

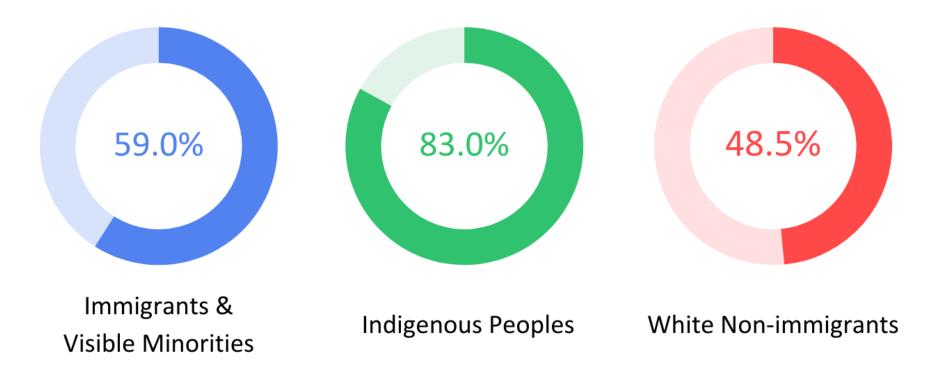
# **HIPC Discrimination Survey Report**

October 20, 2021

## Background

- HIPC commissioned a representative survey (N = 784) to examine:
  - the extent and context of discrimination
  - type of discrimination and who is perpetrating these acts
  - response to discrimination, including coping mechanisms and more general feelings of acceptance and welcome
- The results of this March 2021 survey will support the development of evidence-based anti-discrimination initiatives at the local level

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



#### **Basis of Discrimination**

32.9%

28.8%

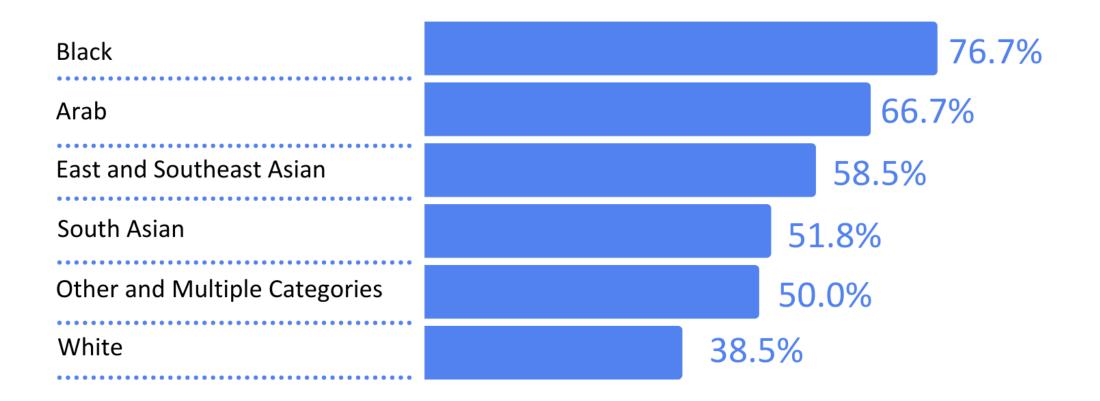
Race or skin colour							
Ethnicity or culture							
Accent							29.0
Religion						23	3.7%
Language		19.4%					%
Physical appearance		15.6%					
Gender				11.	.89	%	
Clothing				11.	.39	%	
Status as an immigrant			10	).2	%		
Age		5.	4%	0			
Income level		5.	4%	0			
Indigenous identity		4.	8%	6			
Physical or mental disability		2.7	%				
Other	1	6%	, )				
	_						

	39.2%								
29.0	% Indigenous	id	entity	entity	entity	entity	entity	entity	entity
.7%	Ethnicity or	C	ulture	ulture	ulture	ulture	ulture	ulture	ulture
6	Race or ski	n c	olour	colour	colour	colour	colour	colour	colour 28
	Physical ap	pe	arance	arance	arance	arance	arance	arance 25	arance 25.3
	Income leve	el						24	24.7
	Religion								22.6%
	Language	•••					17	17.8%	17.8%
	Gender	•••					17	17.1%	17.1%
	Clothing	•••					16	16.4%	16.4%
	Accent							15.8%	
	Physical or	me	ental disa	ental disability	ental disability	ental disability 11.	ental disability 11.6%	ental disability 11.6%	ental disability 11.6%
	Age				6	6.8%	6.8%	6.8%	6.8%
	Status as ar	n in	nmigrant	nmigrant	nmigrant	nmigrant 2.7%	nmigrant 2.7%	nmigrant 2.7%	nmigrant 2.7%
	Other					1.4%			
	•••••	•••							

