

OCASI 2020 Executive Directors' Forum

DATE

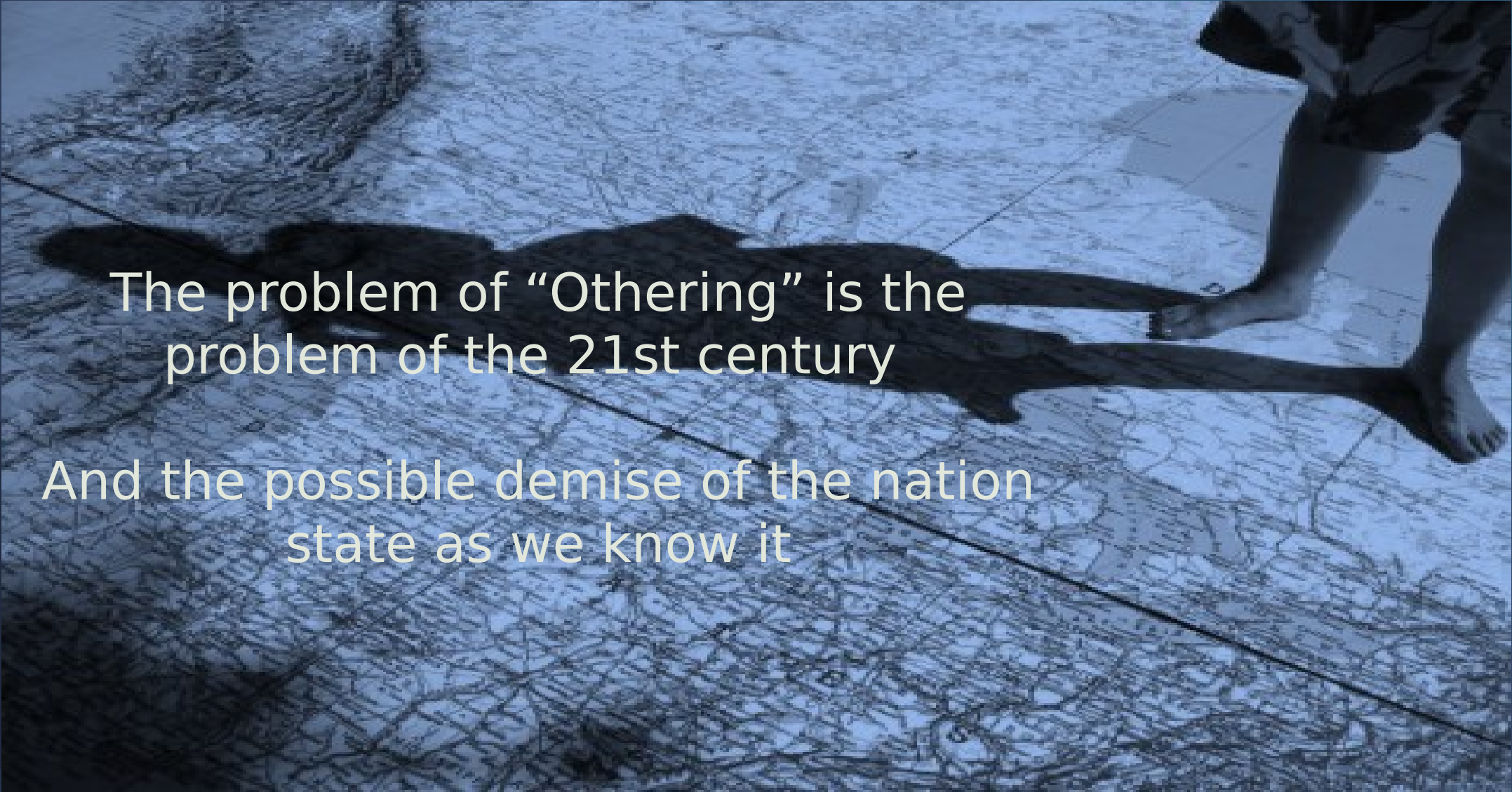
October 27, 2020

PRESENTER

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Othering & Belonging
Institute

AUTHORIAL SUPPORT

Othering & Belonging
Institute

A photograph of a person's legs and feet walking on a paved surface. A long, dark shadow of the person is cast onto a map that is laid out on the ground. The shadow is positioned over the map's lines, suggesting a connection between the person's movement and the geographical representation. The overall image has a blue tint.

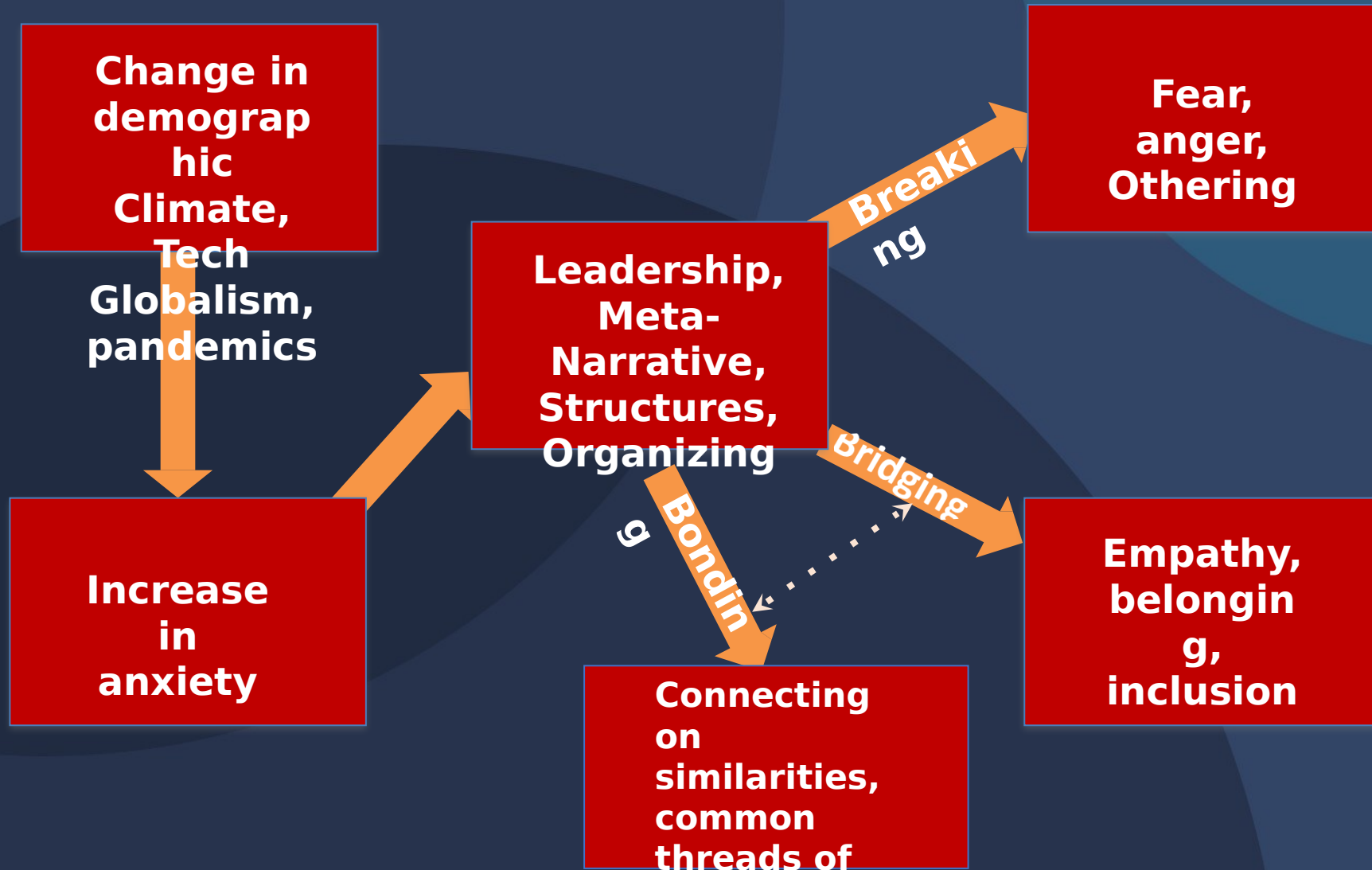
The problem of “Othering” is the
problem of the 21st century

