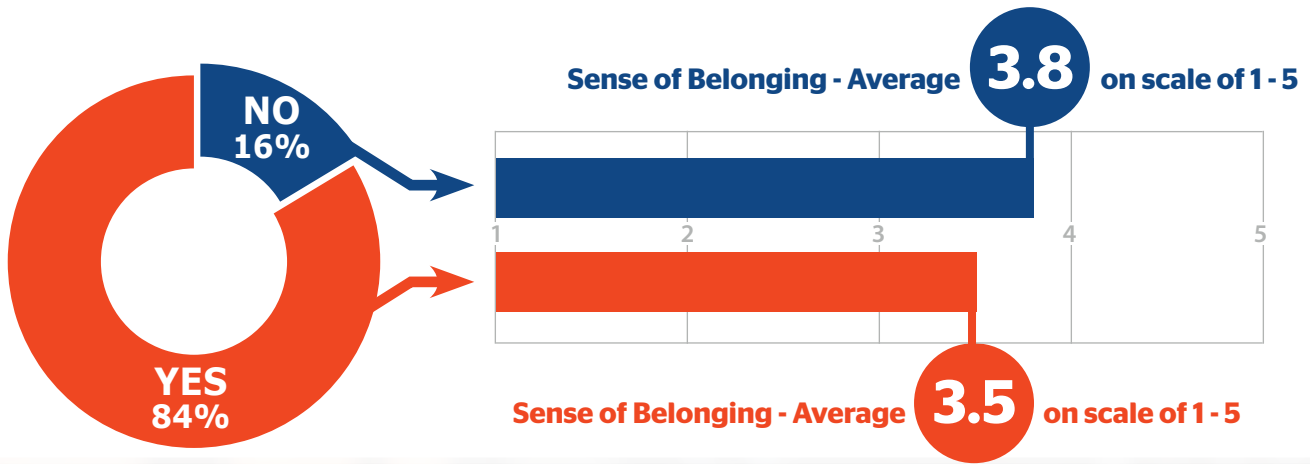
How much do you feel...



Sense of Belonging to the Region as a Function of Experiences of Discrimination

Results suggested that, on average, respondents who reported having experienced discrimination in one or more contexts in the last three years indicated lower feelings of belonging to the region compared to those not reporting any experiences of discrimination.

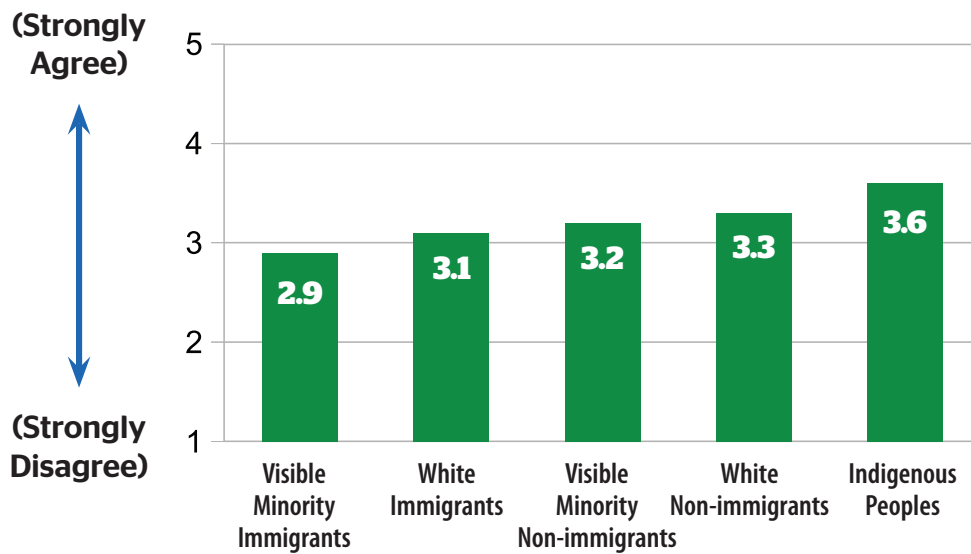
Respondents who experienced discrimination, across all groups



Attitudes Towards Immigration - Cowichan Valley and in Canada

Respondents were asked about whether they think immigration has a more positive or negative impact in the Cowichan Valley region and in Canada more broadly.

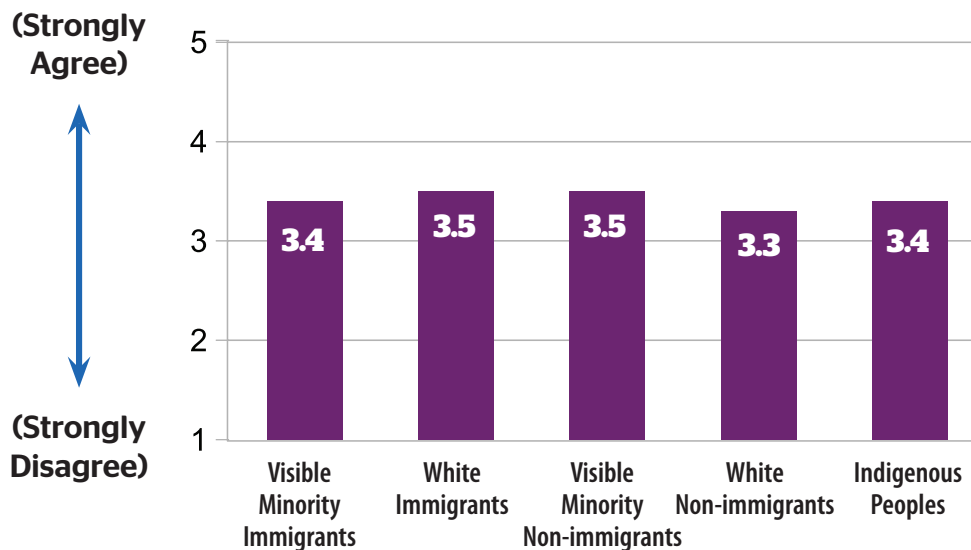
Immigration has a negative impact in the region



