

Anti-Racism Data Act PROGRESS REPORT

Second Year
June 2023 - June 2024



BRITISH
COLUMBIA



The Ripple, Raven-Tacuara

Territorial Acknowledgment

This report was prepared on the ancestral territories of the lək̓ʷəŋən (Lekwungen) speaking People, known today as the Esquimalt and Songhees Nations, who have kept their homelands strong. We are grateful to live here.

Distinctions-Based Approach

The BC Government remains committed to taking a distinctions-based approach to [Indigenous data sovereignty](#) and [self-determination](#). We recognize and respect the distinct rights of First Nations, Inuit and Métis people. We are working to address the consequences of colonial policies which have had lasting effects on all Indigenous Peoples living in the province.



The Houseplants Watch Me Grow, Cheyenne Manning

Anti-Racism Data Act Artists Acknowledgment

The [Anti-Racism Data Committee](#) encouraged us to represent the diverse communities within B.C. in government's work. As we designed our progress report, we reflected on how to do this in a meaningful way. Art is a powerful tool to help us learn about the society and cultures around us.

Across our province, creators are using their art to celebrate their culture and uplift their community. To highlight some of this work, we invited artists to share their artwork for this project.

Their artistic expressions are woven throughout the pages. This work challenges us and encourages us to reflect on our own understandings of the world around us. We're grateful to each of them.

To learn more about the artists, we encourage you to read their [biographies](#) at the end of the report and to explore their portfolios further online.



The Truth Brings Joyous Tranquility, Sandeep Johal

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Letter from the Minister



George Chow, Minister of Citizens' Services

As Minister of Citizens' Services and someone who is racialized and an immigrant, I know how important it is for our government to tackle the challenges of racism, inequity and discrimination that many British Columbians face.

Longstanding systemic racism and discrimination have shaped the delivery of government services for generations. As a government, we need to lead by example and make life better for everyone in B.C. To do that effectively, we need more information about where things are not working. That is why we introduced the Anti-Racism Data Act, which became law on June 2, 2022.

In September 2022, we appointed the first members of the Anti-Racism Data Committee. The Committee has 11 members from different backgrounds and from different areas of the province. The committee has played a pivotal role in realizing several key activities under the Anti-Racism Data Act. These initiatives include:

- ▶ the release of research priorities;
- ▶ the creation and implementation of the BC Demographic Survey;
- ▶ developing anti-racism training for researchers, and;
- ▶ reviewing the first release of statistics from government's anti-racism research priorities for community harms.

I'm grateful for their continued dedication to this work and holding

government accountable for addressing systemic racism in our services. The committee helped in developing the questions for the BC Demographic Survey and helped to promote the survey. Eighty community organizations helped promote the survey as well.

Altogether, 204,000 people from around the province filled out the survey. Results from the survey are helping us advance anti-racism research priorities identified by the Anti-Racism Data Committee and Indigenous Peoples last year.

Along with this progress report, we're releasing the initial findings from three of those research priorities. These findings focus on racial diversity in the BC Public Service, the rates of three common health conditions and the experiences of children accessing learning supports in schools.

The Anti-Racism Data Committee's work has been invaluable over the last year. They reviewed these reports to identify potential community harms and also provided input into an anti-racist framework for research. Research teams must follow this framework, and take specialized training, before using data collected through the BC Demographic Survey.

