



Ministry of
Citizens' Services

Anti-Racism Data Act Progress Report

First Year | June 2022 to June 2023





contents

Letter from Mable Elmore, Parliamentary Secretary for Anti-Racism Initiatives	2
Executive Summary	4
Anti-Racism Data Act.	4
Release of Statistics or Other Information	6
Next Steps.	6
S1 Consultation and Cooperation with Indigenous Peoples	8
Consultation and Cooperation with Indigenous Peoples.	8
Research Priorities	9
Next Steps.	10
S2 Anti-Racism Data Committee	10
Anti-Racism Data Committee.	10
Establishment and Membership	11
Committee Meetings and Progress to Date	11
Message from the Committee Chair.	13
From the Anti-Racism Data Committee Members.	14
Next Steps.	14
S3 Data Collection	15
Background	15
Engagement and Feedback	16
Next Steps.	16
S4 Analysis of Public Engagement and Publicly Available Reports	17
Research Priorities	17
Approach	18
Findings	18
Table 1: Recommendation Categories	19
Appendix 1: List of Reports Reviewed	21

Welcome

From the Parliamentary Secretary for Anti-Racism Initiatives

We cannot change what we cannot see. That's the basis for the historic Anti-Racism Data Act. Informed by the input from more than 13,000 British Columbians, this legislation provides a ground-breaking path forward, to work in partnership with Indigenous Peoples and racialized communities to identify barriers and gaps in government programs and services.

The legislation enshrines into law a commitment to collaboration with Indigenous Peoples and racialized communities through the implementation of the Act. That's why we established the Anti-Racism Data Committee with representatives from a wide cross-section of cultural communities and geographic regions of B.C. The eleven-member committee is guiding the implementation of the Act to make sure the voices of the people most impacted by systemic racism remain at the centre of this work.

We're also working alongside First Nations and Métis Nation BC to make sure the Act continues to be delivered in line with our commitments under the Declaration on the Rights of Indigenous Peoples Act including the rights of Indigenous Peoples to define themselves and Indigenous data sovereignty.

Everyone deserves good public services that work for them. But we know too many people are being left out and left behind because programs and services weren't designed with them in mind. Over the last year, we've listened and learned from racialized communities on how we can safely and respectfully collect data on gaps and barriers to public services. This information will shine a light on the areas where government needs to improve.

The Anti-Racism Data Act – First Year Progress Report is the result of a year of long-overdue, difficult conversations with Indigenous Peoples and racialized communities on systemic racism in government programs and services. Statistics and other information will be released annually and will help to hold government accountable for its promises to address systemic racism and work in partnership with Indigenous Peoples and racialized communities. Transparency is key to this work and I'm glad that we've enshrined this important practice into law as part of this legislation.

As we move forward with the next phase of implementing the Anti-Racism Data Act – culturally safe data collection – it’s important to remember this legislation is one piece of our cross-government work to dismantle systemic racism. We recently launched the K-12 Anti-Racism Action Plan to address systemic racism and colonial biases in the public school system. And we’re also developing broader anti-racism legislation that will be introduced in 2024. The anti-racism act will move beyond identifying barriers to public services and require government to address the broader challenges of systemic racism, inequity and discrimination in B.C.

There’s a lot of challenging work ahead to address systemic racism. But by working in partnership with the people most affected, we can bring about meaningful change for all British Columbians and build a better, more inclusive B.C. for everyone.



Mable Elmore

Mable Elmore,
Parliamentary Secretary for Anti-Racism Initiatives

Executive Summary

Anti-Racism Data Act

Everyone deserves equal access to strong public services. Unfortunately, systemic racism and other forms of discrimination have shaped the delivery of government programs and services for generations. This ongoing legacy of prejudice continues to determine whether and how people of different backgrounds benefit from important public services that we all rely on – like health care and education.





Hyperlinked online sources and sections within this document are underlined and bolded.