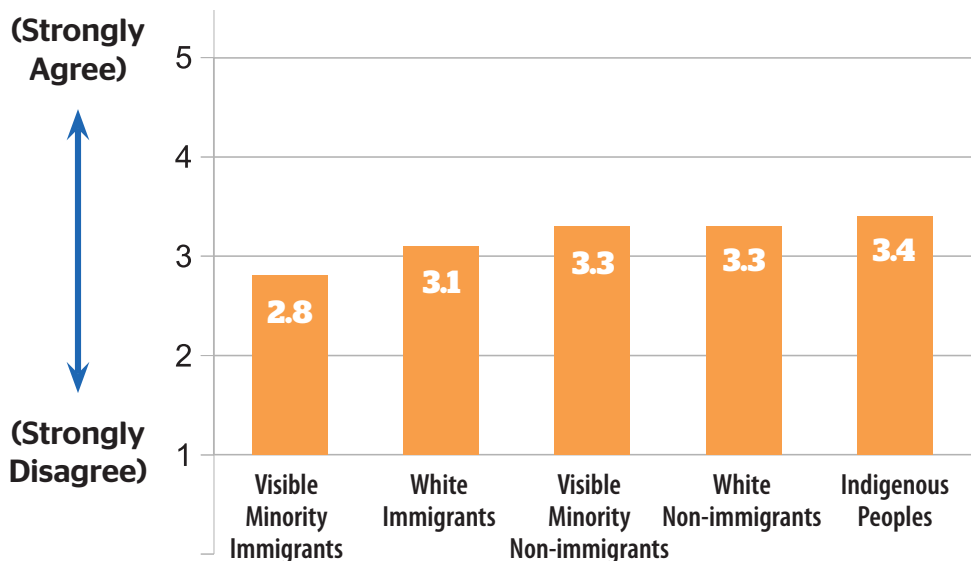
In the Cowichan Valley

Our results showed that, on average, Indigenous Peoples agreed with statements suggesting immigration had a negative impact in the region slightly more compared to Visible Minority Immigrant respondents. Regarding whether immigration has a positive impact in the region, Visible Minority Non-immigrant and White Immigrant respondents agreed more with these statements compared to White Non-immigrant respondents. However, the differences between groups were small.