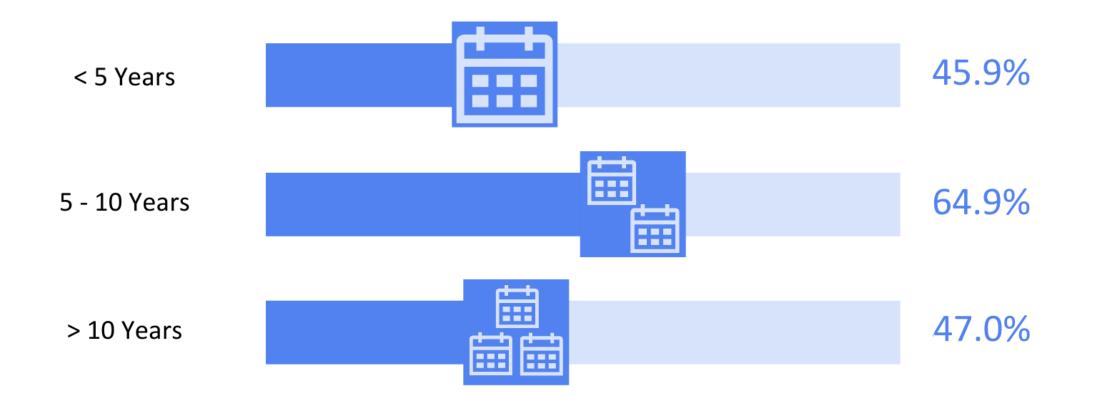
65.6%

#### 61.6% 33.1% Age ..... 31.7% Gender ..... 25.4% Physical appearance ..... 19.7% Income level ..... 19.0% Race or skin colour ..... 13.4% Clothing ..... 12.7% Physical or mental disability ..... 12.7% Religion ..... 12.0% Ethnicity or culture ..... 9.2% Other ..... 4.2% Accent ..... 3.5% Language ..... 2.1% Status as an immigrant ..... Indigenous identity 2.1% .....