Systemic racism isn't always obvious or easy to see. One of the best ways of uncovering systemic racism is by looking at outcomes to see who is benefiting from services, who isn't being helped – and who is being harmed. The first step to fixing a problem is to find out where the problem is.

We know that systemic racism exists everywhere, including in government policies and programs, and this must change. However, right now, government doesn't know enough about who is and is not accessing services to do this work. We need to know more about people to know if services are working equally well for people regardless of their race or ethnicity, and to address barriers within those services.

To address this, government introduced the **Anti-Racism Data Act** (ARDA), which became law on June 2, 2022.

This legislation has two key goals:

- ▶ Building trust with First Nations, Métis, Inuit and other racialized communities
- ▶ Enabling the collection and use of data to identify and dismantle systemic racism

Every aspect of this legislation was developed with Indigenous Peoples and other racialized communities. As it is implemented, every aspect will continue to be developed with Indigenous Peoples and other racialized communities.

Although the term “Indigenous Peoples” is used in the Anti-Racism Data Act and this report, work under this legislation recognizes the unique identity of First Nations, Métis and Inuit people in B.C. This work also supports our commitments to achieving the objectives of the United Nations Declaration on the Rights of Indigenous Peoples.

The Anti-Racism Data Act focuses on data-related activities that increase trust, transparency and accountability while preventing and reducing harms to Indigenous Peoples and other racialized communities.

These activities include:

- ▶ Developing data standards and guidance that protect people's privacy and give direction on the use and interpretation of sensitive information about identity;
- ▶ Identifying research priorities to guide government's work to identify and eliminate systemic racism; and
- ▶ Releasing annual statistics or other information.

The Anti-Racism Data Act requires all these activities be done in partnership with the **Anti-Racism Data Committee** and in consultation and cooperation with Indigenous Peoples.

Release of Statistics or Other Information

The Anti-Racism Data Act requires government to release statistics or other information respecting systemic racism and racial equity by June 1 each year.

This report is part of the first release of information under the act. It provides an overview of the work being done to fulfill the requirements of the legislation, including efforts being made to promote trust and transparency between Indigenous Peoples, racialized communities and the B.C. government.

The focus for the first year of implementing the Anti-Racism Data Act has been on establishing and strengthening relationships and building trust. This foundational work is required before government can begin collecting the personal information needed to identify and eliminate systemic racism. Moving at the speed of trust is critical to developing the processes and safeguards needed to ensure First Nations, Métis, Inuit and other racialized communities benefit from data collected under the act.

As data is collected and analyzed, annual releases will focus on releasing statistics, insights, and data sets that communities can use to identify their own goals, set their own priorities, and inform their ongoing efforts to advance equity.

Highlights in implementing the Anti-Racism Data Act over the last 12 months include:

- ▶ Strengthening government-to-government relationships with First Nations in B.C. and Métis Nation British Columbia and developing research priorities together ([Part 6](#) of the act);
- ▶ Establishing the Anti-Racism Data Committee (the committee) and building trust through activities related to [cultural safety](#), data collection and research priorities ([Part 7](#) of the act);
- ▶ Working with Indigenous Peoples and other racialized communities to build trust and capacity to safely collect and use data; and
- ▶ Centring the voices of racialized communities by incorporating existing calls to action ([see section 4](#)) into the implementation of the Anti-Racism Data Act.

Next Steps

During [extensive public engagement](#) on the Anti-Racism Data Act, government heard that building trust and strengthening relationships with First Nations, Métis and Inuit and other racialized communities was essential to dismantling systemic racism in government programs and services. Government cannot address systemic racism unless it works alongside those who are most impacted by it.



S1 Consultation and Cooperation with Indigenous Peoples

It is essential that the lived experience of those who are most impacted by systemic racism informs the implementation of the Anti-Racism Data Act. Building trust with First Nations, Métis and Inuit is essential to ensuring this legislation is implemented with respect and care, strengthens government-to-government relationships, and upholds Indigenous Peoples' rights.