And the possible demise of the nation
state as we know it



https://www.youtube.com/watch?v=PGcbFj4J_gc

Rapid change produces collective anxiety:



Indices of Othering

Lack of effective voice

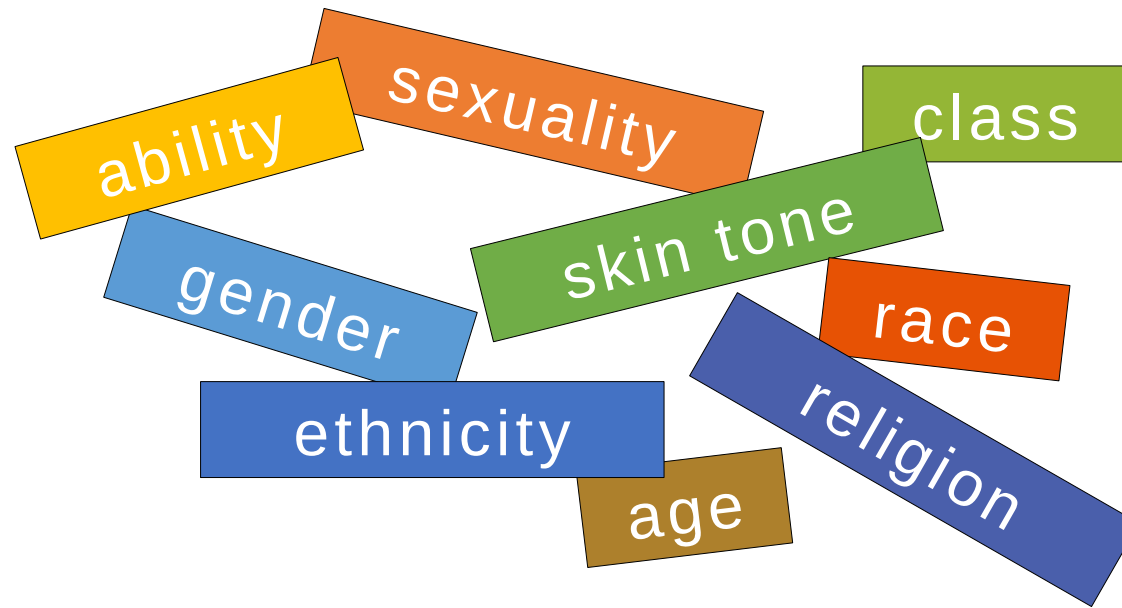
Lack of representation

Lack of recognition

Lack of power



People can experience strong othering in one or some of these areas and low or no othering in others. When someone experiences othering on all of these indices, then the othering is more likely durable. High durability also exists when othering happens between the interpersonal, structural, and cultural.



Othering is a generalized set of common processes that engender marginality and group-based inequality across any of the full range of human differences