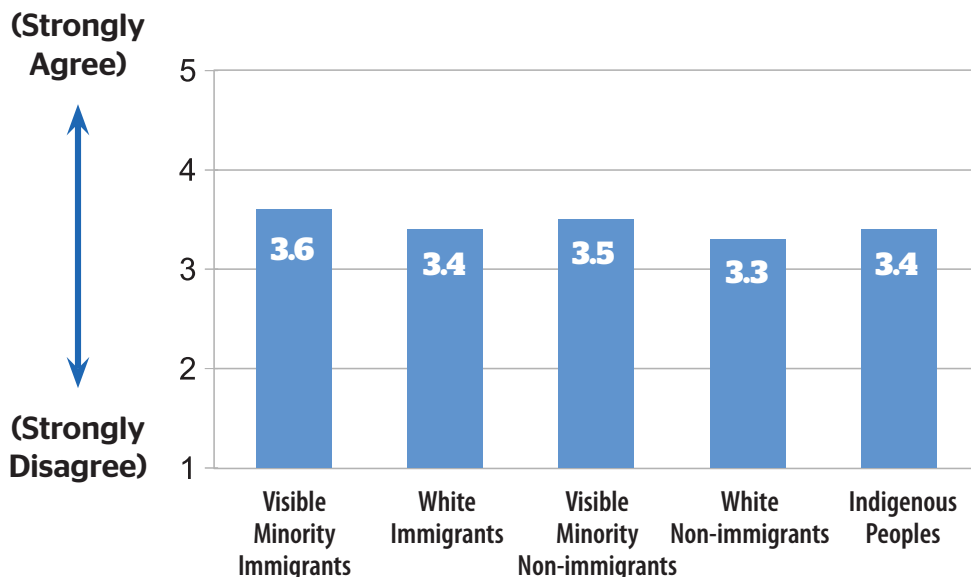

Immigration has a positive impact in the region



Immigration has a negative impact in Canada



Immigration has a positive impact in Canada

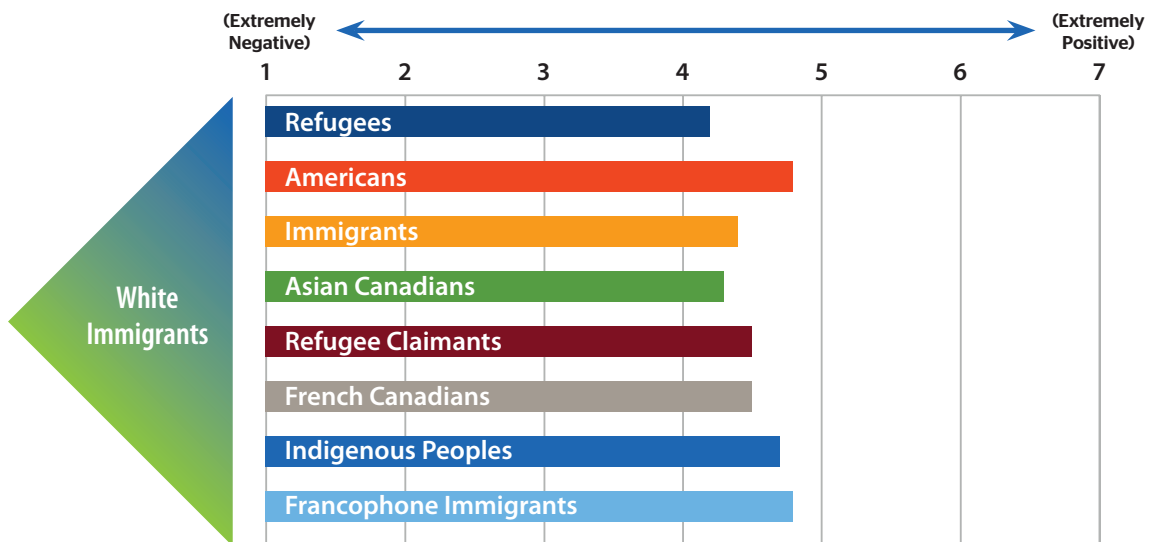
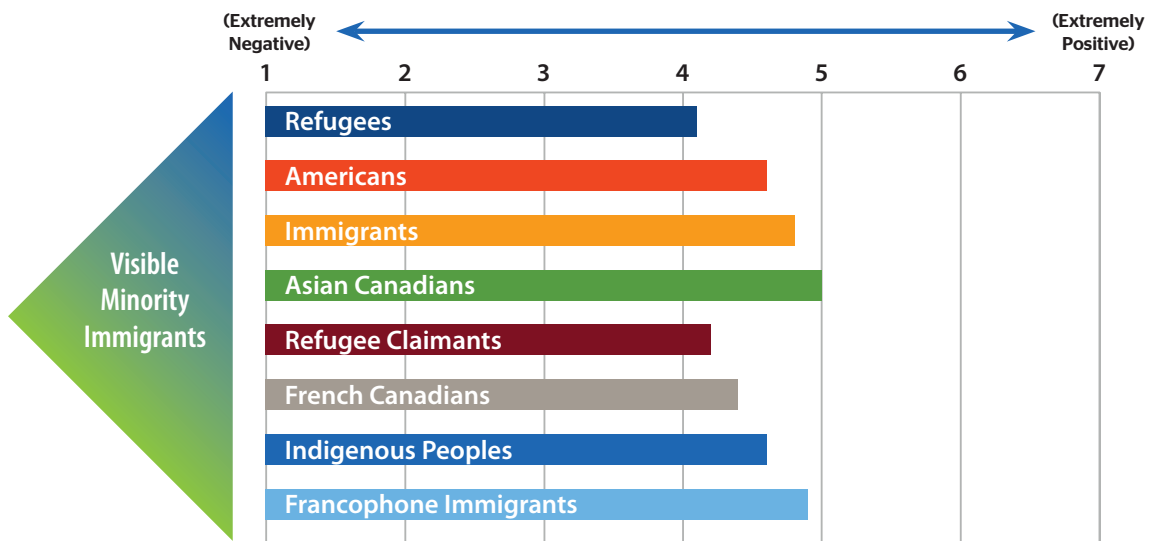
In Canada

Our results showed that, on average, Visible Minority Immigrant respondents had higher levels of disagreement with statements suggesting immigration impacts Canada negatively compared to others. Regarding whether immigration has a positive impact in Canada, Visible Minority Immigrants, as well as Visible Minority Non-Immigrant respondents agreed more with these statements compared to White Non-immigrant respondents. However, the differences between groups were small.