The [Declaration on the Rights of Indigenous Peoples Act](#) (Declaration Act) made B.C. the first jurisdiction in Canada to adopt the [United Nations Declaration on the Rights of Indigenous Peoples](#). The Anti-Racism Data Act was one of the first pieces of legislation to be co-developed with First Nations, Métis and Inuit peoples under the Declaration Act, and embeds a government-to-government approach across the data lifecycle.

[Part 6](#) of the Anti-Racism Data Act includes a process to work with Indigenous Peoples to develop and deliver activities under the act, such as data standards and research priorities. The process for consultation and cooperation outlined in the act ensures work is done collaboratively with Indigenous Peoples through their representatives.¹ It ensures individual Nations can choose how to be involved while standardizing processes to make the work transparent.

To support these processes, monthly virtual meetings have been established as a welcoming, Indigenous-centred space to discuss data initiatives and data governance. All First Nations in B.C. as well as Métis Nation British Columbia were invited to attend the meetings.²

These monthly virtual meetings are a means for sharing information, building relationships and discussing data-related work for Nations and the B.C. government to collaborate on. These gatherings also act as a space to discuss and clarify formal government notifications and communications about data related activities.

1 Representatives include individuals from Band governments, Treaty Nations, and Métis Nation British Columbia. The process laid out in Part 6 of ARDA uses the term Indigenous Governing Entity, which is defined in the Freedom of Information and Protection of Privacy Act as an Indigenous entity that exercises governmental functions, and includes but is not limited to an Indigenous governing body as defined in the Declaration on the Rights of Indigenous Peoples Act. Indigenous Governing Entities can include any entity delegated to act on behalf of Indigenous people.

2 These meetings are called "Indigenous Data Governance Monthly Zoom Circle".

The meetings follow four fundamental shared values:

Respect: Indigenous knowledge being honoured by considering what is being shared and heard in a reflective and non-judgmental way.

Responsibility: An attitude that seeks to develop and sustain relationships based on trust, that honours the integrity of First Nations, Métis and Inuit peoples, and that does not undermine or disrespect Indigenous Peoples, their communities, their expertise, and their traditional knowledge and intellectual property.

Relevance: The focus of discussion being Indigenous-centred to cultivate space for meaningful and sustainable engagement.

Reciprocity: Demonstrating cultural humility as a lifelong learning process by being transparent with Indigenous and non-Indigenous people learning together at the same time.

Research Priorities

The Anti-Racism Data Act requires government to establish and publish research priorities on or before June 1, 2023, and every second year thereafter. The research priorities relate to the identification and elimination of systemic racism and the advancement of racial equity. The first set of research priorities have been developed with guidance and leadership from Indigenous Peoples. First Nations, Métis and Inuit peoples have been strong advocates for research to confront Indigenous-specific racism across sectors.

Past calls for action include federal initiatives, such as:

- ▶ [The National Inquiry into Missing and Murdered Indigenous Women and Girls](#)
- ▶ [The Truth and Reconciliation Commission of Canada's "Calls to Action"](#)

Local examples include:

- ▶ The "[In Plain Sight](#)" report which investigates and makes recommendations related to anti-Indigenous racism in B.C.'s health care system
- ▶ [The Taanishi Kiiya?](#) report by the Office of the Provincial Health Officer and Métis Nation British Columbia, which provides a baseline assessment and makes recommendations for improvement to the health and wellness of Métis people in B.C.

Government compiled data-related recommendations from over 60 publicly available calls for research ([see section 4](#)). Government then worked with representatives who attended the monthly virtual meetings to co-develop a list of research priorities drawing from these calls for research and priorities identified by Indigenous Peoples and their governments, leaders and organizations working in their communities. These research priorities will guide government’s work to identify and dismantle systemic and Indigenous-specific racism, and advance Indigenous data sovereignty in B.C.