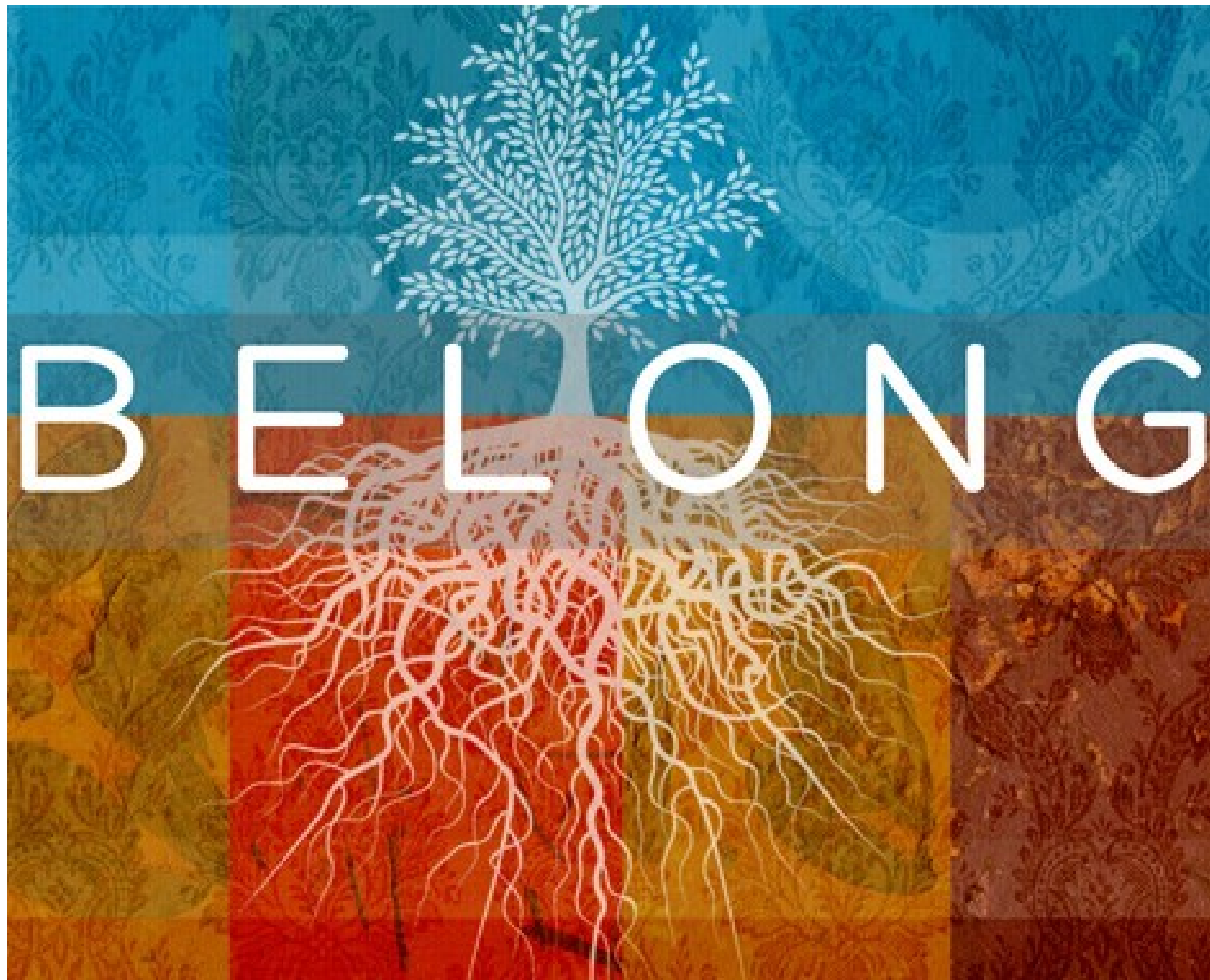
From Diversity, Equity, and Inclusion to Bridging and Belonging

Why move from DEI to Bridging and Belonging?

- We don't want to just welcome people into existing structures
- We want people to co-create structures and institutions together
- We want to build systems that are welcoming to all and that everyone has a stake in, systems that everyone has constructed cooperatively. Where everyone is represented and the work of bridging happens through co-creation



The opposite of Othering is *not* saming but belonging.



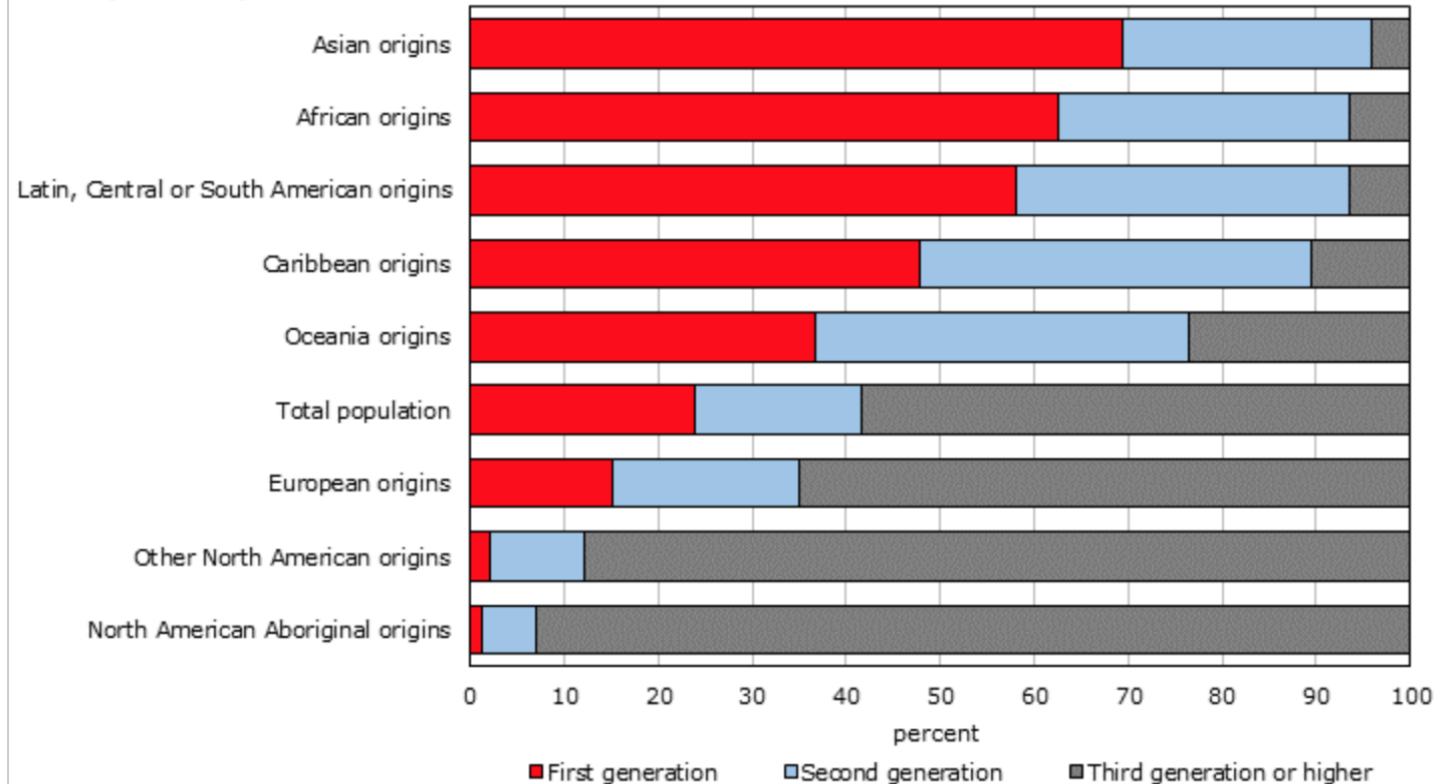
Belonging or being fully human means more than having access. Belonging entails being respected at a basic level that includes the right to both co-create and make demands upon society.

