The Black Community in Peel Region: An Exploratory Study

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Prepared by: The Social Planning Council of Peel

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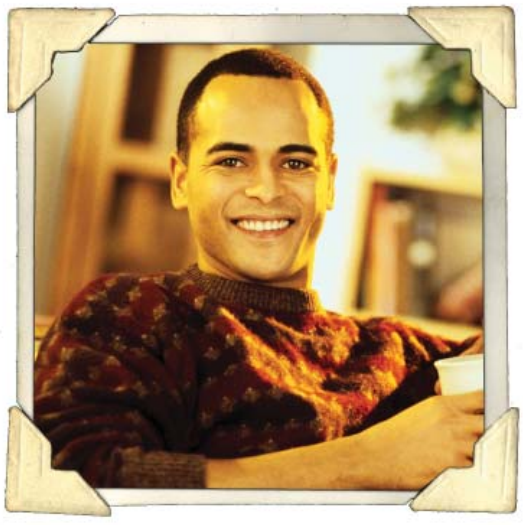
- African Canadian Legal Services
- African Canadian Youth Substance Abuse Program
- Big Brothers Big Sisters of Peel
- Dixie Bloor Neighbourhood Centre
- Dufferin-Peel Catholic District School Board
- Elder Help Peel
- Father Michael Goetz Secondary School
- Intercultural Neighbourhood Social Services (ICNSS)
- Lincoln Alexander Secondary School
- Malton Neighbourhood Services
- Ministry of Children and Youth Services
- Multicultural Inter-Agency Group (MIAG)
- Peel Children's Aid Society
- Peel District School Board
- Peel HIV/AIDS Network
- Peel Infant Development
- Peel Learning Institute
- Rapport Youth & Family Services
- Region of Peel
- Regional Diversity Roundtable
- Sexual Assault/Rape Crisis Centre
- United Achievers
- United Way of Peel Region
- Victim Services of Peel
- Vita Centre.



Executive Summary

There are over 70,000 Black people living in the Region of Peel. More than half of the Blacks living in Peel are immigrants. Providing human services to the Black community in Peel is a challenge for service providers because Peel's human service sector was established at a time (mainly in the late 1960's) when the majority of the Peel population was White and of European origin. The challenge for human service providers in Peel in the 21st century is how to provide services to Peel's multiracial, multicultural, multilingual, and multifaith population. There are over 60 different ethnic groups in Peel; 43.1 percent of the Peel population are immigrants, and 38.5% are visible minorities. Responding appropriately to this ethnic diversity is critical for the sustainability of the human services sector and the quality of life in Peel.

Purpose of Project

The purpose of this project is to conduct an exploratory study of the socio-economic characteristics and needs of the Black community in Peel for the purpose of improving the provision of human services to members of that community.

Research Objectives

- To identify the socio-economic characteristics of the Black population in Peel.
- To identify the major social issues and challenges facing the Black population in Peel.
- To identify the gaps in services for Blacks in Peel .
- To provide recommendations to the human services sector of Peel in order to improve the quality of life for Blacks in Peel.

Methodology

There are very few formal research studies of the Black population in Peel. Hence the current study is both preliminary and exploratory in its approach, and more descriptive than explanatory. Four research tasks were undertaken for the purposes of the study:

1. statistical analysis of Census data on the Black community,
2. a literature review,
3. nine key informant interviews, and
4. two focus group discussions. Thirty persons participated in the study. Most of them were Black female workers in Peel's human services sector.

An Overview of the Socio-Economic Characteristics of the Black Population in Peel (2001 Census of Canada)

70,695 Blacks in Peel: 7.2 % of the total Peel population; 11% of the total Black population in Canada (2001).

- 52.5% are female.
- 28.6 % are under age 15.
- 4.1 % are over age 65.
- 57.5% are immigrants.
- 54% of the Black immigrants in Peel arrived in Canada after 1980.
- 91.8% report English as their mother tongue.
- 9.9% are single parents.
- 66.3 % of Blacks own their homes.
- 11% have a university degree.
- Average employment income (individual): $29,226.
- 18.2% are living on low incomes.

Differences among Blacks in Mississauga, Brampton and Caledon

There are at least two major differences between the Black populations in Brampton and Mississauga. Brampton has a lower incidence of Black people living in poverty than Mississauga (16.4% vs. 20% respectively). Furthermore, in Brampton, 76% of the Black population own their homes compared to only 58% in Mississauga.

The Black population in Caledon is significantly different from those in Brampton and Mississauga. First, it is a very small population (770 persons in 2001). Another difference is in the area of gender. 59.7% of the Blacks in Caledon are female, compared to 52.2% in Brampton and 52.6% in Mississauga. Overall, the Blacks in Caledon are more affluent than those in Brampton and Mississauga. The average employment income of Blacks in Caledon is $40,339 compared to $29,055 in Mississauga and $29,155 in Brampton. 91% of the Blacks in Caledon are homeowners compared to 76% in Brampton and 58% in Mississauga. Only 24% of the Black population in Caledon arrived in Canada after 1980, compared to 55.4% and 53.4% respectively in Brampton and Mississauga. With respect to education, 20% of Blacks in Caledon have at least one university degree compared to 10% in Brampton and 11.6% in Mississauga. Only 3.9% of the Blacks in Caledon are single parents compared to 9.2% in Brampton and 10.6% in Mississauga.

Socio-Economic Characteristics of the Black Population * in Peel (2001)

Indicators	Total Black Population in Peel	Total Visible Minority Population in Peel	Total Peel Population
Persons in Private Households	70,645	378,605	984,625
Percent of Total Peel Population	7.2%	38.5%	
Percent of Total Visible Minority Population in Peel	18.7%		
Gender			
Male	47.5%	49.4%	49.5%
Female	52.5%	50.6.%	50.5%
Age			
Under age 15	28.6%	25.6%	22.1%
Over age 65	4.1%	5.4%	7.7%
Place of birth			
Born in Canada	42.5%	29.6%	56.0%
Born outside Canada	57.5%	70.4%	44.0%
Period of Immigration	54.0%	74.7%	60.4%
Arrived in Canada after 1980			
Mother Tongue			
English (single/multiple responses)	91.8%	44.0%	61.2%
Census Family Status			
Lone Parents	9.9%	4.3%	4.1%
Education and Economic Indicators			
Bachelor's Degree or Higher	11.0%	23.8%	18.8%
Home Owners	66.3%	74.8%	78.9%
Average Employment Income $	$29,226	$30,052	$36,639
Incidence of Low Income	18.2%	16.8%	11.6%

* All population figures are for residents in private households.

The Black Population in Peel, 2001: Facts

Population		
Male	33,550	47.5%
Female	37,095	52.5%
Total Black Population	70,645	100.0%

Age Groups		
0-4 years	6,305	8.9%
5-9 years	7,420	10.5%
10-14 years	6,485	9.2%
15-24 years	11,555	16.4%
25-44 years	22,530	31.9%
45-64 years	13,505	19.1%
65+ years	2,865	4.1%
Total	70,645	100.0%

Place of Birth		
Total Population	70,645	100%
Born in Canada	30,050	42.5%
Born outside Canada	40,600	57.5%
Born in African Countries	6,235	8.8%
Born in Caribbean or Bermuda	29,035	41.1%
Born in Other Countries	5,330	7.5%

Period of Immigration		
Total Immigrant Population	39,745	100%
Before 1961	355	0.9%
1961-1970	5,405	13.6%
1971-1980	12,500	31.5%
1981-1990	8,835	22.2%
1991-2000	12,645	31.8%

Language (Mother Tongue) [single/multiple responses]		
Total Population	70,645	100%
English	64,870	91.8%
French	545	0.8%
Non-official languages	5,230	7.4%

Marital Status		
Total Population Aged 15+	50,425	100%
Never married (single)	21,775	43.2%
Legally married (and not separated)	20,930	41.5%
Separated, but still legally married	2,930	5.8%
Divorced	3,615	7.2%
Widowed	1,175	2.3%

Home Ownership		
Total Population	70,645	100.0%
Owners	46,835	66.3%
Renters	23,810	33.7%

Census Family Status		
Total Population	70,645	100.0%
Census family persons	63,185	89.4%
Spouse	20,325	28.8%
Common-law partners	2,805	4%
Lone parents	6,985	9.9%
Children in census families	33,070	46.8%
Non-family persons	7,460	10.6%

Household Living Arrangements		
Total Population	70,645	100.0%
Total persons in family households	66,385	94.0%
Number of non-family persons	3,205	4.5%
Living with relatives	2,025	2.9%
Living with non-relatives	1,175	1.7%
Total persons in non-family households	4,255	6.0%
Living with relatives	610	0.9%
Living with non-relatives	1,055	1.5%
Living alone	2,590	3.7%

Education		
Total Population Aged 15+	50,445	100.0%
Less than Grade 9	1,805	3.6%
Grades 9 to 13	17,200	34.1%
Without Certificate	10,310	20.4%
With Certificate	6,890	13.7%
Trades Certificate or Diploma	5,920	11.7%
College	16,475	32.7%
Without Certificate	4,775	9.5%
With Certificate	11,700	23.2%
University	9,040	17.9%
Without Degree	3,505	6.9%
With Bachelor's Degree or higher	5,535	11.0%

Employment	
Participation rate	79.0%
Employment rate	73.0%
Unemployment rate	7.0%

Income (2000) [Individual]	
Average employment income	$29,226
Median employment income	$27,984

Source of Income	
Employment income	88.4%
Government transfer payments	7.6%
Other	4.0%

Low Income Persons	
Low income persons in economic families	11.18%
Incidence of low income in 2000	17.00%
Low income unattached individuals	1,620
Incidence of low income in 2000	24.50%
Low income persons in private households	12,810
Incidence of low income in 2000	18.20%

Issues and Challenges faced by the Black Community in Peel
The following issues were mentioned frequently in both the key informant interviews and the focus group discussions:

- Racism
- "Intersecting oppressions" (Blacks in Peel experience discrimination and social oppression based on the intersection and compounding of racism with such characteristics as gender, immigrant status, poverty, etc.)
- Negative media stereotypes
- High proportion of female-led single parent families (poverty, isolation, etc.)
- Poor educational achievement of Black children and youth
- Isolated elderly and inter-generational conflict
- Unemployment and under-employment
- Landlord and tenant issues (Lack of affordable housing)
- Limited recreational facilities for Black youth
- Immigration and settlement issues
- Little time and money for civic engagement (participation in local politics, volunteering, etc.)
- Limited capacity of Black human service organizations to provide services

Comment
The above issues and challenges mentioned by the study participants point more to the prevalence of "structural" or "societal" factors than to individual or cultural factors as the influential forces and pressures in the lives of Black people. This suggests that human service workers have to be prepared to do both personal counselling and social change/social justice work for their Black clients.

Gaps in Services for Blacks in Peel
The following is based on information from the key informant interviews and focus group discussions.