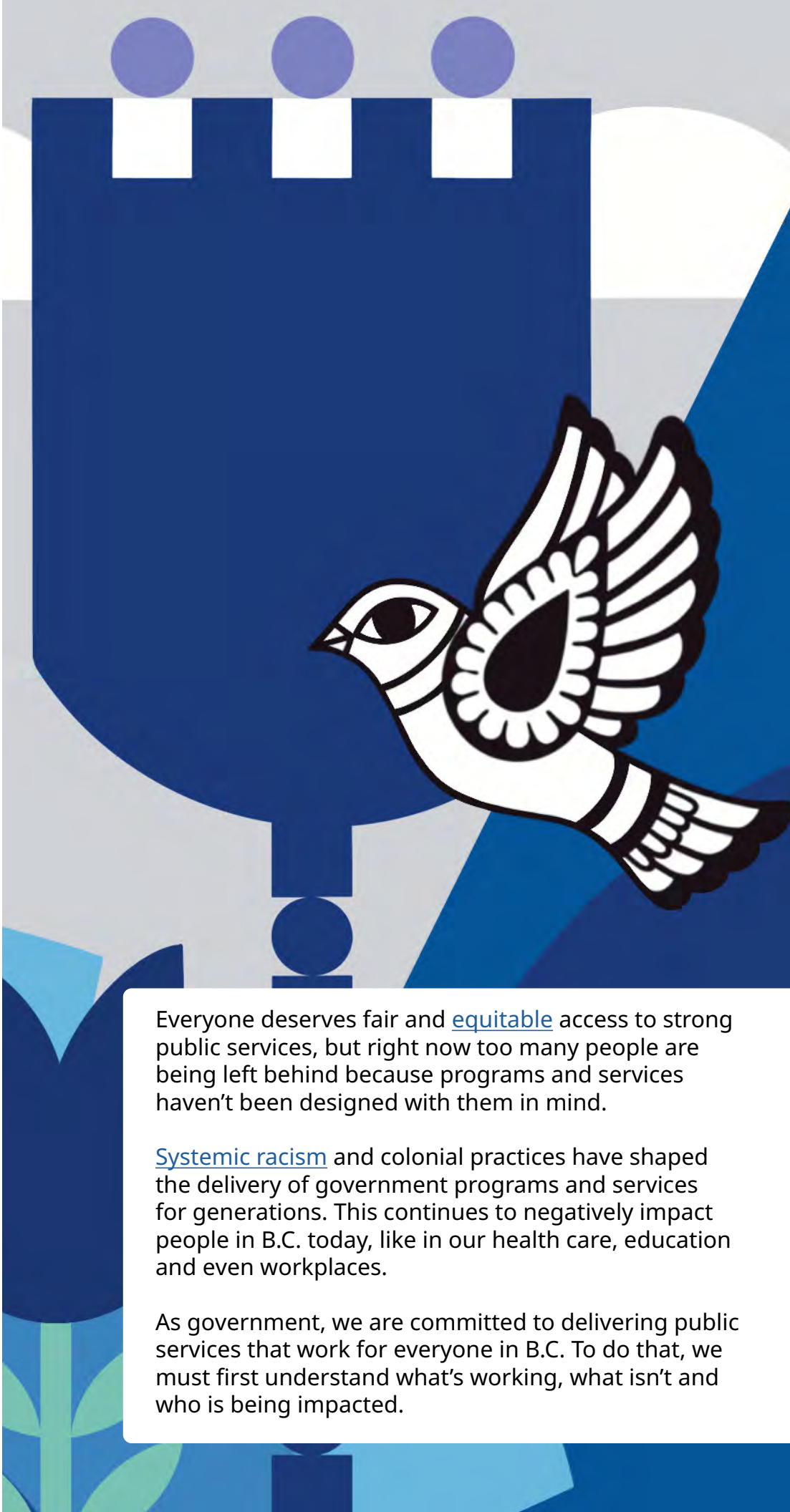
Over the next year government will be pursuing more research and working to finalize data standards for Indigenous and Racial Identities.

Working with the Committee and Indigenous Peoples, we'll continue to evolve our government programs so that all people can get the services they need, in an equitable and inclusive manner.



George Chow
Minister of Citizens' Services

Introduction



Everyone deserves fair and [equitable](#) access to strong public services, but right now too many people are being left behind because programs and services haven't been designed with them in mind.

[Systemic racism](#) and colonial practices have shaped the delivery of government programs and services for generations. This continues to negatively impact people in B.C. today, like in our health care, education and even workplaces.

As government, we are committed to delivering public services that work for everyone in B.C. To do that, we must first understand what's working, what isn't and who is being impacted.



In spring 2022, we introduced and passed the [Anti-Racism Data Act](#). The Anti-Racism Data Act allows us to safely collect and use [demographic information](#) – such as age, race and gender – so that we can identify who is not getting the services they need and where people are experiencing systemic racism.

We'll use this information to carry out research on the [anti-racism research priorities](#) that were recommended by Indigenous Peoples and the [Anti-Racism Data Committee](#). As we learn more, we can respond more effectively to address gaps in our programs and services.

We're also continuing to build relationships and collaborate with Indigenous Peoples and racialized communities through the Anti-Racism Data Committee, monthly meetings with Indigenous Governing Entities and other opportunities.