Belonging

Heart of Belonging: co-creating & being seen

Canada's racial demographics

Chart 3
Distribution of ethnic and cultural origins of the population, by generation status, Canada, 2016



Source: Statistics Canada, Census of Population, 2016.

Canada's visible minority population

- Make up about 22% of the Canadian population
- Primarily South Asian, Chinese, and Black
- 21.9% of the Canadian population consists of immigrants

6.2% of the total Canadian population is indigenous

Government Response to COVID-19

Significance of Canada's public benefits infrastructure

- Canadian Emergency Response Benefit of \$2,000 per month for four months

Special funding projects for Indigenous communities

Government acknowledgement of the gendered impacts of social distancing

Aid for people without homes



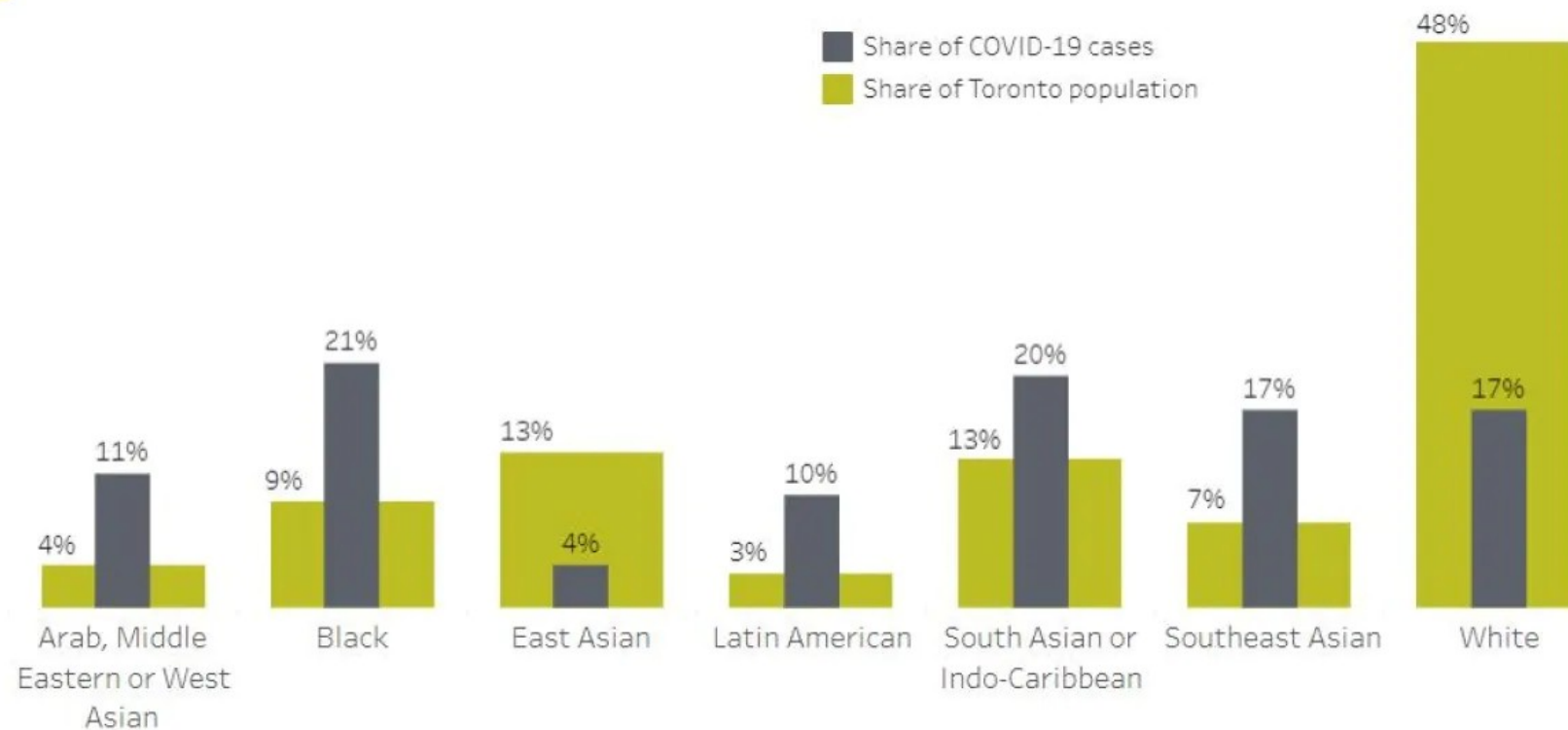
Differential impacts of COVID on racialized groups