Next Steps

In addition to creating government-to-government relationships with First Nations in B.C. and Métis Nation British Columbia, the B.C. government is strengthening its relationships with Indigenous partner organizations, such as the First Nations Leadership Council and the BC Association of Aboriginal Friendship Centres. These organizations offer an additional strategic lens to data governance initiatives.

In the coming year, government will continue to hold monthly virtual meetings, and consult and cooperate with First Nations, Métis and Inuit peoples to implement the research priorities, establish data standards and directives to guide this work. Government will also make progress on broader Indigenous data governance efforts with the goal of using data as a foundation for self-government and self-determination.

S2 The Anti-Racism Data Committee

In the 2020 [“Disaggregated demographic data collection in British Columbia: The Grandmother Perspective”](#) report, the BC Human Rights Commissioner recommended that government establish a committee that includes members from systemically oppressed communities to make collaborative decisions with government. The Anti-Racism Data Committee is a key commitment under the Anti-Racism Data Act and is responsive to the BC Human Rights Commissioner’s recommendation.

The committee collaborates with government to develop and support activities under the Anti-Racism Data Act, and is a key part of ensuring that all implementation activities are informed by the expertise and lived experience of people most impacted by systemic racism.

Key principles guide the committee’s work: preventing community harms, maintaining privacy and confidentiality of personal information, being transparent around processes, and making information accessible in a timely manner.

Establishment and Membership

The Anti-Racism Data Act Committee was established in September 2022 following a rigorous recruitment process led by the Ministry of Attorney General, Ministry of Citizens' Services, and Crown Agencies and Board Resourcing Office.

The opportunity to be a member of the committee was advertised widely through more than 40 organizations involved in the [Resilience BC Network](#), the 70 community partners and organizations who engaged with government to develop the Anti-Racism Data Act, government rural and regional networks, and Indigenous partners.

A total of 157 people applied, resulting in a highly qualified and diverse pool of potential committee members. Applications were received from 14 of the 16 [Health Regions](#) in British Columbia and 71% of applicants indicated they spoke multiple languages.

The committee has [11 members](#), including the chair, and represents a wide cross section of communities and geographic regions of B.C. The members possess significant anti-racism and data expertise, and a wealth of lived experience. Members are remunerated for their participation in the committee.

Committee Meetings and Progress to Date

The Anti-Racism Data Act Committee is a working committee—rather than an advisory committee. It collaborates with government to work towards commitments under the Anti-Racism Data Act.

Government is committed to working with the committee to prioritize the perspectives of the members over the processes traditionally used in government-appointed committees.

This includes incorporating meaningful approaches, such as:

- ▶ Having different culturally significant openings for each meeting (which have included an opening prayer by a First Nations elder, African drumming, and Erhu performance in recognition of Lunar New Year) as a way of recognizing and celebrating the cultural diversity of B.C.
- ▶ Meeting in different locations across the province, including in a community centre that supports refugees, to support continued connection with community
- ▶ Providing a “Collaboration Report Back” for each meeting to confirm what was heard in the meetings and follow up on any actions
- ▶ Facilitating meaningful conversation and dialogue and reducing one-way communications where government staff make presentations

Along with the relationship and trust building between committee members and staff, activities and co-development progress is underway on:

Cultural Safety

- ▶ Cultural safety is a key concept under the Anti-Racism Data Act and must be considered during all activities
- ▶ Cultural safety needs to be defined to guide all the Anti-Racism Data Act activities
- ▶ The committee discussed their perspectives on cultural safety and established a community agreement that guides cultural safety and humility within their shared work with government
- ▶ Insights from early discussions to develop the community agreement will inform a cultural safety data directive

Data Collection

- ▶ The committee contributed, and continues to contribute, their feedback and perspective on the data collection approach required to identify and dismantle systemic racism
- ▶ The committee is working with government to ensure that data collection is culturally safe, accessible for community participation, and does not result in community harms