- Awareness
  - Limited understanding within mainstream service agencies of the Black community:
    - Limited understanding of the dynamics of the Black family
    - Limited understanding of Black youth (especially Black male youth)
    - Limited understanding of Black seniors
    - Limited understanding of the ethnocultural and economic diversity within the Black community (diversity within the Caribbean Black and African Black populations)
- Effectiveness of Services
  - Limited understanding in mainstream service organizations about how to provide services to the Black Community (especially in the following areas):
    - Clinical counselling (especially in the mental health area)
    - Family counselling
    - Youth services (including services for youth in conflict with Police)
    - Services for seniors
    - Settlement services
    - Services for Blacks with disabilities
    - Services for Blacks with HIV/AIDS
    - Marketing and outreach
  - Limited understanding of the connection among racism, family breakdown, and mental health
  - Relatively few Black staff/social workers employed by human service agencies in Peel
  - Systemic racism within human service agencies in Peel
  - Poor and inadequate language training and settlement services for Black newcomers
  - Very few Black human service agencies in Peel
  - Limited capacity of Black human service agencies (underfunded, small, organizational challenges, etc.) for responding to the increasing demands for services to the Black community
  - Pressure from funders on Black human service agencies to collaborate with mainstream organizations (a situation that requires a lot of "upfront leg work" by staff and often leads to the Black organizations being in the subordinate position in the collaborative relationships, due to the limited funding and staffing capacities of the Black organizations).

- Accessibility of Services
  - Many of the services are offered during the day, a time when most Black parents are at work.
  - Some of the human service agencies are not easily accessible by public transportation.
  - Recreational services, especially summer programs for students, are often too expensive for the average Black family, especially those families that are led by single parents.
  - Service providers are not familiar with the different dialects of English spoken by Blacks from the Caribbean. (Language and cultural barriers)
  - Blacks from Africa not well served by agencies due mainly to service providers' language barriers and limited knowledge of the different ethnic groups and cultures in Africa.
- The Capacity of Black Human Service Organizations to Provide Services
  - There are few Black human service organizations in Peel
  - The Black human service agencies in Peel are small and underfunded.
  - Black human service organizations often don't have the staff and the time to write funding proposals and do fundraising campaigns.
  - Black human service organizations often have difficulty recruiting and retaining Board members.
  - There is often a lot of Board-staff conflict in Black human service organizations.
  - Funders often pressure Black human service agencies to collaborate with mainstream agencies, which often leads to the Black agencies being the subordinate in the relationship because of their lack of sufficient staff and financial resources.

Recommendations

Participants noted that Blacks experienced service gaps in all areas of Peel's human services' sector and recommended the following as a starting point for improving services to the Black community in Peel.

Services for the Black Community

- Accessible information about health and social services in Peel in places where Blacks congregate (Black restaurants, grocery stores, churches, hair salons, barber shops)
- A website and print directory on health and social services for Blacks in Peel
- Recreational services for Black youth (accessible, affordable, and culturally sensitive)
- Leadership training for Black youth
- Parenting classes and support services for Black teenage mothers
- Settlement services designed specifically for Black newcomers
- Community support services for Black students in the public school system
- Community support services for Black seniors isolated in their homes
- Community education on HIV/AIDS
- A comprehensive needs assessment of the Black community in Peel, focusing on the different issues, challenges, and assets of immigrant Blacks and Canadian-born Blacks, Caribbean Blacks and African Blacks.

Capacity-Building for Black Human Service Organizations

- Board management: recruitment; training, Board-staff relations
- Staff development
- Strategic planning
- Financial planning
- Proposal writing
- Collaboration with mainstream human service organizations.

Capacity-Building for Mainstream Human Service Organizations

- Training and development focused on service provision for the Black community
  - Anti-oppression training
  - Provision of culturally appropriate services for the Black community
  - Understanding the differences/diversity within the Black population
  - Understanding the dynamics of the Black family
  - Service marketing and outreach to the Black community
- Hiring of staff from the Black community (especially in the settlement and mental health sectors)
- Recruitment of Board members and other volunteers from the Black community
- Networking with Black professionals and Black organizations

Introduction

Background

Eleven percent (11%) of the Black population in Canada lives in Peel Region*. Blacks are defined as persons whose ethnic or ancestral origins are in Africa. In 2001, there were 70,695 Blacks in Peel, comprising 7.2% of the total Peel population. Between 1996 and 2001, the Black population in Peel grew by 26.5 %. Immigration is a major aspect of the Black population. 42% of the Blacks in Peel are Canadian-born. Approximately 58% of the Blacks in Peel are immigrants (39,745), the majority of whom arrived in Canada after 1980*. The immigrant Blacks come mainly from the Caribbean and Africa, with the majority hailing from the Caribbean. (The upcoming reports from the 2006 Census of Canada will most likely indicate an increase in these figures.)

The human services sector of Peel was not originally established or designed to serve people from non-European cultural backgrounds. When the Region of Peel was formally incorporated as a Regional Municipality in 1974, its population was primarily a White, European, Judeo-Christian, English-speaking population. Not surprisingly, therefore, the system of health and social services designed for the new Region was focused on its relatively homogenous population (racially and culturally speaking). Thirty-three years later in 2007, the population of Peel has changed dramatically, and the human services system originally developed for a "White" Region has had to respond to that change. At the beginning of the 21st century, Peel is home to over 60 different ethnic groups; 43.1% of the Peel population are immigrants and 38.5% are visible minorities. In comparison, visible minorities comprise 13.4% of the total Canadian population and 19.1% of the Ontario population.* The three largest visible minority groups in Peel are South Asians (155,050); Blacks (70,695); and Chinese (41,605)*. This report, focusing on the Black community in Peel, is a part of the United Way of Peel Region's efforts to develop its capacity to respond effectively to the changes in the Peel population and the implications for human service provision and community capacity-building.

Purpose of Project

The purpose of this project is to conduct an exploratory study of the socio-economic characteristics and needs of the Black community in Peel for the purpose of improving the provision of human services to members of that community.

Research Objectives

- To identify the socio-economic characteristics of the Black population in Peel.
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- To provide recommendations to the human services sector of Peel in order to improve the quality of life for Blacks in Peel.

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1. statistical analysis of Census data on the Black community
2. a literature review
3. nine key informant interviews
4. two focus group discussions. Thirty persons participated in the study. Most of them were Black female workers in Peel's human services sector.

The following three questions were used to guide the key informant interviews and the focus group discussions:

1. What are the major social issues and challenges facing the Black population in Peel?
2. Where are the gaps in services for Blacks in Peel?
   a. What barriers do Blacks face when looking for services to help them address their problems?
   b. What barriers or difficulties do human service providers in Peel face when it comes to providing services to the Black population?
3. What needs to be done in the human services sector of Peel in order to improve the quality of life for Blacks in Peel?

* Statistics Canada, Census of Canada, 2001

Socio-Economic Profiles of the Black Community

An Overview of the Socio-Economic Characteristics of the Black Population in Peel (2001 Census of Canada)

- 70,695 Blacks in Peel: 7.2 % of the total Peel population; 11% of the total Black population in Canada (2001).
- 52.5% are female.
- 28.6 % are under age 15.
- 4.1 % are over age 65.
- 57.5% are immigrants.
- 54% of the Black immigrants in Peel arrived in Canada after 1980.
- 91.8% report English as their mother tongue.
- 9.9% are single parents.
- 66.3 % of Blacks own their homes.
- 11% have a university degree.
- Average employment income (individual): $29,226.
- 18.2% are living on low incomes.

Differences among Blacks in Mississauga, Brampton and Caledon

There are at least two major differences between the Black populations in Brampton and Mississauga. Brampton has a lower incidence of Black people living in poverty than Mississauga (16.4% vs. 20% respectively). Furthermore, in Brampton, 76% of the Black population own their homes compared to only 58% in Mississauga.

The Black population in Caledon is significantly different from those in Brampton and Mississauga. First, it is a very small population (770 persons in 2001). Another difference is in the area of gender. 59.7% of the Blacks in Caledon are female, compared to 52.2% in Brampton and 52.6% in Mississauga. Overall, the Blacks in Caledon are more affluent than those in Brampton and Mississauga. The average employment income of Blacks in Caledon is $40,339 compared to $29,055 in Mississauga and $29,155 in Brampton. 91% of the Blacks in Caledon are homeowners compared to 76% in Brampton and 58% in Mississauga. Only 24% of the Black population in Caledon arrived in Canada after 1980, compared to 55.4% and 53.4% respectively in Brampton and Mississauga. With respect to education, 20% of Blacks in Caledon have at least one university degree compared to 10% in Brampton and 11.6% in Mississauga. Only 3.9% of the Blacks in Caledon are single parents compared to 9.2% in Brampton and 10.6% in Mississauga.

Socio-Economic Characteristics of the Black Population * in Peel (2001)

Indicators	Total Black Population in Peel	Total Visible Minority Population in Peel	Total Peel Population
Persons in Private Households	70,645	378,605	984,625
Percentage of Total Peel Population	7.2%	38.5%	
Percentage of Total Visible Minority Population in Peel	18.7%		
Gender			
Male	47.5%	49.4%	49.5%
Female	52.5%	50.6.%	50.5%
Age			
Under age 15	28.6%	25.6%	22.1%
Over age 65	4.1%	5.4%	7.7%
Place of birth			
Born in Canada	42.5%	29.6%	56.0%
Born outside Canada	57.5%	70.4%	44.0%
Period of Immigration	54.0%	74.7%	60.4%
Arrived in Canada after 1980			
Mother Tongue			
English (single/multiple responses)	91.8%	44.0%	61.2%
Census Family Status			
Lone Parents	9.9%	4.3%	4.1%
Education and Economic Indicators			
Bachelor's Degree or Higher	11.0%	23.8%	18.8%
Home Owners	66.3%	74.8%	78.9%
Average Employment Income $	$29,226	$30,052	$36,639
Incidence of Low Income	18.2%	16.8%	11.6%

* All population figures are for residents in private households.