Importance of the government's acknowledgment of COVID's racialized impact

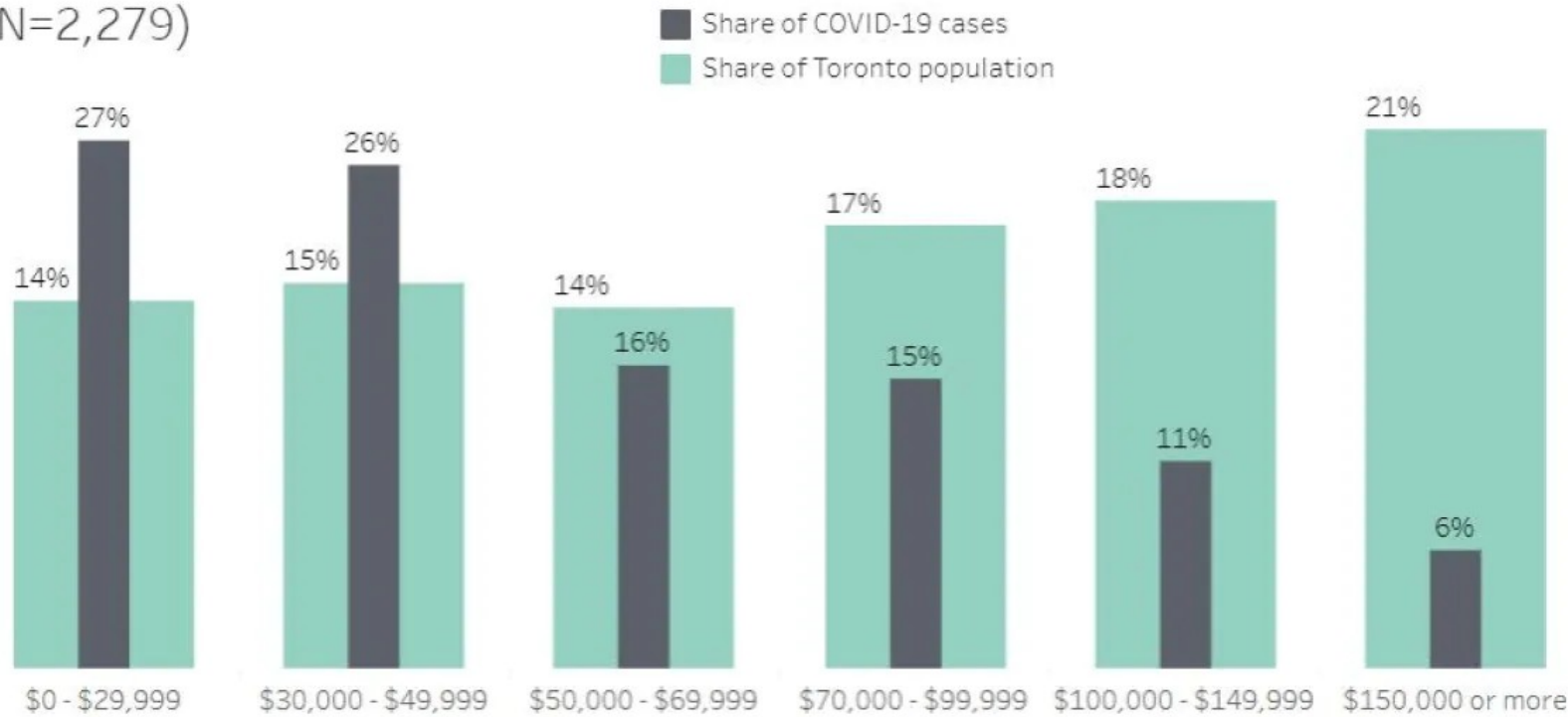
Virus rates are disproportionately higher in Black communities, low-income households, and amongst essential workers

- **How should this data affect the way the government distributes resources & benefits?**

Share of COVID-19 cases among ethno-racial groups compared to the share of people living in Toronto, with valid data up to July 16, 2020 (N=3,861)



Share of COVID-19 cases by household income compared to the share of people living in Toronto by income group, with valid data up to July 16, 2020
(N=2,279)



Rates in Montréal

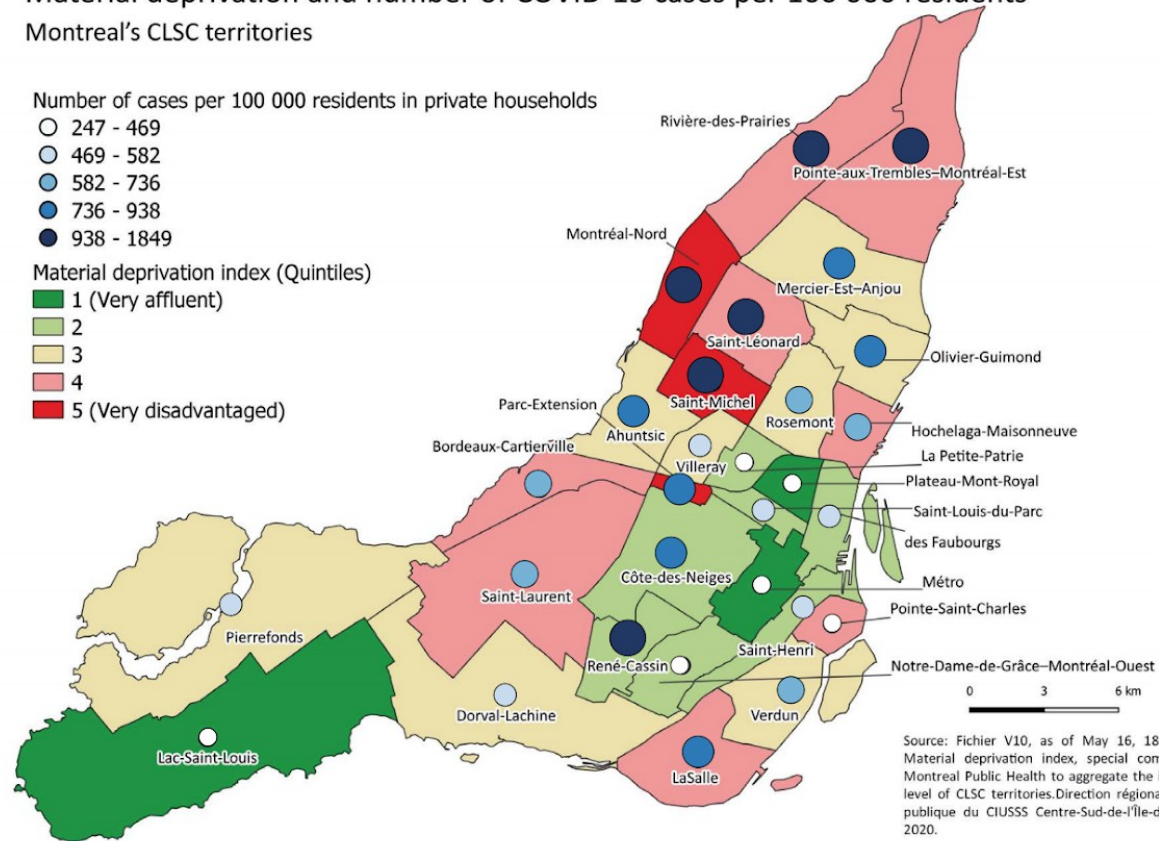
Material deprivation and number of COVID-19 cases per 100 000 residents Montréal's CLSC territories

Number of cases per 100 000 residents in private households

- 247 - 469
- 469 - 582
- 582 - 736
- 736 - 938
- 938 - 1849

Material deprivation index (Quintiles)

- 1 (Very affluent)
- 2
- 3
- 4
- 5 (Very disadvantaged)



Centre intégré
universitaire de santé
et de services sociaux
du Centre-Sud-
de-l'Île-de-Montréal