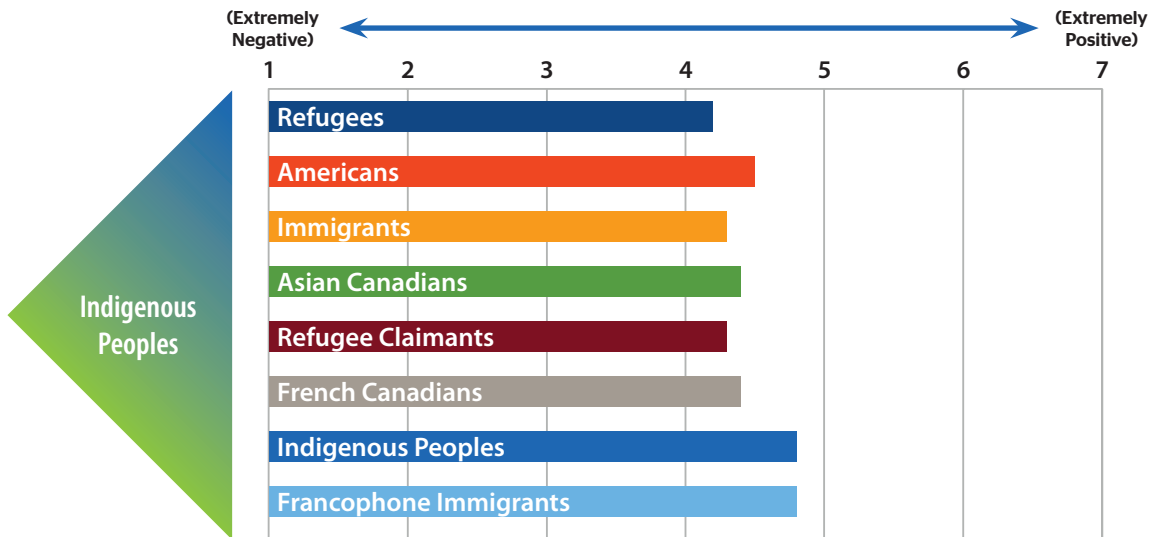
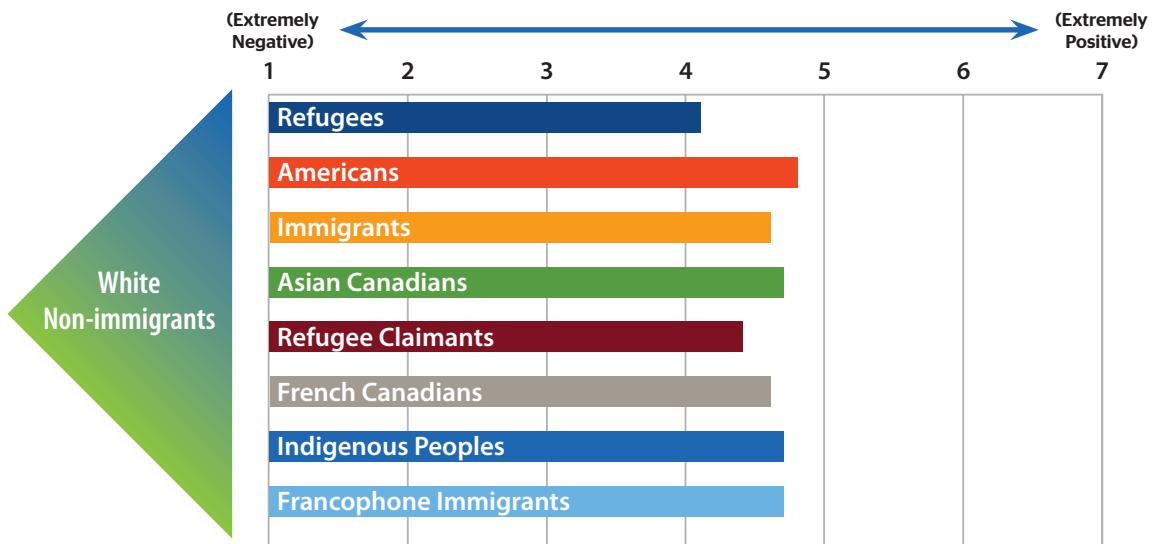
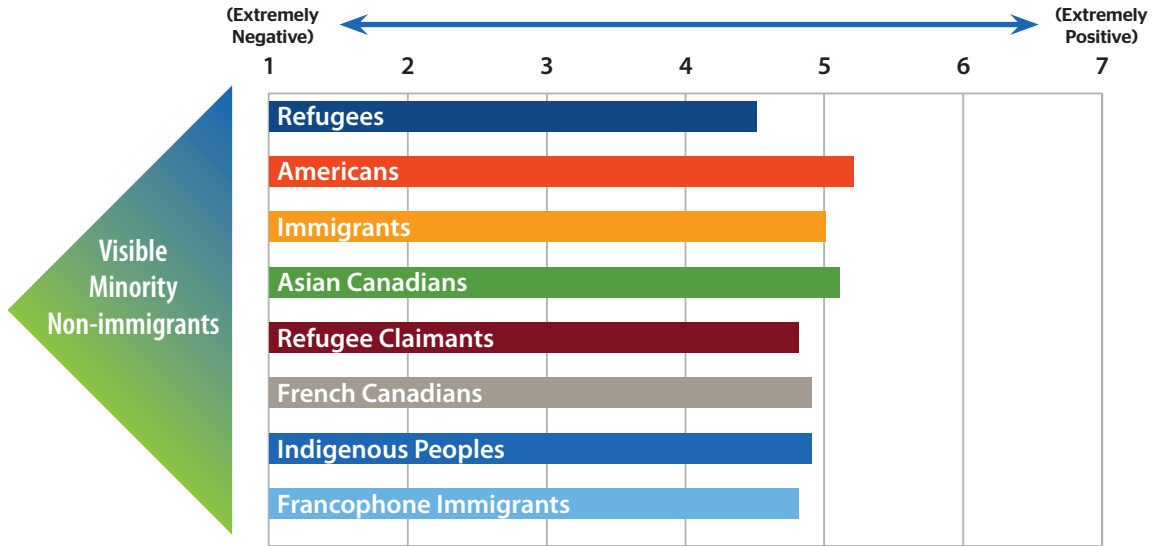
Attitudes Towards Ethnic Groups

Respondents were asked to indicate how positive or negative they feel towards the following groups: refugees, Americans, immigrants, Asian Canadians, refugee claimants, French Canadians, Indigenous Peoples, Francophone immigrants. Results suggested that on average, respondents reported moderate to very positive attitudes towards all ethnic groups; however, respondents reported less positive attitudes towards refugees and the most positive towards Americans compared to other groups.