The Black Population in Peel, 2001: Facts

Population		
Male	33,550	47.5%
Female	37,095	52.5%
Total Black Population	70,645	100.0%

Age Groups		
0-4 years	6,305	8.9%
5-9 years	7,420	10.5%
10-14 years	6,485	9.2%
15-24 years	11,555	16.4%
25-44 years	22,530	31.9%
45-64 years	13,505	19.1%
65+ years	2,865	4.1%
Total	70,645	100.0%

Place of Birth		
Total Population	70,645	100%
Born in Canada	30,050	42.5%
Born outside Canada	40,600	57.5%
Born in African Countries	6,235	8.8%
Born in Caribbean or Bermuda	29,035	41.1%
Born in Other Countries	5,330	7.5%

Period of Immigration		
Total Immigrant Population	39,745	100%
Before 1961	355	0.9%
1961-1970	5,405	13.6%
1971-1980	12,500	31.5%
1981-1990	8,835	22.2%
1991-2000	12,645	31.8%

Language (Mother Tongue) [single/multiple responses]		
Total Population	70,645	100%
English	64,870	91.8%
French	545	0.8%
Non-official languages	5,230	7.4%

Marital Status		
Total Population Aged 15+	50,425	100%
Never married (single)	21,775	43.2%
Legally married (and not separated)	20,930	41.5%
Separated, but still legally married	2,930	5.8%
Divorced	3,615	7.2%
Widowed	1,175	2.3%

Home Ownership		
Total Population	70,645	100.0%
Owners	46,835	66.3%
Renters	23,810	33.7%

Census Family Status		
Total Population	70,645	100.0%
Census family persons	63,185	89.4%
Spouse	20,325	28.8%
Common-law partners	2,805	4%
Lone parents	6,985	9.9%
Children in census families	33,070	46.8%
Non-family persons	7,460	10.6%

Household Living Arrangements		
Total Population	70,645	100.0%
Total persons in family households	66,385	94.0%
Number of non-family persons	3,205	4.5%
Living with relatives	2,025	2.9%
Living with non-relatives	1,175	1.7%
Total persons in non-family households	4,255	6.0%
Living with relatives	610	0.9%
Living with non-relatives	1,055	1.5%
Living alone	2,590	3.7%

Education		
Total Population Aged 15+	50,445	100.0%
Less than Grade 9	1,805	3.6%
Grades 9 to 13	17,200	34.1%
Without Certificate	10,310	20.4%
With Certificate	6,890	13.7%
Trades Certificate or Diploma	5,920	11.7%
College	16,475	32.7%
Without Certificate	4,775	9.5%
With Certificate	11,700	23.2%
University	9,040	17.9%
Without Degree	3,505	6.9%
With Bachelor's Degree or higher	5,535	11.0%

Employment	
Participation rate	79.0%
Employment rate	73.0%
Unemployment rate	7.0%

Income (2000) [Individual]	
Average employment income	$29,226
Median employment income	$27,984

Source of Income	
Employment income	88.4%
Government transfer payments	7.6%
Other	4.0%

Low Income Persons	
Low income persons in economic families	11.18%
Incidence of low income in 2000	17.00%
Low income unattached individuals	1,620
Incidence of low income in 2000	24.50%
Low income persons in private households	12,810
Incidence of low income in 2000	18.20%

The Black Population in Mississauga, 2001: Facts

Population		
Male	17,905	47.4%
Female	19,900	52.6%
Total Black Population	37,805	100.0%

Age Groups		
0-4 years	3,280	8.7%
5-9 years	3,990	10.6%
10-14 years	3,285	8.7%
15-24 years	5,895	15.6%
25-44 years	12,265	32.4%
45-64 years	7,270	19.2%
65+ years	1,820	4.8%
Total	37,805	100.0%

Place of Birth		
Total Population	37,805	100%
Born in Canada	15,980	42.3%
Born outside Canada	21,825	57.7%
Born in African Countries	3,395	9.0%
Born in Caribbean or Bermuda	15,290	40.4%
Born in Other Countries	3,145	8.3%

Period of Immigration		
Total Immigrant Population	21,345	100%
Before 1961	260	1.2%
1961-1970	3,260	15.3%
1971-1980	6,430	30.1%
1981-1990	4,850	22.7%
1991-2000	6,545	30.7%

Language (Mother Tongue) [single/multiple responses]		
Total Population	37,805	100%
English	34,460	91.2%
French	345	0.9%
Non-official languages	3,000	7.9%

Marital Status		
Total Population Aged 15+	27,250	100%
Never married (single)	12,020	44.1%
Legally married (and not separated)	10,840	39.8%
Separated, but still legally married	1,570	5.8%
Divorced	2,205	8.1%
Widowed	615	2.3%

Home Ownership		
Total Population	37,805	100.0%
Owners	21,900	57.9%
Renters	15,905	42.1%

Census Family Status		
Total Population	37,805	100.0%
Census family persons	33,370	88.3%
Spouse	10,450	27.6%
Common-law partners	1,615	4.3%
Lone parents	4,010	10.6%
Children in census families	17,285	45.7%
Non-family persons	4,440	11.7%

Household Living Arrangements		
Total Population	37,805	100.0%
Total persons in family households	34,975	92.5%
Number of non-family persons	1,610	4.3%
Living with relatives	985	2.6%
Living with non-relatives	620	1.6%
Total persons in non-family households	2,830	7.5%
Living with relatives	390	1.0%
Living with non-relatives	665	1.8%
Living alone	1,775	4.7%

Education		
Total Population Aged 15+	27,250	100.0%
Less than Grade 9	1,030	3.8%
Grades 9 to 13	8,970	32.9%
Without Certificate	5,310	19.5%
With Certificate	3,665	13.4%
Trades Certificate or Diploma	2,960	10.9%
College	9,215	33.8%
Without Certificate	2,840	10.4%
With Certificate	6,375	23.4%
University	5,070	18.6%
Without Degree	1,900	7.0%
With Bachelor's Degree or higher	3,170	11.6%

Employment		
Participation rate	21,090	77.0%
Employment rate	19,455	71.0%
Unemployment rate	1,640	8.0%

Income (2000) [Individual]	
Average employment income	$29,045
Median employment income	$27,837

Source of Income	
Employment income	87.1%
Government transfer payments	8.4%
Other	4.5%

Low Income Persons	
Low income persons in economic families	6,405
Incidence of low income in 2000	18%
Low income unattached individuals	1,050
Incidence of low income in 2000	35%
Low income persons in private households	7,455
Incidence of low income in 2000	20%

The Black Population in Brampton, 2001: Facts

Population		
Male	15,335	47.8%
Female	16,735	52.2%
Total Black Population	32,070	100.0%

Age Groups		
0-4 years	2,955	9.2%
5-9 years	3,355	10.5%
10-14 years	3,135	9.8%
15-24 years	5,500	17.1%
25-44 years	10,080	31.4%
45-64 years	6,035	18.8%
65+ years	1,020	3.2%
Total	32,080	100.0%

Place of Birth		
Total Population	32,070	100%
Born in Canada	13,650	42.6%
Born outside Canada	18,425	57.5%
Born in African Countries	2,815	8.8%
Born in Caribbean or Bermuda	13,460	42.0%
Born in Other Countries	2,150	6.7%

Period of Immigration		
Total Immigrant Population	18,065	100%
Before 1961	100	0.6%
1961-1970	2,070	11.5%
1971-1980	5,905	32.7%
1981-1990	3,930	21.8%
1991-2000	6,065	33.6%

Language (Mother Tongue) [single/multiple responses]		
Total Population	32,070	100%
English	29,670	92.5%
French	190	0.6%
Non-official languages	2,205	6.9%

Marital Status		
Total Population Aged 15+	22,635	100%
Never married (single)	9,545	42.2%
Legally married (and not separated)	9,825	43.4%
Separated, but still legally married	1,345	5.9%
Divorced	1,380	6.1%
Widowed	540	2.4%

Home Ownership		
Total Population	32,070	100.0%
Owners	24,230	75.6%
Renters	7,840	24.4%

Census Family Status		
Total Population	32,070	100.0%
Census family persons	29,115	90.8%
Spouse	9,600	29.9%
Common-law partners	1,160	3.6%
Lone parents	2,940	9.2%
Children in census families	15,410	48.1%
Non-family persons	2,955	9.2%

Household Living Arrangements		
Total Population	32,070	100.0%
Total persons in family households	30,665	95.6%
Number of non-family persons	1,555	4.8%
Living with relatives	1,015	3.2%
Living with non-relatives	535	1.7%
Total persons in non-family households	1,400	4.4%
Living with relatives	220	0.7%
Living with non-relatives	395	1.2%
Living alone	785	2.4%

Education		
Total Population Aged 15+	22,630	100.0%
Less than Grade 9	770	3.4%
Grades 9 to 13	8,035	35.5%
Without Certificate	4,920	21.7%
With Certificate	3,120	13.8%
Trades Certificate or Diploma	2,900	12.8%
College	7,095	31.4%
Without Certificate	1,890	8.4%
With Certificate	5,205	23.0%
University	3,820	16.9%
Without Degree	1,560	6.9%
With Bachelor's Degree or higher	2,255	10.0%

Employment		
Participation rate	18,100	80%
Employment rate	16,835	74%
Unemployment rate	1,265	7%

Income (2000) [Individual]	
Average employment income	$29,155
Median employment income	$28,450

Source of Income	
Employment income	89.7%
Government transfer payments	6.8%
Other	3.6%

Low Income Persons	
Low income persons in economic families	4,695
Incidence of low income in 2000	15.5%
Low income unattached individuals	1,550
Incidence of low income in 2000	33%
Low income persons in private households	5,245
Incidence of low income in 2000	16.4%

The Black Population in Caledon, 2001: Facts

Population		
Male	310	40.3%
Female	460	59.7%
Total Black Population	770	100.0%

Age Groups		
0-4 years	65	8.6%
5-9 years	65	8.6%
10-14 years	70	9.2%
15-24 years	155	20.4%
25-44 years	185	24.3%
45-64 years	195	25.7%
65+ years	25	3.3%
Total	760	100.0%

Place of Birth		
Total Population	770	100%
Born in Canada	425	55.2%
Born outside Canada	345	44.8%
Born in African Countries	25	3.2%
Born in Caribbean or Bermuda	285	37.0%
Born in Other Countries	35	4.5%

Period of Immigration		
Total Immigrant Population	340	100%
Before 1961	0	0%
1961-1970	75	22.1%
1971-1980	175	51.5%
1981-1990	60	17.6%
1991-2000	30	8.8%

Language (Mother Tongue) [single/multiple responses]		
Total Population	765	100%
English	745	97.4%
French	0	0%
Non-official languages	20	2.6%

Marital Status		
Total Population Aged 15+	560	100%
Never married (single)	225	40.2%
Legally married (and not separated)	270	48.2%
Separated, but still legally married	10	1.8%
Divorced	30	5.4%
Widowed	25	4.5%

Home Ownership		
Total Population	770	100.0%
Owners	700	90.9%
Renters	70	9.1%

Census Family Status		
Total Population	770	100.0%
Census family persons	705	91.6%
Spouse	270	35.1%
Common-law partners	25	3.2%
Lone parents	30	3.9%
Children in census families	375	48.7%
Non-family persons	65	8.4%

Household Living Arrangements		
Total Population	770	100.0%
Total persons in family households	745	96.8%
Number of non-family persons	45	5.8%
Living with relatives	25	3.2%
Living with non-relatives	20	2.6%
Total persons in non-family households	25	3.2%
Living with relatives	0	0
Living with non-relatives	0	0
Living alone	25	3.2%

Education		
Total Population Aged 15+	560	100.0%
Less than Grade 9	-	0%
Grades 9 to 13	185	33.0%
Without Certificate	80	14.3%
With Certificate	110	19.6%
Trades Certificate or Diploma	60	10.7%
College	165	29.5%
Without Certificate	45	8.0%
With Certificate	120	21.4%
University	15	26.8%
Without Degree	45	8.0%
With Bachelor's Degree or higher	110	19.6%