Québec

A more detailed version is available in French: emis.santemontreal.qc.ca

Economic impact of COVID on racialized groups

Table 1

Self-reported employment and financial impact of COVID-19 and use of federal income support among crowdsourcing participants by visible minority groups, 2020

| | Experienced job loss or reduced hours among individuals employed before COVID-19 | Reporting strong or moderate impact of COVID-19 on ability to meet financial obligations or essential needs | Applied and received federal income support among individuals reporting strong or moderate impact of COVID-19 |
|--------------------------|--|---|---|
| | percent | | |
| South Asian | 36.7 | 38.5 | 50.8 |
| Chinese | 31.2 | 26.8 | 49.5 |
| Black | 37.9 | 38.5 | 54.5 |
| Filipino | 42.2 | 42.9 | 64.5 |
| Latin American | 34.0 | 31.7 | 63.5 |
| Arab | 32.7 | 44.0 | 52.6 |
| Southeast Asian | 40.2 | 40.3 | 54.7 |
| West Asian | 46.5 | 42.0 | 61.1 |
| Korean | 40.1 | 36.1 | 67.7 |
| Japanese | 34.5 | 25.3 | 50.7 |
| Other visible minorities | 36.6 | 33.1 | 55.3 |
| White | 34.1 | 23.2 | 45.7 |

Source: Statistics Canada, Impacts of COVID-19 on Canadians - Trust in Others: Data Collection Series (5323).

Economic impact of COVID on racialized groups

- Prior to COVID-19, most visible minority groups were more likely to live in poverty than the White population
- When the pandemic hit, unemployment was disproportionately higher in minority groups than the White population

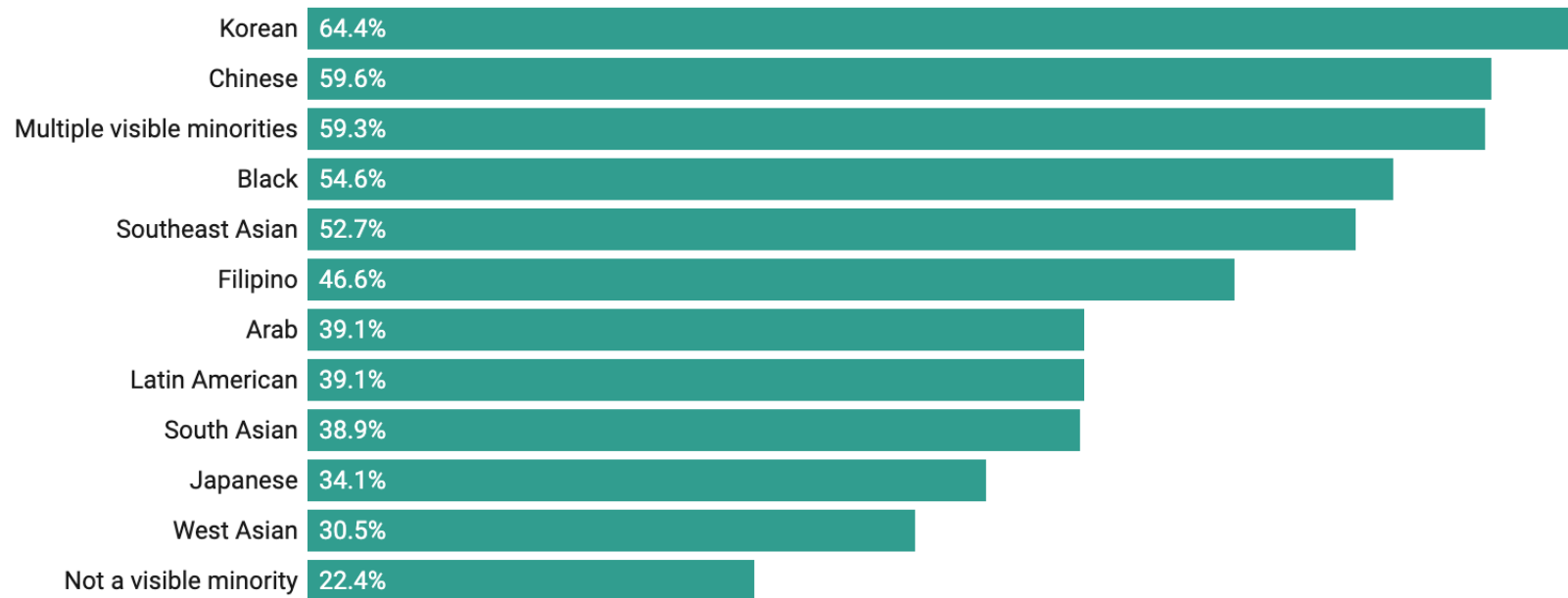
Implications for individuals with precarious immigration status

- Government benefits reserved only for Canadian citizens

COVID-related racism

% of visible minorities reported having experienced discrimination during the pandemic

Chinese, Korean, Southeast Asian and Black participants are more than twice as likely as White participants to report discrimination



Anti-Asian racism

- Proliferation of anti-Asian hate speech and the rise of right-wing extremism in Canada

Government response

- Misinformation campaign
- Generally silent on the issue and lack of concrete steps



Anti-Black racism and Canada's response to racial justice protests

- Canada's issue of framing anti-Black racism as an American phenomenon
- Importance of trans-national movements
- **How does Canada grapple with anti-Black racism today? Does the country's practice reflect its historical status as a "safe haven" from the United States?**