Research Priorities

- ▶ The committee reviewed research topics identified through public reports and recommendations brought forward during engagement to develop the act ([see section 4](#))
- ▶ The committee proposed additional topics and worked with government to develop research priorities to guide anti-racism research



Message from the Committee Chair

How do we measure the progress of the Anti-Racism Data Committee against the legacies of colonization and systemic racism that have been centuries in the making? Most importantly, progress can be seen in the work undertaken with humility, by committee members, to engender trust and mutual learning so that we could begin the difficult task of bringing our collective experience and expertise to work collaboratively with government on data collection, cultural safety, and research priorities. Without a doubt this work has been challenging. Yet, the real measures are reflected in the authentic and tireless ways all members contribute their voices to reflect the unique and collective cries and hopes of communities.

As we do this work, we keep in mind our connection to community and the importance of grounding anti-racism approaches in the experiences of Indigenous and racialized people. We're also mindful of the need for transparency and moving at the speed of trust, while responding to the urgency to address systemic racism.

I'd like to thank the members of the committee for their courage, dedication, and the myriad perspectives and worldviews they bring to this work. The Anti-Racism Data Committee looks forward to continuing to collaborate with government as we work together to dismantle racism in government programs and services and advance racial equity.



A handwritten signature in black ink that reads "June Francis".

Dr. June Francis, Anti-Racism Data Committee Chair

From the Anti-Racism Data Committee Members

Too often, government has introduced programs and legislation without first consulting the people who are most impacted by the changes. The Anti-Racism Data Committee was created to support a different way of doing things.

Since the committee's first meeting in October 2022, our members' diversity and intersectional lived expertise have provided a rich lens to analyze and drive government action on systemic racism. We are advocating alongside Indigenous and other racialized communities to ensure that they continue to be engaged and consulted on the implementation of the Anti-Racism Data Act.

The committee has challenged government to look inward to address systemic racism within the BC Public Service. This internal work will create a foundation from which the government can then address systemic racism in its public-facing programs and services.

Partnering with Indigenous Peoples and other racialized communities is essential to the success of the Anti-Racism Data Act. Through this work, the Province is learning more about culturally-diverse ways of exchanging knowledge and how to approach the topics of diversity, equity and inclusion with care and safety.

We have been pleased to see that committee meetings are being held within the communities we are looking to serve, and that space is being made for community leaders to share their stories. We continue to push government to be transformative and transparent in their approach to identifying and addressing systemic racism and their engagement with communities.

By challenging colonial biases and prioritizing relationships, we have created an inclusive, collaborative and respectful space where the committee and government staff can share their different perspectives and know that they will be heard. We have built a strong foundation of respect and openness that allows us to engage in meaningful and critical discussions, and have seen government's willingness to support and collaborate with the committee.

This is an investment in B.C.'s future. It's important to take the time, build trust and move forward in collaboration to do this work well. We look forward to seeing government build on this strong foundation and continue its efforts to address and eliminate systemic racism in B.C.

Next Steps

In the coming year, the committee will work with government to prioritize development of data standards and directives to guide the collection, use and sharing of personal information to support the identification and dismantling of systemic racism.

S3 Data Collection

Background

The COVID-19 pandemic shone a spotlight on the lack of available data to understand how different communities experience and recover from large scale emergencies. In 2020, BC's Office of the Human Rights Commissioner released the report "[Disaggregated demographic data collection in British Columbia: The grandmother perspective](#)" calling on government to collect race-based and other disaggregated data to illuminate systemic inequalities and injustices. In 2021 a special advisor's report uncovered numerous examples of systemic racism in the Prince George School District and BC Housing found systemic barriers within their programs that contributed to inequitable access to appropriate housing.

Across B.C. and around the world racism and disparity are being exposed and governments are expected to act. But while the B.C. government holds data on people's use of programs and services, it lacks good, reliable and timely demographic information like race and ethnicity to be able to examine how these programs and services work for different people.