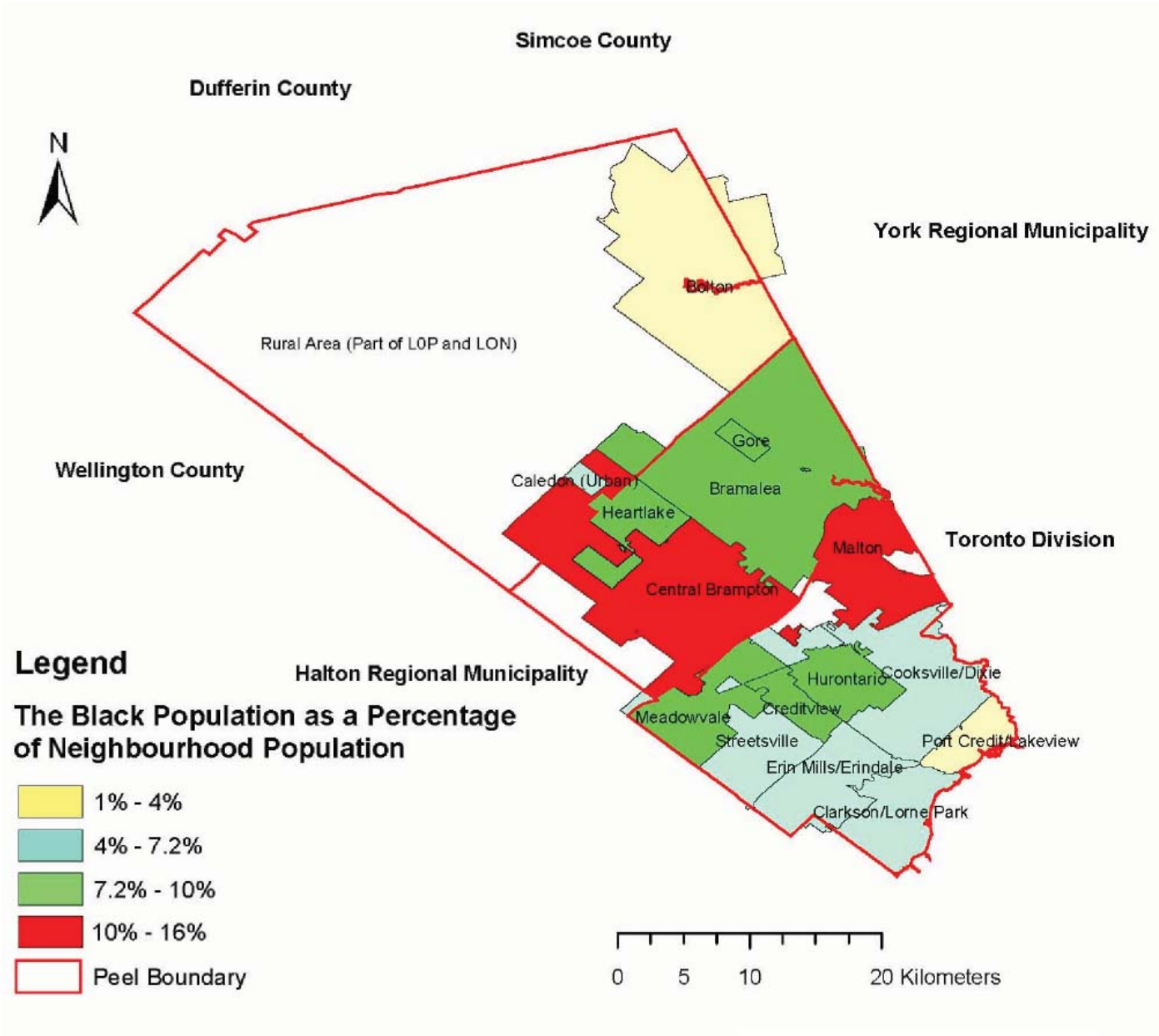
Employment		
Participation rate	435	77.0%
Employment rate	425	75.0%
Unemployment rate	10	2.0%

Income (2000) [Individual]	
Average employment income	$40,339
Median employment income	$26,966

Source of Income	
Employment income	93.3%
Government transfer payments	5.6%
Other	1.7%

Low Income Persons	
Low income persons in economic families	90
Incidence of low income in 2000	12.3%
Low income unattached individuals	15
Incidence of low income in 2000	-
Low income persons in private households	105
Incidence of low income in 2000	13.6%

The Black Population by Peel Neighbourhoods, 2001.



The Black Population as a percentage of total population: Peel (7.2%); Ontario (3.6%); Canada (2.2%)

Source: Statistics Canada, Census of Canada, 2001

Prepared by Srimanta Mohanty for the Social Planning Council of Peel, April 23, 2007

Literature Review: Blacks in Canada (Based mainly on studies for the Toronto and Peel Regions)

Introduction

The main purpose of this literature review is to increase the awareness of human service providers in Peel about the issues and challenges faced by the Black community, in order to improve their services to that community. This review will highlight some of the major themes in the literature on Blacks and describe the findings of three studies on Blacks in Peel. The reader should note that this review is not a comprehensive review of all the literature on Blacks, but a summary of some of the major themes in that literature.

The literature on Blacks in Peel is severely limited. The researchers unearthed three studies that are specifically focused on Blacks in Peel (Social Planning Council of Peel, 2000; African Community Services, 2001; 2006). These studies are mainly research reports undertaken by non-profit organizations in Peel. Much of the research on the Black population in Canada is focused on Blacks in Toronto, Halifax, and Montreal - regions with relatively large Black populations with a long history in Canada.

The research on Blacks in Ontario and Toronto is the most relevant for the purpose of this study. Furthermore, the Ontario and Toronto research on Blacks acknowledges and focuses on the diversity within the Black population (Ornstein, 2000; Kunz, Milan & Schetagne, 2000). There are studies of Black Africans, Caribbean-born Blacks, and Canadian-born Blacks. There are also studies of Blacks from specific areas such as Jamaica, Ethiopia, Somalia, and Ghana. In Toronto, the Black groups who are most vulnerable are Ethiopians, Ghanaians, Somalis, and the combined group of "other African nations" (Ornstein, 2000). It is also important to note that these are the groups that are recent immigrants.

While it can be argued that the findings and recommendations in the Canada-wide, Ontario and Toronto literature on Blacks may be applicable to the Black population in Peel, it is in the interest of policy makers and service providers responsible for the welfare of the residents of Peel Region to understand the characteristics and needs that are specific to the Black population in Peel. From this perspective, more research needs to be undertaken on the Black population in Peel.

A. Major Themes in the Literature on Blacks in Canada

History

Black people have a long history in Canada. They have been here for over 400 years and have settled mainly in Nova Scotia, Ontario, and Western Canada (Milan & Tran, 2004; Multicultural History Society of Ontario; Sadler; Budhu, 2001). In 1901, there were 17,400 Blacks in Canada. By 2001, there were 662,000, with most of them living in Halifax, Toronto, and Montreal. In 2001, the Black population was ranked as the third largest visible minority group in Canada and Ontario, behind the Chinese and South Asians (Milan & Tran, 2004; Budhu, 2001). They represent approximately 2% of the total Canadian population and 17% of the total visible minority population, where nearly half are Canadian-born (Milan & Tran, 2004). In 2001, approximately 10% of Blacks in Canada were third-generation Canadians (Milan & Tran, 2004). However, in Nova Scotia, 84% were third-generation Canadians (Milan & Tran, 2004).

Immigration and Diversity

In the 1960's, when Canada revised its immigration policy and began to use a "points" system to select immigrants for residence in Canada, people from the Caribbean began to immigrate to Canada in larger and larger numbers. The majority of the Black immigrants arriving in Canada at that time were women, many of whom came as domestic workers. The source countries of the Black population in Canada have changed over the years. Before 1961, only 1% came from Africa, and 72% came from the Caribbean (with the majority from Jamaica), as well as from Central and South America. However, from 1991-2001, 48% came from Africa, while 47% came from the Caribbean (Milan & Tran, 2004). Today, Black immigrants come from various places such as Jamaica, Haiti, Somalia, Ghana, and Ethiopia (Milan & Tran, 2004). Hence, they are a diverse group of people from different cultural backgrounds, speaking different languages (Milan & Tran, 2004). The literature also points to the different dynamics faced by Black people who have been in Canada for some time compared to those experienced by recent Black immigrants (Budhu, 2001; McIsaac, 2003). In addition to anti-Black racism, Black newcomers to Canada (recent immigrants) have many settlement problems attributed to market place inequities, lack of recognition of credentials, language barriers, and problems in accessing affordable housing and other support services.

Racism

The literature on Blacks in Canada is primarily a literature about anti-Black racism (and too extensive to review and summarize here). Indeed, Stephen Lewis, in his landmark study of racism in Ontario, declared that racism in Ontario was primarily anti-Black racism (Lewis, 1992). There are numerous studies documenting the practice of racism against Blacks – both immigrant and Canadian-born - in all areas of Canadian society, especially in employment, education, health and the criminal justice system (Lewis, 1992; Ornstein, 2000; Milan and Tran, 2004). In all of these areas of society (and others), Blacks are shown to be the victims of personal and systemic racism. Moreover, the Black population experiences the most amount of discrimination compared to other visible minority groups in Canada, and especially in the area of employment (Kunz, Milan & Schetagne, 2000). Milan and Tran's (2004) study identified that 32% of Black people in Toronto reported experiencing racism, compared to 20% of the rest of the visible minority population.

Not only is racism experienced at an individual level, it is also experienced at a systemic or structural level (Kunz, Milan & Schetagne, 2000; Budhu, 2001; Springer, Roswell & Lum, 2006). Canada has been racist and has discriminated against many groups for many years, the most evident being certain laws, policies and procedures that oppressed Aboriginals, Blacks, Chinese, South Asians, etc. (Tator & Henry, 2006). This situation has prevented Black people from achieving adequate health care, employment, fair treatment. This has negative implications such as increased stress and barriers faced by the Black community. It is a well-known fact in the health-care system that racism leads to an increased amount of stress, which often results in mental health issues for the victims.

Intersecting Oppressions

A frequently used concept in the literature on Blacks is "intersecting oppressions" (Collins, 1998; Budhu, 2001; Enang, 2001). This concept is often used to describe the intersection of racism with other forms of oppression including sexism, ageism, classism, and the compounding impact of this intersection. The Black population does not merely face racism; it experiences racism in combination with other forms of oppression (Collins, 1998; Budhu, 2001; Enang, 2001). An example of intersecting oppressions is the Black person who is female, immigrant, lesbian, disabled, and living in poverty. Another example is that of a Black woman who lives in poverty, experiences domestic violence and is a single parent.