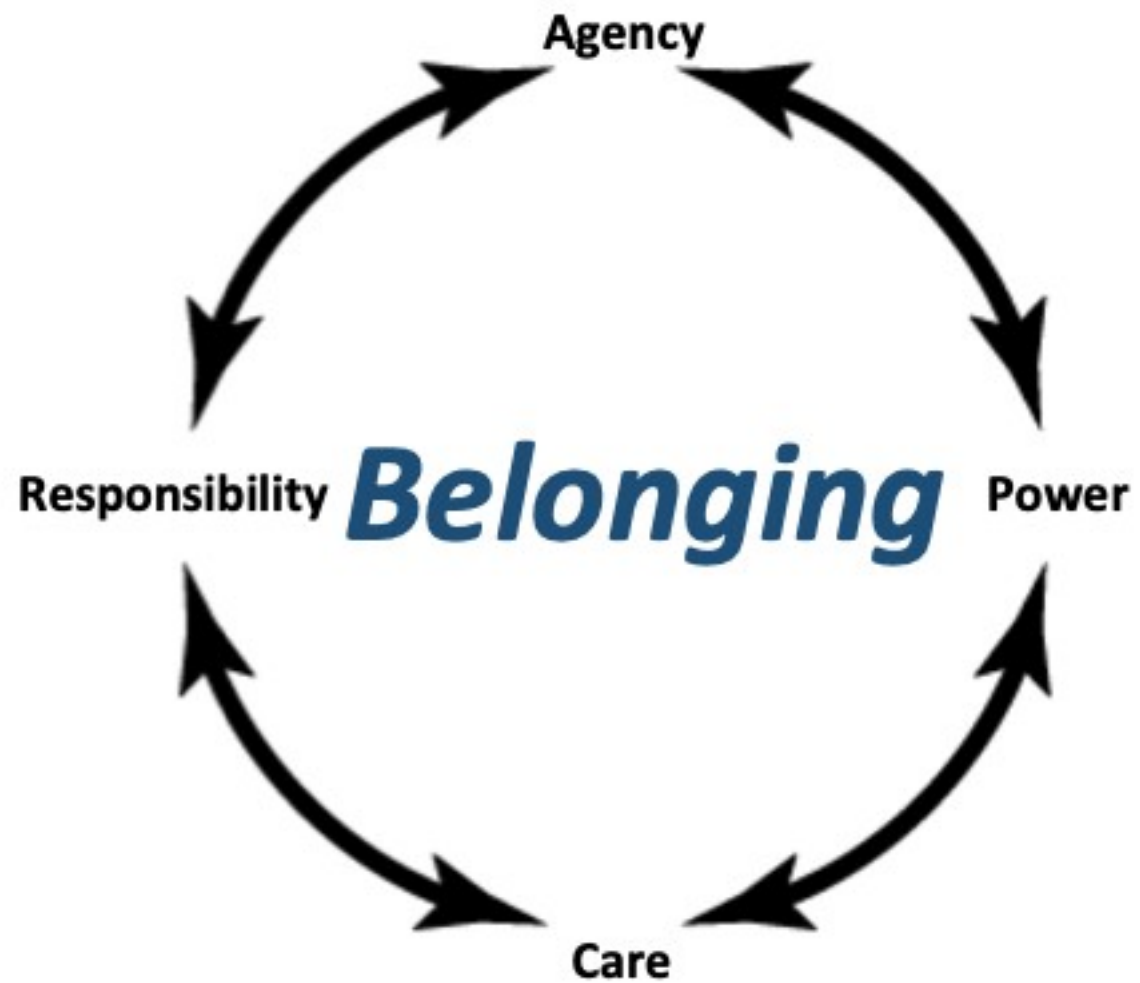


Stories and Narratives

Who's in our stories? Who is represented? Who is left out?



How do we expand our circles to include everyone in our stories and narratives?





Narratives of Othering and Belonging



Breaking: When a group turns inwards and explicitly pushes away from other groups who are seen as dangerous or a threat



Bonding: Connecting to people like you in some important way



Bridging: Ties to people who are unlike you in some important way; stories, structure contact

Deep Belonging

Belonging connotes something fundamental about how groups are structurally positioned within society as well as how they are perceived and regarded. There's an *affective* component.



Belonging is more than joining a club – it is about co-creating and co-owning structures to belong.

How do we build community and power between different minority groups in Canada?

- Understand both impediments and opportunities
- Find and confront discrimination
- Create affirmative goals (like targeted universalism)
- Be critical and skeptical, but not cynical

Breaking and Bridging

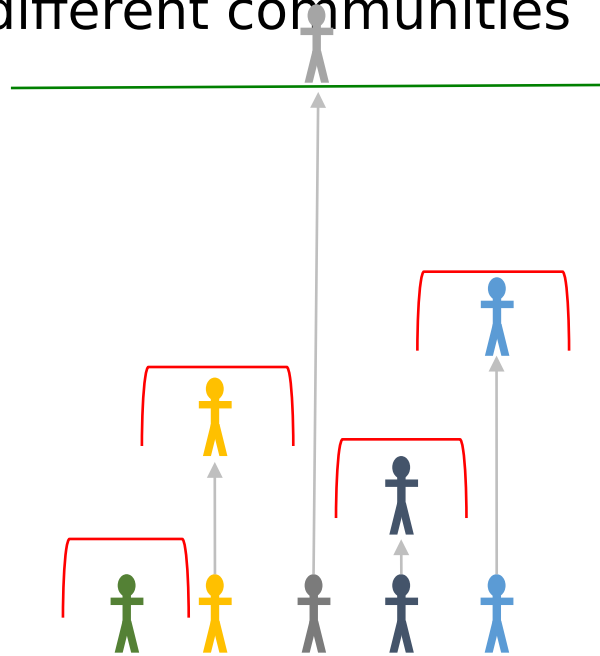
- There are **short bridges** and **long bridges**.
- Some bridges require more effort to build and maintain. Others are a short distance.



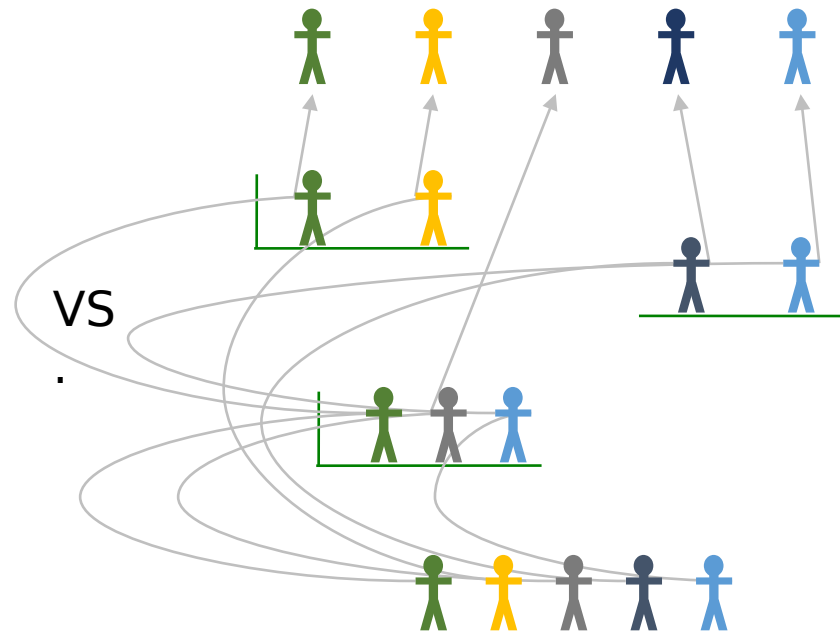
- As bell hooks reminds us, bridges are walked on.