How positive or negative do you feel towards the following groups in Canada?



How positive or negative do you feel towards the following groups in Canada?



Summary of Findings

Visible Minority Immigrants

The results indicate that 87% of Visible Minority Immigrant respondents reported having experienced discrimination sometimes, often or always in at least one context in Cowichan Valley in the last three years. On average, these respondents reported having experienced discrimination in nine contexts, of which “at your job”, “while using public transit”, and “while using libraries, community/recreation centers” were the most commonly reported.

When asked about whether their personal experiences of discrimination had changed during the Covid-19 pandemic, Visible Minority Immigrants reported that their experiences of discrimination were slightly higher during the pandemic compared to before. In addition, respondents indicated having, on average, sometimes avoided conversations with others and/or thought about moving to a different location because of discrimination. In addition, these respondents tended to somewhat agree with the statement suggesting that the community does a good job of reducing discrimination and thought there should be more anti-discrimination initiatives in the community.

Among the respondents in this group, slightly lower feelings of belonging and safety in the region were reported compared to other groups. Similarly, respondents in this group reported the lowest scores of feeling recognized as part of the Cowichan Valley. In addition, our results suggested that across all five groups, sense of belonging differed depending on whether individuals had experienced discrimination, as those who did not report having experienced discrimination reported a stronger sense of belonging to the region.

Regarding attitudes towards immigration in the Cowichan Valley and in Canada, Visible Minority Immigrant respondents reported slightly higher levels of disagreement with statements suggesting immigration has a negative impact in the region and in Canada compared to other groups. In addition, these respondents reported, on average, a neutral response

to statements suggesting immigration has a positive impact. However, they reported slightly agreeing more with statements suggesting immigration has a positive impact in Canada compared to in the Cowichan Valley. In addition, respondents reported moderate to very positive attitudes towards all ethnic groups; however, refugees and refugee claimants received the lowest scores while Francophone Immigrants and Asian Canadians received the highest scores.

...the sense of belonging differed depending on whether individuals had experienced discrimination

White Immigrants

Results indicate that approximately 99% of White Immigrant respondents reported having experienced discrimination sometimes, often or always in at least one context in the Cowichan Valley in the last three years - this was the highest percentage compared to other groups. On average, these respondents reported having experienced discrimination in 10 contexts, of which “while using public transit”, and “while using public areas such as stores, banks, libraries, and community/recreation centers” were the most commonly reported.

When asked about whether their personal experiences of discrimination had changed during the Covid-19 pandemic, White Immigrants reported that their experiences of discrimination remained the same during the pandemic. In addition, respondents indicated having, on average, sometimes avoided conversations with others and/or thought about moving to a different location because of discrimination. Further, these respondents tended to somewhat agree with the statement suggesting that the community does a good job of reducing

discrimination and thought there should be more anti-discrimination initiatives in the community.

Among the respondents in this group, moderate feelings of belonging and safety in the region were reported. Similarly, respondents in this group reported moderate feelings of being recognized as part of the Cowichan Valley.

Regarding attitudes towards immigration in the Cowichan Valley and in Canada more broadly, White Immigrants reported, on average, a neutral response (neither strongly agreeing nor disagreeing) to statements suggesting immigration has a negative impact in the region and in Canada. Similarly, they reported, a fairly neutral response to statements suggesting that immigration has a positive impact in the region and in Canada. In addition, these respondents reported, on average, moderate to very positive attitudes towards all ethnic groups; however, refugees and Asian Canadians received the lowest scores while Francophone Immigrants and Americans received the highest scores.

Visible Minority Non-Immigrants

Our results indicate that approximately 86% of Visible Minority Non-immigrant respondents reported having experienced discrimination sometimes, often or always in at least one context in the Cowichan Valley in the last three years. On average, these respondents reported having experienced discrimination in nine contexts, of which “while using public transit”, “attending social gatherings”, and “at your job” were the most commonly reported.

When asked about whether their personal experiences of discrimination had changed during the Covid-19 pandemic, Visible Minority Non-immigrants reported that their experiences of discrimination remained the same during the pandemic. In addition, respondents indicated having, on average, sometimes

avoided conversations with others and/or thought about moving to a different location because of discrimination. These respondents were most likely to agree with the statement suggesting that the community does a good job of reducing discrimination. In addition, Visible Minority Non-immigrants reported agreeing slightly more than other groups with a statement suggesting that there should be more anti-discrimination initiatives in the community.

Among the respondents in this group, moderate feelings of belonging, and safety in the region were reported. Compared to Visible Minority Immigrant and White Immigrant respondents, Visible Minority Non-immigrants reported slightly higher feelings of being recognized as part of the Cowichan Valley.

Regarding attitudes towards immigration in the Cowichan Valley and in Canada, Visible Minority Non-immigrant respondents reported on average, a neutral response (neither strongly agreeing nor disagreeing) to statements suggesting immigration had a negative impact in the region and in Canada. However, they reported, on average, slightly agreeing with statements suggesting that immigration has a positive impact in the region and in Canada. In addition, respondents reported, on average, positive attitudes towards all ethnic groups; however, refugees and refugee claimants received the lowest scores while Asian Canadians and Americans received the highest scores.



White Non-immigrants

Our results indicate that approximately 74% of White Non-immigrants reported having experienced discrimination sometimes, often or always in at least one context in the Cowichan Valley in the last three years. On average, these respondents reported having experienced discrimination in nine contexts, of which “*while applying for a job or promotion*”, “*using public transit*”, and “*attending social gatherings*” were the most commonly reported.