The Anti-Racism Data Act was introduced to make it possible for government to collect and use the necessary information to identify and eliminate systemic racism in government programs and services. To address the calls for the collection of demographic data and to begin the work of identifying systemic racism, government had planned a voluntary population survey to launch in November 2022.

As part of the work with Indigenous Peoples and the Anti-Racism Data Committee, government heard that it was moving too fast and hadn't established the trust needed for a data collection exercise of this size. Despite the urgency to collect and use data to identify and address systemic racism, concern remains that data may be collected and used in ways that do more harm than good. These concerns are valid. There are many examples of intentional and unintentional harms experienced by First Nations, Métis and Inuit peoples and racialized communities because of how data was used.

Government is committed to fostering trust and reciprocity with Indigenous Peoples and other racialized communities and slowed the development of the survey to create a more collaborative approach.

Engagement and Feedback

Government has shaped the survey to respond to the identified needs of Indigenous Peoples and other racialized communities.

Survey questions and categories were drawn from the Statistics Canada Census, the B.C. Gender and Sex Data Standard, the Accessible B.C. Act and United Nations categories. During the initial engagement for the Anti-Racism Data Act, government received feedback on categories such as place of birth, mobility, language, racial identity, and marital status from about 10,000 people over 425 sessions with more than 70 community and Indigenous organizations. Survey questions and response categories were revised to better reflect what participants said they liked and what they wanted to change. Participants highlighted the importance of having a single point of contact for data collection, which is why government is conducting the survey through BC Stats.

Government also held 40 one-on-one engagement sessions with Indigenous and other racialized individuals and held co-design sessions with Métis Nation British Columbia and First Nations Leadership Council on the survey invitation and overall experience. Feedback from these sessions was used to clarify the survey's intent and value, emphasize options for access, and provide clear rationale for how survey participant data will be collected and used to address systemic racism.

The survey was also discussed with the committee over multiple meetings. Committee members provided feedback on the goals of the survey, reviewed the questionnaire itself, and worked with government to develop strategies for involving specific communities and hard-to-reach populations. The committee's perspective and suggestions were instrumental in ensuring that data collection is done in a way that promotes cultural safety and balances the need for demographic data with the needs of communities.

Government recognizes the collective rights of Indigenous Peoples as distinct societies with rights to own their population data. The survey gives an explanation of Indigenous data sovereignty and allows First Nations, Métis and Inuit individuals to consent to sharing the information they provide in the survey with their own governing bodies.

Next Steps

Following this engagement, government is planning to launch a demographic survey in summer 2023. The survey includes questions related to race, ethnicity, ancestry, and other areas of identity. The data collected will be securely connected to data about program use and outcomes and used in a de-identified form to understand systemic inequalities people experience. For example, having information on the race of students would help government understand whether racialized students are overrepresented in suspensions. With this information, government can review and update policies to address the systemic causes of this overrepresentation.

S4 Analysis of Public Engagement and Publicly Available Reports

Research Priorities

Under the act, government is required to co-develop research priorities with Indigenous Peoples ([Part 6](#)) and the Anti-Racism Data Committee ([Part 7](#)). To support this, government reviewed publicly available reports to identify priority research topics, particularly topics that required data to meet recommendations.

Government also reviewed feedback from the broad [public engagement](#) that informed development of the Anti-Racism Data Act. From September 2021 to March 2022 government worked with community organizations to collect input from First Nations, Métis and Inuit peoples, racialized communities, and the general public about how to collect and use data in a safe way to eliminate systemic racism.

More than 13,000 people participated in the engagement. Participants identified the need for appropriate protections when providing data, including a clear and transparent equity purpose, culturally safe processes for sharing this sensitive information, and protections for guidance and safe use of data. Interest in research into healthcare, education, employment, justice, and social services sectors was mentioned frequently.