Targeted Universalism

Structural inequity
produces consistently
different outcomes for
different communities



Targeted universalism
responds with universal goals
and targeted solutions



Why T/U?

People are differently situated

Not only are people situated differently with regard to institutions, people are situated differently with regard to infrastructure



People are impacted by the relationships between institutions and systems...

...but people also impact these relationships and can change the structure of the system.

Targeted universalism in practice.

This strategic framework...

- ❖ Starts with identifying the universal goals for all, yet the current position of the favorite group should not be normalized in the system whereby becoming the universal goal for all. So, set a universal bench mark/goal that is not dependent on the dominant group.
- ❖ Identify specific obstacles in particular geographies that limit certain populations from reaching those goals.
- ❖ Understand how groups are situated related to structures, culture and power
- ❖ Create targeted strategies for each group that are designed to affirmatively promote inclusion/belonging AND remove barriers to inclusion/belonging.
- ❖ Involve the group in the goal setting/ the research and the story
- ❖ This could be through a Community Health Needs Assessment; opportunity map

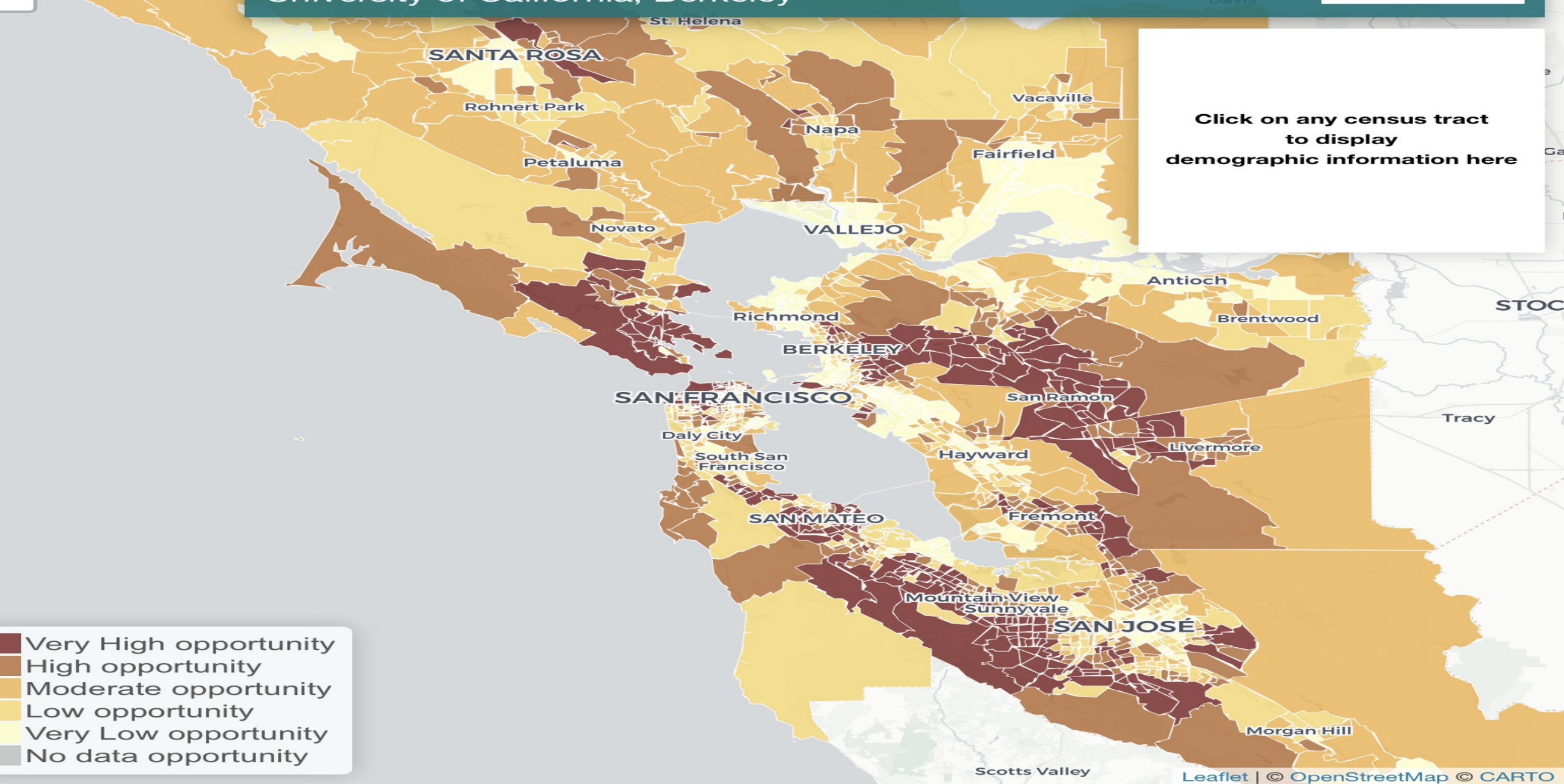
TU and COVID-19 in

Blueprint for a Safer Economy – COVID-19 and Equity

It has been clearly documented that certain communities - low-income, Black, Latino, Pacific Islander, and essential workers – have been disproportionately impacted by COVID-19 in terms of higher rates of infection, hospitalizations, and deaths. These disparities create a public health imperative to address exposure in all communities, including especially those disproportionately impacted, as a measure to protect all communities.

- **For a county with a population of greater than 106,000, the county must:**
 - **Equity Metric.** Ensure that the test positivity rates in its most disadvantaged neighborhoods, referred to as the Health Equity Quartile of the Healthy Places Index census tracts, do not significantly lag behind its overall county test positivity rate, as described in detail below.

Source: CA Dept. of Public Health



Targeted Universalism Operationalizes Belonging

- Each group's differences must be taken into account
- T/U is designed through careful consideration of positionality and situatedness
- It is inclusive of all regardless of differences, it expands the 'we'
- T/U is a communications strategy
- It avoids breaking and scarcity
- Participation/data/power/stories
- Move us toward belonging

Opportunities for increased belonging and structural transformation

“Envision a future of an egalitarian Canada where the rights of all people are respect, and Indigenous peoples’ demands for justice, sovereignty and full nation-to-nation relationship with Canada is supported” - Colour of Poverty Colour of Change

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Overlap of Black and Indigenous liberation struggles

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