When asked about whether their personal experiences of discrimination had changed during the Covid-19 pandemic, White Non-immigrants reported that their experiences of discrimination remained the same during the pandemic. In addition, respondents reported having, on average, sometimes avoided conversations with others and/or thought about moving to a different location because of discrimination. Further, these respondents tended to somewhat agree with the statement suggesting that the community does a good job of reducing discrimination and thought there should be more anti-discrimination initiatives in the community.

Overall, respondents in this group reported moderate feelings of belonging and safety in the region. Similarly, respondents in this group reported slightly higher feelings of being recognized as part of the Cowichan Valley compared to both Visible Minority Immigrant and White Immigrant respondents.

Regarding attitudes towards immigration in the Cowichan Valley and in Canada more broadly, White Non-immigrants reported on average, neutral responses (neither strongly agreeing nor disagreeing) to statements suggesting immigration has a negative impact in the region and in Canada. Similarly, they reported, on average, a neutral response to statements suggesting that immigration has a positive impact in the region and in Canada. In addition, these respondents reported positive attitudes towards all ethnic groups; however, refugees and refugee claimants received the lowest scores while Indigenous Peoples and Americans received the highest scores.

Indigenous Peoples

Our results indicate that approximately 97% of respondents who identified as Indigenous reported having experienced discrimination sometimes, often or always in at least one context in the Cowichan Valley in the last three years. This was the second highest percentage behind the White Immigrant group. On average, these respondents reported having experienced discrimination in nine contexts, of which “*when interacting with the courts*”, “*looking for housing*”, and “*attending school or classes*” were the most commonly reported.

When asked about whether their personal experiences of discrimination had changed during the Covid-19 pandemic, Indigenous Peoples reported that their experiences of discrimination remained the same during the pandemic. In addition, these respondents reported having, on average, rarely or sometimes avoided conversations with others and/or thought about moving to a different location because of discrimination and/or thought about moving to a different location because of discrimination. In terms of anti-discrimination community initiatives, Indigenous Peoples tended to somewhat agree with a statement suggesting that the community does a good job of reducing discrimination and thought there should be more anti-discrimination initiatives in the community. However, on average, these scores were slightly lower (agreeing less) compared to other groups.

Overall, these respondents reported moderate feelings of belonging and safety in the region. Similarly, respondents in this group reported moderate feelings of being recognized as part of the Cowichan Valley.

Regarding attitudes towards immigration in the Cowichan Valley and in Canada more broadly, Indigenous Peoples reported, on average, agreeing more with statements suggesting immigration had a negative impact in the region and in Canada compared to other groups. However, similar to other groups of respondents, Indigenous Peoples reported, on average, a neutral response (neither strongly agreeing nor disagreeing) to statements suggesting



that immigration has a positive impact in the region and in Canada. In addition, respondents reported, on average, positive attitudes towards all ethnic groups; however, refugees and Immigrants received the lowest scores while Indigenous Peoples and Francophone Immigrants received the highest scores.

Methodological strengths and limitations

The current research has a number of methodological strengths, as well as some limitations. A major strength of this study is that we were able to collect a diverse community sample, including respondents identifying as Visible Minorities and White, Immigrants and Non-immigrants, and Indigenous peoples. An additional strength of this research was the use of validated, established measures for the majority of the survey, allowing for reliable results. The participants were also able to take the survey in any of four languages (Arabic, English, Mandarin, or Punjabi), as it was professionally translated and easily accessible in the community.

The research focused not only on experiences of discrimination, but also the contexts in which this discrimination occurred, sense of belonging and

acceptance to the region, attitudes regarding anti-discrimination initiatives in the community, as well as attitudes towards various ethnic groups and immigration in the region and in Canada more broadly. This provides a comprehensive evidence-base for the region which can guide the development of strategies for reducing discrimination and promoting a more welcoming community.

Because the survey was advertised publicly in the region, it allowed for full self-selection of respondents based on potential interest in the topic, thus leading to potential bias. That is, the respondents were not a random sample of those living in the Cowichan Valley region. As such, future research should consider recruitment through random selection methods, such as random digit dialing. Although this method is more costly, it eliminates potential biases. In addition, due to a limited sample size, we did not examine whether experiences of discrimination differed based on other demographic differences, such as age, gender, immigration status, or length residing in the Cowichan Valley region. Examining other demographic differences would allow for a more comprehensive understanding of who experiences discrimination. We also asked the respondents to indicate the presumed basis of discrimination. Due to inconsistencies in the results, however, they were not included in the report. Of importance, future research should consider examining the presumed basis of discrimination as well as the potential psychological consequences of the experiences of discrimination.

Finally, the research relied entirely on self-reported data rather than observations or official reports of discrimination. Though self-reported data has its limitations, documenting experiences of discrimination in any form is crucial as the community seeks to better understand the lived experiences of its residents allowing for development of strategies to mitigate discrimination.

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Appendix A: Survey

Experiences of Discrimination

1. The next questions are about your experience with discrimination in the past 3 years (or in the time you have lived in the Cowichan Valley region 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 Cowichan valley area in the following situations.