This review was done to leverage the existing wisdom and recommendations already put forward by First Nations, Métis and Inuit peoples and other racialized communities. It was important not to further burden racialized people by repeatedly asking for the same information – communities have been calling for action against systemic racism for many years and concrete actions have been proposed. This information was shared with the Indigenous Peoples and the Anti-Racism Data Committee to help inform the development of the research priorities for 2023.

Approach

Government reviewed 63 reports covering a broad range of topics such as healthcare, education, and violence against women ([see Appendix 1](#)). The reports were published between 2003 and 2022, and were written by the federal or provincial governments, Indigenous governments or organizations, public sector, non-government, non-profit organizations, and academic institutions.

The reports:

- ▶ Made recommendations or calls to action that directly or indirectly relate to race-related, social equity-related or Indigenous-specific research
- ▶ Identified data or research gaps, limitations and/or opportunities

Not all recommendations in these reports were directed at the B.C. government. Some reports called for action from the federal government, universities or other public bodies in Canada and some identified research or data gaps. The cross-section of reports reviewed provides a meaningful picture of expectations the public, advocacy groups and equity-seeking groups have for government's use of data to eliminate systemic racism.

Findings

Through review, 80 relevant research priority topics were identified. These topics were divided into broad categories according to the equity-seeking group or community the research topic related to. Most of the recommendations related to Indigenous-specific racism (65%), with reports pointing to the experiences of First Nations, Métis and Inuit peoples, and others focused on Islamophobia (11%) and anti-Black racism (6%).



Table 1: Recommendation Categories

The table shows the number of research-related recommendations listed under each category.

CATEGORY	NUMBER OF RECOMMENDATIONS
Anti-Arab Racism	1
Anti-Asian Hate	2
Anti-Black Racism	5
Anti-Semitism	1
General Education	2
General Healthcare	3
General Racism	3
Indigenous-specific Racism ³	52
Islamophobia	9
Violence Against Women	2
Total	80

In the Indigenous-specific racism category, most of the recommendations were related to themes of Violence/Abuse (36%), Trafficking (18%), Policing/Justice System (11%), Housing (7%), and Healthcare (7%).

These broad categories were broken down further into themes. Most recommendations fell under: Healthcare (42%), Violence/Abuse (26%), Trafficking (9%), COVID-19 (9%), and various intersectional themes (9%). Other topics included education, employment, housing, internet connectivity, policing/justice system and residential schools. See [Appendix 1](#) for a full list of reports.

³ Indigenous-specific racism refers to racism directed at/experienced by those who may identify as First Nations (status and non-status), Métis and/or Inuit.

Appendix



Appendix 1: List of Reports Reviewed

YEAR	REPORT
2003	Start of Something Powerful: Strategizing for Safer Communities for BC Aboriginal Women
2004	No More Stolen Sisters: The Need for a Comprehensive Response to Discrimination and Violence Against Indigenous Women in Canada
2005	Researched to Death: BC Aboriginal Women and Violence
2008	A Strategic Framework to End Violence against Wabanaki Women in New Brunswick
2010	Issues Related to the High Number of Murdered and Missing Women in Canada
2011	Métis Community Health Indicators Capacity and Need
2011	Métis Maternal and Child Health - A Discussion Paper
2012	Blueprint for an Inquiry: Learning from the Failures of the Missing Women Commission of Inquiry
2012	Protecting Sacred Lives Urban Aboriginal Youth Domestic Trafficking in Persons Policy Research Report
2012	Forsaken – The Report of the Missing Women Commission of Inquiry
2014	Boyfriend or Not – Sexual Exploitation and Trafficking of Aboriginal Women and Girls in Canada: Report to the Embassy of the United States
2015	Truth and Reconciliation Commission of Canada: Calls to Action
2016	A Matter of National and Constitutional Import
2016	Sex Trafficking of Indigenous Women in Ontario
2017	Land, Family and Identity: Contextualizing Métis Health and Well-being
2017	Métis Cancer Control in Canada Baseline Report
2018	2018 Survey of Jews in Canada - Final Report
2019	Pathways in a Forest: Indigenous Guidance on Prevention-Based Child Welfare
2019	Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside