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



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

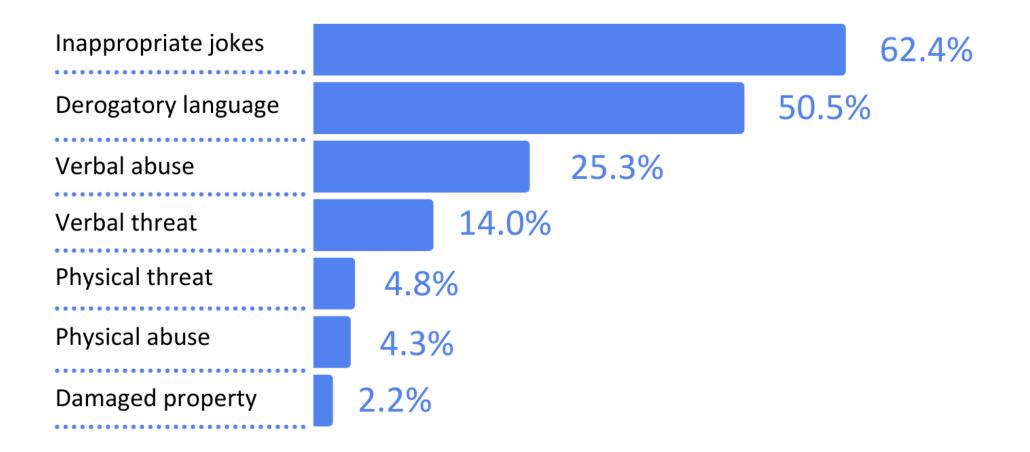


### **Context of Discrimination**

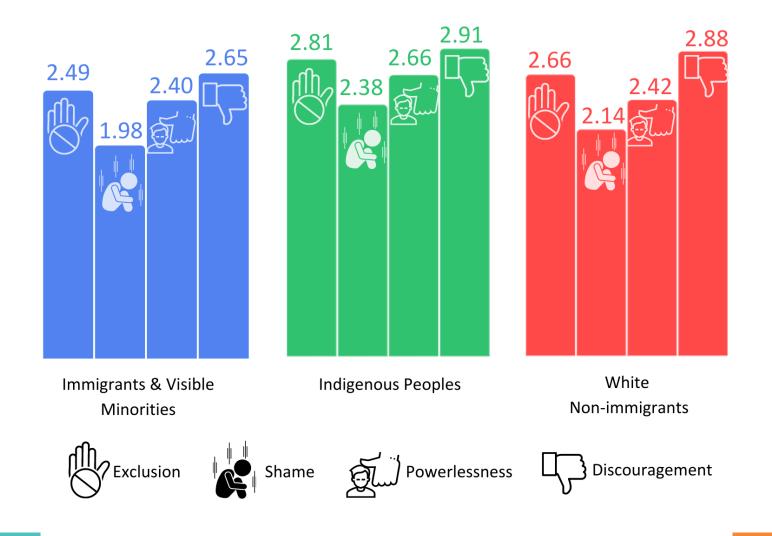
When applying for a job or promotion			33.7%		
While using public areas, such as parks and sidewalks			32.7%		
While using public transit, such as buses, trains or taxis			32.7%		
While attending social gatherings			30.2%		
When attending school or classes			29.2%		
In a store, bank, or restaurant			28.3%		
At your job - for example, from supervisors, co-workers, or clients			27.6%		
When looking for housing (for example, buying a house or renting an apartment)		26.79			
When interacting with your neighbours			26.3%		
When participating in a club, meeting, or organization		2	2.9%		
When interacting with the police		2	21.3%		
While using libraries, community/recreational centres, arenas		2:	21.0%		
When interacting with hospitals or health care workers		19	19.4%		
When applying for a program or benefit	17.1%		%		
When interacting with the courts	12.4%				
In another situation	11.4%				

At your job - for example, from supervisors, co-workers, or clients		50.6%
When applying for a job or promotion		48.9%
While using public areas, such as parks and sidewalks		48.3%
When looking for housing (for example, buying a house or renting an apartment)		48.3%
While using public transit, such as buses, trains or taxis		47.2%
When applying for a program or benefit		46.6%
While using libraries, community/recreational centres, arenas		46.0%
In a store, bank, or restaurant		46.0%
While attending social gatherings		46.0%
When interacting with the police		44.9%
When attending school or classes		42.6%
When interacting with your neighbours		42.6%
When participating in a club, meeting, or organization		42.6%
When interacting with hospitals or health care workers		42.0%
When interacting with the courts		36.9%
In another situation	11.9%	5

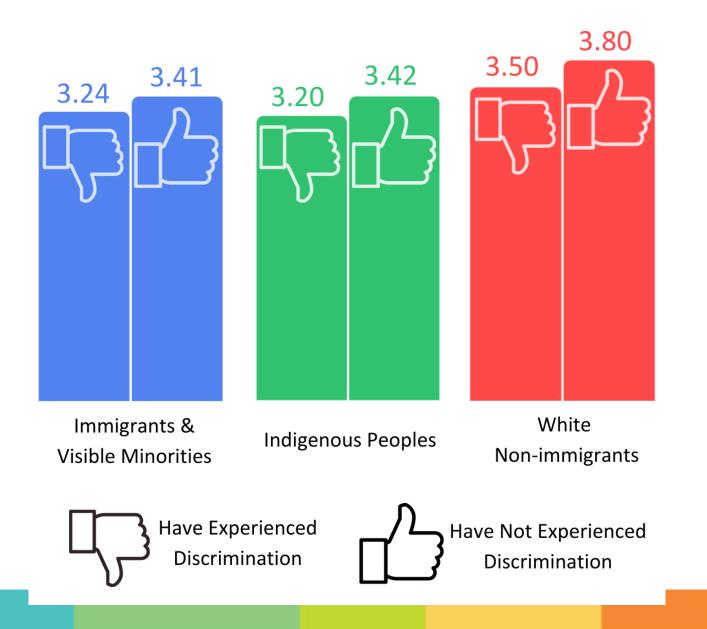
Immigrants & Visible Minorities Who Had Experienced Discrimination: Percentage Who Had Experienced Each Type of Discrimination



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



### Average Feelings of Acceptance and Welcome in Hamilton



### Recommendations

- Promote environment that encourages victims of discrimination to report incidents.
- Help victims use effective coping strategies to avoid internalizing the experience.
- Develop strategies to preventing and counteracting the discrimination locally (e.g. increase intergroup contact, counter stereotypes, encourage perspective-taking, find common ground, support bystanders of discrimination, address discriminatory policies and practices at organizational and system levels)