Collins (1998) discusses the impact of the intersections of race, class, gender and nationality on the organization of Black families. According to Collins, the issues and challenges faced by Black individuals have been described and explained in relation to racial and cultural differences between Blacks and others. For example, the issue of a high number of single parent households led by women in the Black community is often attributed to cultural factors rather than to historical economic and political factors (Collins, 1998). However, what is often overlooked are the economic and political factors such as labour market trends and governmental policies that affect the quality of life of the Black population. Collin's work stresses the importance of looking at structural and systemic factors when trying to understand and serve the Black community.

Enang (2001) looks at the intersection of oppressions as well, but in the context of the experience of African-Canadian mothers. She describes the many barriers and obstacles these women face when raising their children in a new country. Chief among these are language barriers, which then impede the accessing of resources, which can then lead to loneliness, in addition to the challenges of adjusting to a different climate, clothing and diet (Enang, 2001). All of these factors combined make the mothering experience much more stressful for these women. This, in turn, impacts their relationship with their children, which then impacts their children's lives, including their experiences in school.

Racial Profiling

Another issue highlighted in the literature is racial profiling, especially of Black males by the police (Tator & Henry, 2006; Budhu, 2001). Racial profiling is difficult to prove because it is often described as a part of the police officers' duty (Tator & Henry, 2006). It is clear, however, that a disproportionate number of Black drivers are ticketed, compared to non-Black drivers (Tator & Henry, 2006). Black people who are charged with simple drug possessions are taken to Police Stations more often than White people and once at the station, they are held overnight twice as much as White people (Tator & Henry, 2006). This is a significant issue because its impact on the individual lasts a lifetime and influence all areas of their life (Tator & Henry, 2006). Racial profiling is one of the most apparent examples of institutional racismplayed out in policing, judiciary and the penal system (Roy, 2007).

Employment

It was found that it is not only Black immigrants that face a difficult time obtaining a good job. Second generation, Canadian-born Caribbean Blacks also face institutional and structural barriers when looking for employment in Canada (Jansen, Plaza & James, 1997). Many experience a difficult time getting promotions in their work place. Black men and women also reported gender differences in the workplace, where Black men were viewed as hostile and a threat, and Black women's education was more valued than that of Black men's. Black men also face more difficulty securing employment closer to their educational qualifications (Jansen, Plaza & James, 1997). Also within the Black population, "lighter-skinned" individuals report

encountering less discrimination in employment (compared to "darker-skinned" Blacks).

Health

Although health care is considered a right of all Canadians, it is clear this is not the case with young women of colour (Women's Health in Women's Hands Community Health Centre, 2003). They often receive limited quality of care, health education and health information (Women's Health in Women's Hands Community Health Centre, 2003). The Canadian Centre on Minority Affairs (2000) adds that the Black community is economically disadvantaged and under-served with regards to health care. Factors such as racism, unrealized expectations, and adjusting to a new society, among many others, lead to stress (The Canadian Centre on Minority Affairs, 2000). Stress is a major factor that contributes to the increased amount of mental illness within the Black population. It was found that many Black people used home remedies, dealt with their illness on their own, and would only use medical facilities if their health problem became serious (The Canadian Centre on Minority Affairs, 2000). It was also found that spiritual beliefs affected the prevention and treatment of illnesses within the Black population (The Canadian Centre on Minority Affairs, 2000).

The Black population faces much discrimination when receiving mental health services (Noh, Hyman, & Fenta, 2001; Budhu, 2001). For Ethiopians in Toronto, it was found that the main factors underlying their mental health issues were pre-immigration factors such as trauma in refugee camps and post-migration factors such as lack of social support (Noh, Hyman, & Fenta, 2001). Some of the service barriers they experienced included inaccurate language interpretation, Eurocentric services, insensitivity and lack of awareness of their challenges in Canada (Noh, Hyman, & Fenta, 2001).

Homelessness

Springer, Roswell and Lum (2006) discuss the problem of homelessness among Caribbean youth, and touch upon issues such as lack of affordable housing, the link between immigration and poverty, victimization, lack of social supports, lack of a sense of control over their own lives, and discrimination in the human services system. Many Black people face much discrimination when trying to rent a home, a situation which would often leave them homeless. It was found that Black single mothers, unaccompanied minors and refugee claimants used emergency shelters more often than others. The study also addressed the criminal activity among Caribbean youth who are homeless and more vulnerable to contacts with the police. The study attributed the cause of homelessness for Caribbean youth to many structural disadvantages rather than personal and cultural attributes.

Limited Participation in Civic Life

The participation of Blacks in government and policy-making circles is extremely limited (Budhu, 2001). Also, organizations serving the Black community find it difficult to obtain funding and resources to run an organization and provide adequate services to the community. (Budhu, 2001; The Canadian Centre on Minority Affairs, 2000).

B. Blacks in Peel

As mentioned earlier, the literature on Blacks in Peel is very limited. Moreover, this literature consists of research reports prepared by non-profit organizations in Peel. The two organizations in Peel doing formal research on the Black community in Peel are the Social Planning Council of Peel and the African Community Services of Peel (ACS).

Socio-Economic Characteristics of Blacks in Peel

In 2000, the Social Planning Council of Peel produced the Socio-Economic Profile of Blacks in Peel. Based on data from the 1996 Census of Canada, this report provides a detailed description of Blacks in Peel as a whole including Mississauga, Brampton and Caledon. It also provides information on Black immigrants and Canadian-born Blacks. In addition, it describes the Black immigrant population by place of birth (Caribbean, Africa, other). This report provides a wealth of data on such variables as gender, age, marital status, families, immigration, home ownership, education, employment, income and poverty. The value of this report is that it provides a factual description of the Black population in Peel and can be updated on a regular basis with Census of Canada statistics.

Settlement Services for Black African Newcomers in Peel

African Community Services of Peel (2001) conducted a study of the delivery of settlement services to the Black African community in Peel and Halton. The study looked at the gaps in services to the Black African newcomer community (in Canada for less than five years) and presented recommendations for addressing those gaps. Among the findings of the study were gaps in services due to language barriers and limited understanding of Black Africans by service providers. It was found that there were few settlement service workers hired to work specifically with the Black newcomer population, and that settlement workers failed to appreciate not only the differences between Caribbean Blacks and Blacks from Africa, but also the cultural and linguistic differences within the Black African newcomer population. The study's recommendations called for settlement services focused specifically on Black African newcomers and for the development of service providers' understanding of that population.

Blacks and Domestic Violence in Peel

African Community Services of Peel explored the views of Black women and children in Peel regarding victimization (African Community Services of Peel, 2006). Their study specifically focused on the understanding of victimization, awareness of services available and the extent to which Black women used services related to victimization, domestic violence, etc.

The findings indicated a vast difference between African and Caribbean women's understanding of and response to, victimization. For instance, it was found that Continental African women were more likely to condone certain acts of victimization when compared to Caribbean women. Also, African women faced many language barriers when searching for information, services and overall assistance.

Some factors that specifically impact Black women who have been victimized are the threat of deportation, the threat of homelessness and cultural racism. Since their immigration status is often connected to their husbands, they are less likely to report domestic violence because of the fear of "sponsorship breakdown" and possible deportation. Immigrant women are also considered to experience more violence due to issues such as isolation, limited ability to speak English, limited knowledge of Canadian culture, racism, sexism, devaluation of skills and exploitation in employment.

The study also identified three major types of stressors encountered by the Black population in Peel: a) stress from the society, b) stress within the family and c) stress within the self. Compounding this stress are many problems related to the settlement of Black immigrants in Peel. These include limited community connection, problems with family reunification, factors that precipitate migration, gender relations, unemployment and underemployment.

Conclusion

The themes in the literature on Blacks point to a population that is large, growing and vibrant in the face of many challenges, most of which are structural in nature and linked to systemic racism and intersecting oppressions. The literature on Blacks in Peel is very limited. This issue has to be addressed for the purpose of providing relevant and culturally appropriate services and public policies that can improve the quality of life for the Black community in Peel. The following is a partial list of the kinds of research that needs to be done with and for the Black community in Peel:

People

- The socio-economic characteristics of the Black population in Peel
- Black newcomers in Peel and the differences between Blacks from Africa and those from the Caribbean Canadian-born Blacks
- Black single parent families
- Black youth
- Black seniors

Issues

- Housing
- Employment
- Settlement and Integration
- Education
- Domestic Violence

Services

- The capacity of Peel's human services sector to provide culturally appropriate services to Blacks
- Black organizations in Peel (including Black churches)

Findings from Interviews and Focus Group Discussions

The purpose of the key informant interviews and the focus group discussions was to: identify the issues facing the Black community in Peel, the challenges faced by human service agencies in providing services to the Black community and recommendations for improving services to the Black community.

A. Major Social Issues and Challenges Facing the Black Population in Peel

The following issues were mentioned frequently in both the key informant interviews and the focus group discussions:

- Racism
- Negative Media Stereotypes
- Poverty and Female-Led Single Parent Families
- Poor Educational Achievement of Black Children and Youth
- Isolated Elderly and Inter-generational Conflict
- Unemployment and Under-employment
- Lack of Affordable Housing
- Limited Recreational Facilities for Black Youth
- Immigration and Settlement Issues
- Mental Health
- Little Time and Money for Civic Engagement.

The issues are sometimes described in point form or in a synopsis of the statements made by participants. A cursory analysis of the issues and challenges mentioned by the study participants point more to the prevalence of "structural" or "societal" factors than to individual or cultural factors as the influential forces and pressures in the lives of Black people. This suggests that human service workers have to be prepared to do both counselling and social change/social justice work for their Black clients.

Racism

- Racism is a fact of everyday life for Black people. They live with it everyday.
- Within mainstream organizations, there exists a lack of awareness of the systemic racism embedded within public institutions and human service organizations that are expected to serve Blacks equitably. This puts Black individuals in the position of being seen by mainstream service providers as "difficult" and/or "problematic." Hence, Blacks tend to receive limited service or inappropriate services and resources.
- "Intersecting oppressions" (Blacks in Peel experience discrimination and social oppression based on the intersection and compounding of racism with such characteristics as gender, immigrant status, poverty, etc.).
- There is a lot of anti-Black racism in the housing sector, including the affordable housing sector, non-profit housing and co-ops.
- Within the criminal justice system there exists systemic racism, which is played out in the overrepresentation of Black males in that system.
- Racial profiling and over policing leads to a higher arrest rate for Black males.
- The tensions between various Black communities (which can include those who identify as being of African heritage, Caribbean descent, African-Canadian, Continental and West Indian, and Canadian-born) are often not addressed.
- Service providers and local government need to pay attention to the tensions between the South Asian and Black communities in Malton and Brampton.

Negative Media Stereotypes

- Overrepresentation of negative images of Blacks
- Negative portrayals of the Black male
- Negative portrayals of Black single mothers
- Limited portrayal of successful Blacks

Poverty and Female-led Single Parent Families

- Black single parents, especially Black single mothers often live on low incomes.
- Black single parents are often working in one or more jobs and do not have the time to seek out social services for themselves and their families.
- Mainstream social workers have limited understanding and appreciation of Black single mothers.
- Black single mothers are often asked by mainstream social workers why they have so many children.