1. While using libraries, community/recreational centers, arenas.
2. While using public areas, such as parks and sidewalks.
3. While using public transit, such as buses, or taxis.
4. In a store, bank, or restaurant.
5. When applying for a job or promotion.
6. At your job - for example, from supervisors, co-workers, or clients.
7. When interacting with the police.
8. When interacting with the courts.
9. When attending school or classes.
10. When looking for housing (for example, buying a house or renting an apartment).
11. While attending social gatherings.
12. When interacting with your neighbours.
13. When participating in a club, meeting, or organization.
14. When interacting with hospitals or health care workers.
15. When applying for a program or benefit.

1. Never 2. Rarely 3. Sometimes 4. Often 5. Always 6. Does Not Apply

2. You indicated that in the past 3 years you have been discriminated against or treated unfairly by others in the Cowichan Valley area. What do you think were the main reasons for this discrimination or unfair treatment? (You can choose more than one)

- | | |
|--|--|
| <input type="checkbox"/> Your Indigenous Identity | <input type="checkbox"/> Your age |
| <input type="checkbox"/> Your race or skin color | <input type="checkbox"/> A physical or mental disability |
| <input type="checkbox"/> Your ethnicity or culture | <input type="checkbox"/> Your income level |
| <input type="checkbox"/> Your status as an immigrant | <input type="checkbox"/> Your clothing |
| <input type="checkbox"/> Your religion | <input type="checkbox"/> Your physical appearance (not including skin color) such as weight, height, hair style or color, jewelry, tattoos and other physical characteristics. |
| <input type="checkbox"/> Your language | <input type="checkbox"/> Some other reason, please specify: |
| <input type="checkbox"/> Your accent | |
| <input type="checkbox"/> Your gender | |

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

1. Much lower 2. Somewhat lower 3. About the same 4. Somewhat higher 5. Much higher

4. How often have you:

4.1 Avoided conversations or questions about your ethnic background/race to steer clear of any stigma?

4.2 Thought about moving to a different location because of discrimination?

1. Never 2. Rarely 3. Sometimes 4. Often 5. Always 6. Does Not Apply

5. During the COVID-19 pandemic, on average how much has the level of discrimination in the community changed? During the pandemic has it been:

1. Much lower 2. Somewhat lower 3. About the same 4. Somewhat higher 5. Much higher

6. I think the community does a good job of reducing discrimination.

1 2 3 4 5
Strongly disagree —————> Strongly agree

7. I think there should be more anti-discrimination initiatives in the community.

1 2 3 4 5
Strongly disagree —————> Strongly agree

8. Have you participated in any anti-discrimination activities or events?

- Yes No

Sense of Belonging to Cowichan Valley

The following questions will ask you about your experiences living in the Cowichan Valley region. For each statement, please indicate your personal response to each of the items.

1. How much do you feel a sense of belonging to the Cowichan Valley region?
2. How much do you feel that you are accepted in the Cowichan Valley region?
3. How much do you feel recognized as part of the Cowichan Valley?
4. How much do you feel welcome in the Cowichan Valley?
5. How much do you feel safe in the Cowichan Valley?

1. Not at all 2. Slightly 3. Moderately 4. Very 5. Extremely

Attitudes Towards Immigration in Cowichan Valley and Canada

Below are a series of statements about immigration in the Cowichan Valley region and Canada, with which you may either agree or disagree. For each statement, please indicate your personal response to each of the items. Please remember that there are no right or wrong answers and that your first responses are usually the most accurate.

How welcomed are immigrants in the Cowichan valley region?

1. Not at all 2. Slightly 3. Moderately 4. Very 5. Extremely

- Immigrants tend to work harder than people born in the Cowichan Valley region.
- There are too many immigrants coming into this region who are not adopting local values.
- Immigration increases the level of crime in the Cowichan Valley.
- Overall, immigration has a positive impact on the economy of the region.
- People coming to the Cowichan Valley are imposing a strain on our welfare system.
- Overall, there is too much immigration in the Cowichan Valley.

1 2 3 4 5
Strongly disagree —————→ *Strongly agree*

How welcomed are immigrants in Canada?

1. Not at all 2. Slightly 3. Moderately 4. Very 5. Extremely

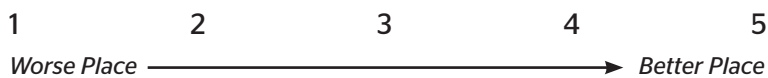
- Immigrants tend to work harder than people born in Canada.
- There are too many immigrants coming into this country who are not adopting Canadian values.
- Immigration increases the level of crime in Canada.
- Overall, immigration has a positive impact on the Canadian economy.
- People coming to Canada are imposing a strain on our welfare system.
- Overall, there is too much immigration in Canada.

1 2 3 4 5
Strongly disagree —————→ *Strongly agree*

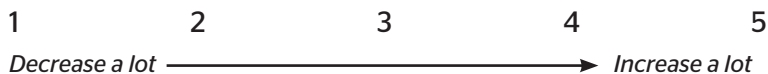
Overall, immigration makes Canada a:

1 2 3 4 5
Worse Place —————→ *Better Place*

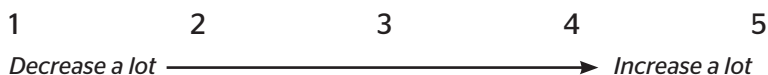
Overall, immigration makes the Cowichan Valley region a:



Immigration in the Cowichan Valley should:



Immigration in Canada should:

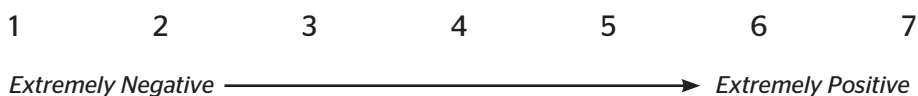


Attitudes Towards Ethnic Groups

Please indicate your personal response to each of the items. Please remember that there are no right or wrong answers and that your first responses are usually the most accurate.