YEAR	REPORT
2019	Submission to the Standing Committee on Canadian Heritage Re: Study of the History of and Current Display of Hate Symbols and Emblems in Canada
2019	The Final Report of the National Inquiry Into Missing and Murdered Indigenous Women and Girls
2019	BC Assembly of First Nations Resolution 2019
2019	BC Assembly of First Nations Annual Report 2019-2020
2019	Canada: Preventing and Combating Racial Profiling Submission to: The UN Committee on the Elimination of Racial Discrimination
2019	Métis Perspectives of Missing and Murdered Indigenous Women, Girls and LGBTQ2S+ People
2019	Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls
2019	Indigenous Youth Roundtables: Overrepresentation of Indigenous Youth in Canada's Justice System
2020	In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care
2020	Disaggregated Demographic Data Collection in British Columbia: The Grandmother Perspective
2020	BC Assembly of First Nations Resolution 2020
2020	Canada: Intersections of Anti-Semitism with other Forms of Racism and Violence
2020	The Pervasive Reality of Anti-Black Racism in Canada
2020	Canadian Race Relations Foundation - Annual Report
2020	Chinese Canadian National Council for Social Justice
2020	Preventing and Combatting Hate Speech & Hate Crimes in Canada
2020	A Year of Racist Attacks: Anti-Asian Racism Across Canada One Year Into the COVID-19 Pandemic
2020	"More Exposed & Less Protected" in Canada: Racial Inequality as Systemic Violence During COVID-19
2020	Black Experiences in Health Care - Symposium Report
2020	Action Plan for First Nations Homelessness On and Off-Reserve

YEAR	REPORT
2020	Return to School During COVID-19 - Considerations for Ontario's Child and Youth Community Mental Health Service Providers
2021	Dada Nentsen Gha Yatastig: I Am Going to Tell You About a Very Bad Disease – Tsilqot'in in the Time of COVID: Strengthening Tsilqot'in Ways to Protect Our People
2021	Ministry of Education - COVID-19 Student Impacts
2021	Excluded: Increasing Understanding, Support and Inclusion for Children with FASD and their Families
2021	Connectivity, Access and the Impact on BC's Rural, Remote and Indigenous Women Experiencing Violence
2021	Islamophobia at Work: Challenges and Opportunities
2021	Detained: Rights of Children and Youth Under the Mental Health Act
2021	Skye's Legacy: A Focus on Belonging
2021	Representative for Children and Youth - Annual Report 2021/22 and Service Plan 2022/23 to 2024/25
2021	Scarborough Charter: On Anti-Black Racism and Black Inclusion in Canadian Higher Education
2021	Recommendations: National Summit on Islamophobia
2021	Tanishi Kiiya - Métis Public Health Surveillance Program - Baseline Report
2021	National Action Summit on Islamophobia: Formal Submissions from Community Organizations
2021	Another Year: Anti-Asian Racism Across Canada Two Years Into the COVID-19 Pandemic
2021	Racism, Discrimination and Migrant Workers in Canada: Evidence from the Literature
2021	Ministry of Education - Aboriginal Report 2016/17 - 2020/21 How Are We Doing? - Province (Public Schools Only)
2021	Report of the University of Toronto Anti-Semitism Working Group
2021	Visioning the Future: First Nations, Inuit, & Métis Population and Public Health
2022	At a Crossroads: The Roadmap from Fiscal Discrimination to Equity in Indigenous Child Welfare

YEAR	REPORT
2022	Declaration Act Draft Action Plan
2022	Centre for Israel and Jewish Affairs - Our Policy Recommendations - Combating Antisemitism
2022	Black in BC: Convener Pilot Project
2022	Standing Committee on Canadian Heritage
2022	Colour of Violence Race, Gender & Anti-Violence Services





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