Poor Educational Achievement of Black Children and Youth

- Black youth within the school system are not performing to their full potential. Some appear to be 'alienated" from the mainstream values which are essential to their success in Canada (e.g. post-secondary education).
- The number of teenagers dropping out of high schools is forcing alternative education programs to provide services to Black youth. However, these programs are often ill-equipped to deal with Black youth and the dynamics of their family life.
- There exists peer pressure among some Black youth to use and sell drugs and alcohol.
- There is a lack of after-school programs for Black youth. These programs can help to prevent Black youth from using shopping malls as their recreation centres and getting into trouble with shopkeepers and the Police.
- Black parents are unlikely to approach school social

workers and counsellors with problems about their children because of lack of trust and their fear that the school officials will call in the Children's Aid Society who may eventually take their children away from them.

Isolated Elderly and Inter-generational Conflict

- Black seniors are often left alone in the home while their adult children go to work and their grandchildren go to school.
- The work schedule of Black parents often does not leave them with enough quality time for their senior parents.
- There is a values clash between Black seniors and their children with respect to the raising of Black children.
- This often leads to conflict in the home and even elder abuse.
- Many of the Black seniors are not aware of their rights in Canada or where to go for help.

Unemployment and Under-employment

- Racism is a big factor for Blacks seeking employment.
- It is more difficult for the Black man to get a job than the Black woman.
- Blacks experience a lot of stress on the job from both their employers and co-workers.
- Black single parents are afraid to demand their rights in the workplace because of fear of losing their jobs.

Lack of Affordable Housing

- Lack of affordable housing is one of the biggest problems for Black newcomers in Peel.
- Black seniors are often forced to live with their children and grandchildren because they do not know how to get affordable housing for themselves.
- Black single parents spend the majority of their income on rent.
- Black teenage mothers are most at risk when it comes to housing. Landlords are reluctant to rent to them, and they often end up living in basement apartments that are not safe, not well heated, and not well built.

Limited Recreational Facilities for Black Youth

- The cost of using recreational facilities in Peel is often too high for Black youth (fees for swimming cost of summer programs, membership fees at the YMCA, etc.).
- Black youth are "not into" the hockey arenas and skating rinks in Peel.
- Black youth tend to use shopping malls as their place to "hang out" because there are few recreational facilities and playgrounds near their homes (affordable ones).

Immigration and Settlement Issues

- Black newcomers in Peel have to deal with racism plus the regular problems of settling in a new country.
- Black newcomers from Africa are poorly served by Peel's settlement services sector because of language barriers and service providers not appreciating the fact that Black Africans are culturally different from Blacks from the Caribbean.
- Black newcomers from the Caribbean who speak English as their first language are often seen as capable of navigating the settlement services sector by themselves. They are the under-served newcomers in Peel.

Mental Health

- Stress is a major factor in the lives of Black people due to their experience of racism, and when the experience of racism is compounded by other challenges such as poverty, poor housing and poor nutrition the Black person is at risk for a mental breakdown.
- Many Black people are reluctant to go to mental health services because of the cultural stigma attached to mental illness.
- The mental health service providers in Peel have a limited understanding of the dynamics of being Black and the stress that goes along with this.
- There are few Black mental health service providers in Peel.
- Blacks are often misunderstood and misdiagnosed by mainstream mental health workers.
- Schools often encourage Black parents to put their children on medication to control their social behaviour.

Little Time and Money for Civic Engagement (participation in local politics, volunteering)

- Blacks in Peel are too busy working to have time for volunteering.
- Organizations say that they want Black volunteers, but when they get them, they do not know how to treat them.
- Many Blacks would like to get involved in local politics and run for public office but do not have the money and "connections" required to do so.

B. Gaps in Services for Blacks in Peel

The following is based on information from the key informant interviews and focus group discussions.

Awareness

- Limited understanding within "mainstream" service agencies of the Black community:
- Limited understanding of the dynamics of the Black family
- Limited understanding of Black youth (especially Black male youth)
- Limited understanding of Black seniors
- Limited understanding of the ethnocultural and economic diversity within the Black community (diversity within the Caribbean Black and African Black populations)

Effectiveness of Services

- Limited understanding in mainstream service organizations about how to provide services to the Black Community (especially in the following areas): -
  - Clinical counselling (especially in the mental health area)
  - Family counselling
  - Youth services (including services for youth in conflict with Police)
  - Services for seniors
  - Settlement services
  - Services for Blacks with disabilities
  - Services for Blacks with HIV/AIDS
  - Marketing and outreach
- Limited understanding of the connection between racism, family breakdown, and mental health.
- Relatively few Black staff and social workers employed by human service agencies in Peel
- Systemic racism within human service agencies in Peel.
- Poor and inadequate language training and settlement services for Black newcomers.
- Very few Black human service agencies in Peel.
- Limited capacity of Black human service agencies (underfunded, small, organizational challenges, etc.) for responding to the increasing demands for services to the Black community.
- Pressure from funders on Black human service agencies to collaborate with mainstream organizations (a situation that requires a lot of "upfront leg work" by staff and often leads to the Black organizations being in the subordinate position in the collaborative relationships, due to the limited funding and staffing capacities of the Black organizations).

Accessibility of Services

- Many of the services are offered during the day, a time when most Black parents are at work.
- Some of the human service agencies are not easily accessible by public transportation.
- Recreational services, especially summer programs for students, are often too expensive for the average Black family, especially those families that are led by single parents.
- Service providers are not familiar with the different dialects of English spoken by Blacks from the Caribbean. (Language and cultural barriers)
- Blacks from Africa not well served by agencies due mainly to service providers' language barriers and limited knowledge of the different ethnic groups and cultures in Africa.

The Capacity of Black Human Service Organizations to Provide Services

- There are few Black human service organizations in Peel
- The Black human service agencies in Peel are small and under-funded.
- Black human service organizations often don't have the staff and the time to write funding proposals and do fundraising campaigns.
- Black human service organizations often have difficulty recruiting and retaining Board members.
- There is often conflict between the Board and staff in black human service organizations.
- Funders often pressure Black human service agencies to collaborate with mainstream agencies, which often leads to the Black agencies being the subordinate in the relationship because of their lack of sufficient staff and financial resources.

Recommendations

Participants noted that Blacks experienced service gaps in all areas of Peel's human services' sector and recommended the following as a starting point for improving services to the Black community in Peel.

Services for the Black Community

- Accessible information about health and social services in Peel in places where Blacks congregate (Black restaurants, grocery stores, churches, hair salons, barber shops)
- A website and print directory on health and social services for Blacks in Peel
- Recreational services for Black youth (accessible, affordable, and culturally sensitive)
- Leadership training for Black youth
- Parenting classes and support services for Black teenage mothers
- Settlement services designed specifically for Black newcomers
- Community support services for Black students in the public school system
- Community support services for Black seniors isolated in their homes.
- Community education on HIV/AIDS
- A comprehensive needs assessment of the Black community in Peel, focusing on the different issues, challenges and assets of immigrant Blacks and Canadian-born Blacks, Caribbean Blacks and African Blacks.

Capacity-Building for Black Human Service Organizations

- Board management: recruitment; training, Board-staff relations
- Staff development
- Strategic planning
- Financial planning
- Proposal writing
- Collaboration with mainstream human service organizations

Capacity-Building for Mainstream Human Service Organizations

- Training and development focused on service provision for the Black community
  - Anti-oppression training
  - Provision of culturally appropriate services for the Black community
  - Understanding the differences/diversity within the Black population
  - Understanding the dynamics of the Black family
  - Service marketing and outreach to the Black community
- Hiring of staff from the Black community (especially in the settlement and mental health sectors)
- Recruitment of Board members and other volunteers from the Black community
- Networking with Black professionals and Black organizations

References

African Community Services of Peel (2001). An enquiry into the delivery of ISAP settlement services to the Black/African Community in Peel/Halton Regions. Research Report by African Community Services of Peel.

African Community Services of Peel (2006). Awareness and prevention of victimization in the African Canadian Community in Peel. Research Report by African Community Services of Peel.

Budhu, C. (2001). Research project on Visible Minority communities in Canada. Voluntary Sector Initiative Report.

Canadian Centre on Minority Affairs. (2000, April). Health promotion and population outreach in the Black and Caribbean Canadian community. In Health Canada's (2001) Certain Circumstances: Issues in equity and responsiveness in access to health care in Canada. Retrieved online at http://www.hc-sc.gc.ca/hcs-sss/alt_formats/hpb-dgps/pdf/pubs/2001-certain-equit-acces/2001-certain-equit-acces_e.pdf

Collins, P.H. (1998). Intersections of race, class, gender, and nation: Some implications for Black family studies. *Journal of Comparative Family Studies*, 29(1), p.27-36.

Community Development Halton. (2003). Growing up Black in Oakville: The impact of community on Black youth identity formation and civic participation. Retrieved April 1 online at http://www.cdhalton.ca/pdf/communitydispatch/cd0705.pdf

DeCoito, P. (2006, March). Building awareness of the African and Caribbean communities: Overview of the African and Caribbean Communities. Presentation given in Mississauga, ON.

Enang, J. (2001). Mothering at the margins: An African-Canadian immigrant woman's experience. *The Canadian Women's Health Network Magazine*, 4(2). Retrieved on line at http://www.cwhn.ca/network-reseau/4-2/4-2pg3.html

James, Carl, Editor (1996). Perspectives on Racism and the Human Services Sector: A Case for Change. Toronto: University of Toronto Press.

Jansen, C., Plaza, D., & James, C. (1997). Upward mobility among second generation Caribbeans living in Toronto. Retrieved online CERIS website: http://www.ceris.metropolis.net/Virtual%20Library/RFPReports/James2000.pdf

Kunz, J.L., Milan, A. & Schetagne, S. (2000). Unequal access: A Canadian profile of racial differences in education, employment and income. Canadian Race Relations Foundation.

Lewis, Stephen (1992). The Stephen Lewis Report on Racism to the Premier of Ontario. Toronto: Government of Ontario.

McIsaac, E. (2003). Immigrants in Canadian cities: Census 2001-What do the data tell us? *Policy Options*. Retrieved from the Maytree Foundations website at http://www.maytree.com/PDF_Files/ImmigrantsInCdnCities.pdf

Milan, A. & Tran, K. (2004). Black in Canada: A long history. *Canadian Social Trends*, Spring. Retrieved on-line from Statistics Canada website: http://www.statcan.ca/english/studies/11-008/feature/11-008-XIE20030046802.pdf

Multicultural History Society of Ontario (n.d.). Setting out: Migration. Many rivers to cross: The African-Canadian experience. Retrieved on line at http://www.mhso.ca/ggp/Exhibits/Many_Rivers/migration.htm

Noh, S., Hyman, I. & Fenta, H. (2001). Pathways and barriers to mental health care for Ethiopians in Toronto. Retrieved on-line CERIS website: http://ceris.metropolis.net/Virtual%20Library/RFPReports/Noh1998.pdf

Ornstein, M. (2000). Ethno-racial inequality in the city of Toronto: An analysis of the 1996 Census. Toronto: City of Toronto.