How positive or negative do you feel toward the following groups in Canada?

- | | |
|------------------------|--------------------|
| Refugees | Refugee claimants |
| Immigrants | French Canadians |
| Francophone immigrants | Indigenous Peoples |
| Americans | Asian Canadians |



General Demographics

The following questions are general demographic questions about yourself. Please indicate your personal response to each of the items.

What is your gender?

- Female Male Non-binary (e.g., gender fluid, queer) Not Listed (please specify)

What is your age? _____

Were you born in Canada? Yes No

What is your current immigration status?

- Canadian Citizen
- Permanent Resident
- Protected Person
- Temporary Resident
- Refugee Claimant
- Undocumented
- Other (please specify)

How long have you lived in the Cowichan Valley region? _____

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

- English
- French
- Other (please specify)

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

- | | |
|--|---|
| <input type="checkbox"/> Middle Eastern | <input type="checkbox"/> South Asian (e.g., East Indian, Pakistani, Sri Lankan) |
| <input type="checkbox"/> Black | <input type="checkbox"/> Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai) |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> West Asian (E.g., Iranian, Afghan) |
| <input type="checkbox"/> Filipino | <input type="checkbox"/> White |
| <input type="checkbox"/> First Nations, Métis, or Inuk (Inuit) | <input type="checkbox"/> Eastern European (e.g., Ukrainian, Polish) |
| <input type="checkbox"/> Japanese | <input type="checkbox"/> Western European (e.g., German, Irish) |
| <input type="checkbox"/> Korean | <input type="checkbox"/> Other (please specify) _____ |
| <input type="checkbox"/> Latin American | |

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

- | | |
|------------------------------------|--|
| <input type="checkbox"/> Baha'i | <input type="checkbox"/> Muslim |
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Sikh |
| <input type="checkbox"/> Christian | <input type="checkbox"/> Traditional/Spirituality |
| <input type="checkbox"/> Hindu | <input type="checkbox"/> No religion (atheist or agnostic) |
| <input type="checkbox"/> Jewish | <input type="checkbox"/> Other (please specify) _____ |

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

- | | |
|--|--|
| <input type="checkbox"/> Less than elementary school | <input type="checkbox"/> University undergraduate degree |
| <input type="checkbox"/> Elementary school | <input type="checkbox"/> University graduate degree |
| <input type="checkbox"/> Secondary/high school | <input type="checkbox"/> Doctoral degree (e.g., Ph.D., MD) |
| <input type="checkbox"/> College/vocational training | <input type="checkbox"/> Other (please specify) |

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

- | | |
|---|---|
| <input type="checkbox"/> No income | <input type="checkbox"/> \$80,001 to \$130,000 |
| <input type="checkbox"/> Social Assistance | <input type="checkbox"/> More than \$130,000 |
| <input type="checkbox"/> Less than \$45,000 | <input type="checkbox"/> I prefer not to answer |
| <input type="checkbox"/> \$45,001 to \$80,000 | |

Politically, on a scale of 1 to 5, if 1 is very left-leaning (e.g., I support ideas of the New Democratic Party) and 5 is very right-leaning (e.g., I support the ideas of the Conservative Party) do you see yourself as...

- Very left-leaning
- Somewhat left-leaning
- Middle of the road
- Somewhat right leaning
- Very right-leaning
- I don't know

Appendix B: Interview Guide

Demographics

What language(s) do you speak at home?

Were you born in Canada

If not born in Canada,

Where were you born?

What was your status when you first arrived in Canada?

What is your current immigration status?

How long have you been in Canada?

Sense of belonging to the Cowichan Valley

How long have you lived in the Cowichan Valley?

If not always - When and why did you move there?

What was your overall experience integrating into the community?

Did you feel welcomed?

How would you describe your access to services and opportunities?

Please describe your general feelings and perceptions of the community?

Do you feel as though the community has changed or remained the same, regarding:

Multiculturalism, diversity?

Community cohesion?

Has change been good/bad? Why?

Pre Covid-19 vs now?

Thoughts surrounding discrimination in the community

Do you consider the Cowichan Valley region a diverse community?

In your opinion, is everyone welcomed and treated equally in the region?

If not, who and why?

How would you describe the level of discrimination in the community?

What type of discrimination?

Is it targeted toward a specific group?

Have you witnessed any racism or discrimination in the community?

If yes, please elaborate. Towards who, why?

Personal Experiences of Discrimination

Have you experienced discrimination or been treated unfairly by others?

In what situations? (*e.g., schools, social services, leisure activities, use of public spaces*)

What do you think were the main reasons for this discrimination or unfair treatment?

Forms of discrimination or mistreatment? (*e.g., verbal threats, inappropriate jokes*)

Anti-Discrimination initiatives in the community

In your opinion, is the community doing enough regarding anti-discrimination initiatives?

How effective are these initiatives or programs?

How can the community best support people who have experienced discrimination?

What would you suggest/ what would you like to see more of?

What can people do on the individual level vs community level?