Roy, J. (2007). Acknowledging racism. *Canadian Race Relations Foundation*. Retrieved on line from http://www.crr.ca/Load.do?section=26&subSection=37&id=244&type=2

Roy, J. (2007). Racism in the justice system. *Canadian Race Relations Foundation*. Retrieved on line from http://www.crr.ca/Load.do?section=26&subSection=37&id=242&type=2

Ryerson University School of Journalism (n.d.) Group Backgrounds: Black. *Diversity Watch*. Retrieved on line at http://www.diversitywatch.ryerson.ca/backgrounds/Black.htm

Sadler, R. (n.d.). Introduction: Early Black settlement in Canada. Black History Canada. Retrieved on line from http://www.Blackhistorycanada.ca/theme.php?id=2

Social Planning Council of Peel (2000). A Social Profile of the Black Population in Peel Region, 1996.

Springer, J., Roswell, T. & Lum, J. (2006). Pathways to

homelessness among Caribbean youth aged 15-25 in Toronto. CERIS working paper No.44.

Tator, C. & Henry, F. (2006). Racial profiling in Canada: Challenging the myth of 'a few bad apples.' Toronto, ON: University of Toronto Press.

Women's Health in Women's Hands Community Health Centre (2003). Racial discrimination as a health risk for female youth: Implications for policy and healthcare delivery in Canada. *The Canadian Race Relations Foundation*. Retrieved online from http://www.whiwh.com/Research/ePub_RacialDiscrimination.pdf

Appendix 1: Annotated Bibliography

African Community Services of Peel (2006, July). *Awareness and prevention of victimization in the African Canadian community in Peel*. Research Report by African Community Services of Peel.

This report explores the views of African-Canadian women and children in Peel regarding victimization. The study specifically focuses on the understanding of victimization, awareness of services available, and the extent to which the women and children used the services available for victims of violence. The results indicate a vast difference between African and Caribbean participants' understanding of and response to victimization. For instance, it was found that Continental African women were more likely to condone certain acts of victimization when compared to Caribbean women. Also, African women faced many language barriers when searching for information, services and overall assistance.

African Community Services of Peel (2001). *An enquiry into the delivery of ISAP settlement services to the Black/African Community in Peel/Halton Regions*. Research Report by African Community Services of Peel.

This study looks at the gaps in services to the Black African newcomer community (in Canada for less than five years) and presented recommendations for addressing those gaps. Among the findings of the study were gaps in services due to language barriers and limited understanding of Black Africans by service providers. It was found that there were few settlement service workers hired to work specifically with the Black newcomer population, and that settlement workers failed to appreciate not only the differences between Caribbean Blacks and Blacks from Africa, but also the cultural and linguistic differences within the Black African newcomer population itself. The study's recommendations call for settlement services focused targeted specifically for Black African newcomers and for the development of service providers' understanding of that population.

Budhu, C. (2001). *Research project on Visible Minority communities in Canada*. Voluntary Sector Initiative Report.

This report provides information about visible minority communities in Canada with reference to demographics, community institutions and major issues. Data is taken from secondary sources. Service and funding gaps are identified and recommendations made. It was found that there were funding restraints for organizations serving visible minority groups and that social issues such as poverty and systemic racism were evident among visible minorities in Canada.

Canadian Centre on Minority Affairs. (2000, April). H*ealth promotion and population outreach in the Black and Caribbean Canadian community*. In Health Canada's (2001) Certain Circumstances: Issues in equity and responsiveness in access to health care in Canada. Retrieved on line at http://www.hc-sc.gc.ca/hcs-sss/alt_formats/hpb-dgps/pdf/pubs/2001-certain-equit-acces/2001-certain-equit-acces_e.pdf

This article is taken from a larger report on health care issues in Canada. It provides a preliminary view of health care issues and needs in the Black community. The major findings indicate that there are risk factors such as racism, adjusting to a new society, and unrealized expectations, which are also the major causes of stress, and which often lead to mental health issues. The study also found that Blacks tend to be unfamiliar with the health care system, a factor that results in the group's under-use of the health care system.

Collins, P.H. (1998). *Intersections of race, class, gender, and nation: Some implications for Black family studies*. Journal of Comparative Family Studies, 29(1), p.27-36.

This article outlines the issues raised by the intersection of race and social class, race and gender, and race and nationality. It emphasizes the importance of not viewing race, class, and gender as individual factors, but as issues that intersect to create a different and compounding experience. This study points to the importance of recognizing structural factors (political, economic) rather than individual characteristics when studying oppression and marginalized groups.

Community Development Halton. (2003). Growing up Black in Oakville: The impact of community on Black youth identity formation and civic participation. Retrieved April 1 online at http://www.cdhalton.ca/pdf/communitydispatch/cd0705.pdf

This study articulates the voice of Black youth with respect to how they define themselves living in Oakville. It also provides their insights as to what service providers need to understand in order to serve them adequately.

DeCoito, P. (2006, March). *Building awareness of the African and Caribbean communities:* Overview of the African and Caribbean Communities. Workshop Presentation given in Mississauga, ON.

This workshop presentation provides information on the Black community regarding issues such as socio-economic characteristics, problems related to settlement, gaps in services, characteristics of organizations serving the Black community, issues etc. It also discusses the concept of anti-Black racism.

Enang, J. (2001). *Mothering at the margins: An African-Canadian immigrant woman's experience*. The Canadian Women's Health Network Magazine, 4(2). Retrieved on line at http://www.cwhn.ca/network-reseau/4-2/4-2pg3.html

This article looks at the experiences of African-Canadian immigrant mothers. It looks at the intersections of race, class, gender and how they intertwine to create these women's realities. It mentions the importance of mental health issues faced by the women and how it impacts their child-rearing practices, their relationship with their children and their child's life. Some of the barriers these women face include a limited understanding of English; adjusting to a different climate, clothing and food, and racism.

James, Carl, Editor (1996). *Perspectives on Racism and the Human Services Sector: A Case for Change*. Toronto: University of Toronto Press.

Authored by different academics and researchers, this book defines and describes racism at the individual, institutional and societal levels. It shows how racism is "reproduced" at these three levels in the Canadian human services sector.

Jansen, C., Plaza, D., & James, C. (1997). *Upward mobility among second generation Caribbeans living in Toronto*. Retrieved on-line CERIS website: http://www.ceris.metropolis.net/Virtual%20Library/RFPReports/James2000.pdf

This study focuses on second-generation Caribbean individuals who finished their post secondary education in Canada. The main purpose of this study was to determine if being "Canadian" and having Canadian qualifications helped second-generation Caribbeans to overcome the systemic and institutional barriers which were faced by their parents upon entry into the Canadian workforce.

Kunz, J.L., Milan, A. & Schetagne, S. (2000). *Unequal access: A Canadian profile of racial differences in education, employment and income*. Canadian Race Relations Foundation.

This report provides an overview of the differences among racial groups with regards to education, employment and income. Overall, it was found that visible minorities lagged behind whites with regards to employment and income, are less likely to hold managerial positions, and have the highest education-occupation discrepancies (among the foreign-born). It was also found that visible minorities experienced severe difficulty in accessing the labour market, and encountered racial discrimination.

Lewis, Stephen (1992). *The Stephen Lewis Report on Racism to the Premier of Ontario*. Toronto: Government of Ontario.

This study was commissioned by the Premier of Ontario (Mr. Bob Rae), to examine the issue of racism in Ontario. Lewis conducted his research in the following areas: the criminal Justice System, employment equity, education, Access to Trades and Professions. One of the major conclusions of this study is that most of the racism in Ontario is anti-Black racism.

McIsaac, E. (2003). *Immigrants in Canadian cities: Census 2001-What does the data tell us? Policy Options*. Retrieved from the Maytree Foundations website at http://www.maytree.com/PDF_Files/ImmigrantsInCdnCities.pdf

Using the 2001 Census of Canada, this article discusses the issues faced by recent immigrants. It indicates that recent immigrants have lower employment rates and earn less than the Canadian average income. It also discusses the systemic barriers faced by recent immigrants. The author suggests the need for collaboration between all levels of government in order to benefit immigrants.

Milan, A. & Tran, K. (2004). *Black in Canada: A long history*. Canadian Social Trends Retrieved on-line from Statistics Canada website: http://www.statcan.ca/english/studies/11-008/feature/11-008-XIE20030046802.pdf

This article discusses the long history of the Black population in Canada. It brings attention to the diversity within this population. It discusses the different dynamics of the Black population and draws attention to the major themes in Black Canadian history.

Multicultural History Society of Ontario (n.d.). *Setting out: Migration. Many rivers to cross: The African-Canadian experience*. Retrieved online at http://www.mhso.ca/ggp/Exhibits/Many_Rivers/migration.htm

This article outlines the history of Black people in Canada. It provides an events timeline and discusses the many struggles and injustices experienced by Black people.

Noh, S., Hyman, I. & Fenta, H. (2001). *Pathways and barriers to mental health care for Ethiopians in Toronto*. Retrieved online CERIS website: http://ceris.metropolis.net/Virtual%20Library/RFPReports/Noh1998.pdf

This study identifies the prevalence of major mental disorders (i.e. depression, anxiety, somatization etc.) within the Ethiopian community in Toronto. It also looks at the utilization rates and patterns of health care services by the Ethiopian community. Mental health issues were more prevalent among males, younger adults, unmarried individuals, the unemployed and people with low levels of education. The study found that the majority of the sample encountered discrimination due to their race. Males encountered more discrimination when compared to females. Many of the factors that led to mental health issues were due to pre-immigration issues, such as war and displacement. The Ethiopian community experienced many barriers and limits when seeking mental health and related services in Toronto.

Ornstein, M. (2000). *Ethno-racial inequality in the city of Toronto: An analysis of the 1996 Census*. Toronto: City of Toronto.

This report provides a very detailed description of the socio-economic characteristics of 89 ethno-racial groups in Toronto. The purpose of the report was to identify the groups who experienced disadvantages in education, employment and income. For each social indicator, the author found a vast range of differences among the different ethno-racial groups. On the whole, it was found that the most severely disadvantaged groups in Toronto were African ethno-racial groups, which include: Ethiopians, Ghanaians, Somalis and the combined category for "other African nations." Other groups that experience social and economic disadvantages are the Vietnamese, Iranians, Tamils, Sri Lankans and "Other Arabs and West Asians."

Roy, J. (2007). *Racism in the justice system*. Canadian Race Relations Foundation. Retrieved online from http://www.crr.ca/Load.do?section=26&subSection=37&id=242&type=2

This article discusses the issue of racism in the Canadian justice system. It draws attention to institutional racism, the importance of analyzing the effects of racism and the processes that lead to racism. It discusses different forms of racism (personal, systemic, and ideological). It emphasizes that it is essential to look beyond statistics and understand the impact of racism.

Roy, J. (2007). *Acknowledging racism*. Canadian Race Relations Foundation. Retrieved online from http://www.crr.ca/Load.do?section=26&subSection=37&id=244&type=2

This article looks at the importance of acknowledging that racism exists. Without the acknowledgment of racism, it is difficult to know how to solve or reduce the problem. It provides a detailed description, definition and explanation about racism and how it plays out in larger social structures.

Ryerson University School of Journalism (n.d.) Group Backgrounds: *Black*. *Diversity Watch*. Retrieved online at http://www.diversitywatch.ryerson.ca/backgrounds/Black.htm

This website provides a rich array of information about the Black community in Canada, Ontario and Toronto. A detailed essay on the history of Blacks is provided along with a description of current issues facing the Black community. It has an extensive list of useful links on different aspects of Blacks in Canada.

Sadler, R. (n.d.). *Introduction: Early Black settlement in Canada*. Black History Canada. Retrieved online from http://www.Blackhistorycanada.ca/theme.php?id=2

This website provides information about a range of issues that have affected the Black population throughout Canadian history. Some of the topics include: settlement patterns and obstacles encountered, equity and human rights issues, difficulty in identity formation, and assimilation.

Social Planning Council of Peel (2000). A social profile of the Black population in Peel region, 1996.

Based on data from the 1996 Census of Canada, this report provides a detailed description of Blacks in Peel as a whole, Mississauga, Brampton and Caledon. It provides information on Black immigrants and Canadian –born Blacks. It also breaks down the Black immigrant population by place of birth (Caribbean, Africa, other). The social indicators described are: gender, age, marital status, families, immigration, home ownership, education, employment, income and poverty.

Springer, J., Roswell, T. & Lum, J. (2006, February). *Pathways to homelessness among Caribbean youth aged 15-25 in Toronto*. CERIS working paper No.44.

This report outlines patterns, trends and pathways to homelessness experienced by Caribbean youth in Toronto. It describes the demographic and socio-economic characteristics of 'street-involved' youth, ways they found themselves homeless, their support systems, interactions with police, vulnerabilities, and the impact of these on their self-image and sense of control over their lives. Racism was a major theme of the study's findings. The study shows that homelessness among Caribbean youth was due to multiple levels of structural disadvantages encountered by these individuals.

Tator, C. & Henry, F. (2006). *Racial profiling in Canada: Challenging the myth of 'a few bad apples.'* Toronto, ON: University of Toronto Press.

This book discusses the concept and practice of racial profiling of Black and Aboriginal communities in Canada. The following issues are discussed: theoretical underpinnings on race, the process of racialization that occurs in public institutions, racial profiling in three different countries, the police culture, and the importance of narratives as well as case studies. It was found that racial profiling is not merely a once in a while occurrence of a couple of bad officers. It relates to the values and interests of the dominant culture (which is reflected in police culture), the policing of crime and a mix of many other factors. The author notes that racial profiling is not just an activity of the police. It is a practice that is systemically supported by the institutions of the dominant group and culture.

Women's Health in Women's Hands Community Health Centre (2003, March). *Racial discrimination as a health risk for female youth: Implications for policy and healthcare delivery in Canada*. The Canadian Race Relations Foundation. Retrieved on line from http://www.whiwh.com/Research/ePub_RacialDiscrimination.pdf

This report is a summary of a one-year participatory research project. The research explores racial discrimination as a health risk for young women of colour. It was found that racism results in the denial of equal access to quality health care, health education and health information. The report provides recommendations for policies and strategies to help develop anti-racist practices within the Canadian health care system.

Appendix 2: Organizations specializing in serving the Black community

Name, address & phone no	Email and Website	Contact Person
Abary Sports and Cultural Organization P.O Box 125 Credit Woodlands Mississauga, ON L5C 2K1 Phone: 905-712-4802	rajanndan@yahoo.com	Raj Singh President
African Canadian Youth Substance Abuse Program 1515 Matheson Blvd. E. #103 Mississauga, ON L4W 2P5 Phone: 905-301-3067	acysap@sympatico.ca	John Hopkins. Executive Director
African Canadian Legal Clinic (as well as the Youth Justice Program) 7205 Goreway Drive, Unit B19 Mississauga, ON L4T 2T9 Phone: 905-612-6618 Fax: 905-612-1214	www.aclc.net/about	Claudine Monrow
African Community Services of Peel 20 Nelson St W Ste LL102 Brampton, ON L6X 2M5 Phone: 905-460-9514 Fax: 905-460-9769	Info@africancommunityservice.com www.africancommunityservice.com	Wambui Karanja Executive Director
Congress of Black Women of Canada (Brampton Chapter) P.O Box 41522, 230 Sandalwood Pkwy East Brampton, ON L6Z 4R1 Phone: 905-789-1551		Patricia Challenger President
Congress of Black Women of Canada (Mississauga Chapter) 4983 Rathkeale Rd, 1st Floor Office Mississauga, ON L5V 2B3 Phone: 905-819-8361 Fax: 905-819-0189		Rita Cummins President
Elderhelp Peel 17 Dean Street Brampton, ON L6W 1M7 Phone: 905-457-6055 Fax: 905 457-2226	elderhelp@bellnet.ca www.elderhelppeel.ca	Roman Aman Executive Director
Eclypse Youth Resource Centre c/o Rapport Youth and Family Services 165 West Dr. , Unit 11 Brampton, ON L6T 4G6 Phone: 905-455-4100 Fax: 905-790-7730	info@eclypseyouth.com www.rapportyouth.com/eclypse.htm	Gilda Capraro Program Coordinator
F.A.M.E. (Family Association for Mental Health Everywhere) 2600 Edenhurst Dr., #101 Mississauga, ON L5A 3Z8 Tel: 905-276-8316 Fax: 905-276-9646	fame@fameforfamilies.com www.fameforfamilies.com	Emily Collette

Appendix 2: Organizations specializing in serving the Black community continued

Name, address & phone no	Email and Website	Contact Person
Malton Black Development Association 7454 Airport Rd. 2nd floor Mississauga, ON L4T 2H5 Phone: 905-677-0551 Fax: 905-677-6349	mbda@can.roger.com www.maltonbda.org	Wesley Jones President
Malton Neighbourhood Services 3540 Morning Star Drive Mississauga, ON L4T 1Y2 Phone: 905-677-6270 Fax: 905 677-6281	info@mnsinfo.org www.mnsinfo.org	Joyce Temple-Smith Executive Director
Mississauga Caribbean Social and Cultural Association 3665 Arispal Way Ste. 222 Mississauga, ON L5A 4A3 Phone: 905-848-6411		George Martin President
Multicultural Inter-Agency Group of Peel - Peel Women in Action 3034 Palstan Rd., Ste M3 Mississauga, ON L4Y 2Z6 Phone: 905-270-6252 Fax: 905-270-6263	info@miag.ca www.miag.ca	Naima Adan Project Coordinator
Sisserou Cultural Club 36 Queen St E, Lower level Brampton, ON L6V 1A2 Phone: 905-454-8182 Fax: 905-455-6162	Kensyl@hotmail.com	Desmond Shillingford Cultural officer
United Achievers Community Services 36 Queen St. E, Lower level Brampton, ON L6V 1A2 Phone: 905-455-6789 Fax: 905-455-6162	uacs@unitedachievers.org www.unitedachievers.org	Jackie Cohen Manager
United Caribbean Canada Association P.O. Box 12008, 848 Burnhamthorpe Rd. W. Unit 2 Mississauga, ON L5C 2S0 Phone: 905-896-3765		Cynthia Houston President
Westend Sports and Cultural Club Inc. C/O Louisa Benn 4680 Kimbermount Ave, Unit 110 Mississauga, ON L5M 5WB Phone: 905-828-6403	louisabenn@rogers.com	Louisa Benn

Appendix 3: Media Outlets for the Black Community in the GTA

Newspapers for the Black Community in the GTA

- SHARE
  Canada's largest ethnic newspaper
  658 Vaughan Rd, Toronto, ON
  Phone: 416-656-3400
  Fax: 416-656-3711
  Email: share@interlog.com
  www.sharenews.com
- Pride News Magazine
  Canada's weekly African Canadian and Caribbean news magazine
  5200 Finch Avenue E, Ste 200A
  Scarborough, ON M1S 4Z5
  Phone: 416-335-1719
  Fax: 416-335-1723
  Email: pridenews@belinet.ca
- The Caribbean Camera
  Canada's Leading Source of Caribbean News
  55 Nugget Avenue, ON M1S 3L1
  Phone: 416-412-2905
  Fax: 416-412-2134
  Email: caribbeancamera@aol.com
  www.thecaribbeancamera.com
- BlackPages Canada Inc.
  The Official Guide to Canada's Black & Caribbean Community
  1390 Eglinton Avenue West
  Toronto ON M6C 2E4
  Phone: 416-784-3002
  Fax: 416-784 –5719
  www.Blackpages.ca
- African Canadian Online
  Centre for Study of Black Cultures in Canada
  York University 4700 Keele Street
  Toronto, ON M3J 1P3
  Phone: 416-736-2100
  Email: leslie@yorku.ca
  www.yorku.ca/aconline
- Jamaica Gleaner News Online
  The Gleaner Company (Canada) Inc
  1390 Eglinton Ave. West
  Toronto, Ontario M6C 2E4
  Tel: 416-784-3002
  Fax: 416-784-5719
  Email: gleanercan@gleanerna.com
  www.jamaica-gleaner.com

Radio Stations/Programs for the Black Community in the Greater Toronto Area

- CHRY 105.5 FM
  The Beat of the Community
  York University Radio Station
  York University
  Room 413, Student Centre
  4700 Keele Street
  Toronto, Ontario
  M3J 1P3
  Phone: 416-736-5293
  Email: chry@yorku.ca
  www.yorku.ca/chry
- FLOW 93.5 & 93.2 F.M
  211 Yonge Str. Suite 400
  Toronto, ON M5B 1M4
  Phone: 416-214-5000
  www.flow935.com
- Black Voice Radio
  Email: rac@thindata.com
  www.Blackvoice.com
- Jamaica Radio - Live Jamaica Radio
  106 FM
  www.jamaica-star.com

Relevant Media Websites

- Media Awareness Network- www.media-awareness.ca
- Canadian Radio-television and Telecommunications Commission - www.crtc.gc.ca/eng/welcome.htm
- Cultures Canada (2007) Multimedia directory (online) - www.culturescanada.ca/media
- Share News www.sharenews.com
- CHRY 1055 FM www.yorku.ca/chry
- www.flow935.ca
- African Canadian Online - www.yorku.ca/aconline
- Black Voice www.Blackvoice.com
- www.jamaica-gleaner.com
- www.golocaljamaica.com
- The Jamaica Online Star - www.jamaica-star.com