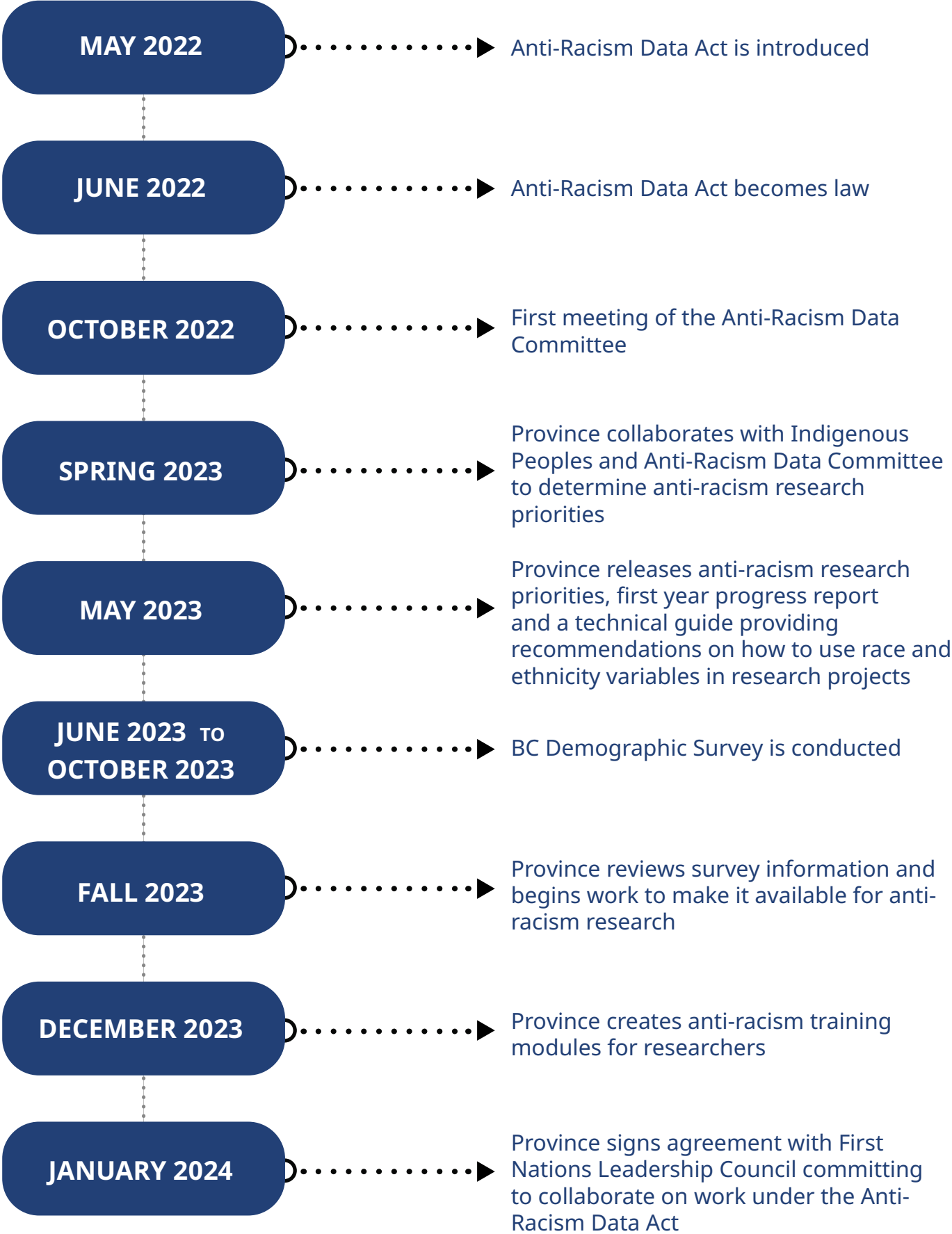
On May 29, 2023, we released a [report](#) outlining our progress in the 12 months after the introduction of the Anti-Racism Data Act.

This year's report highlights our progress under the Act since June 2023. It includes updates on:

- ▶ the BC Demographic Survey
- ▶ initial findings from our research priorities
- ▶ the Anti-Racism Data Committee's work
- ▶ our work with Indigenous partners, and
- ▶ how we're building an [anti-racism](#) framework for researchers.

In addition to this report, we also released four reports providing more technical details about our research and the survey. These reports, are available at antiracism.gov.bc.ca.

ANTI-RACISM DATA ACT TIMELINE



BC Demographic Survey

Dance Party, Priscilla Yu



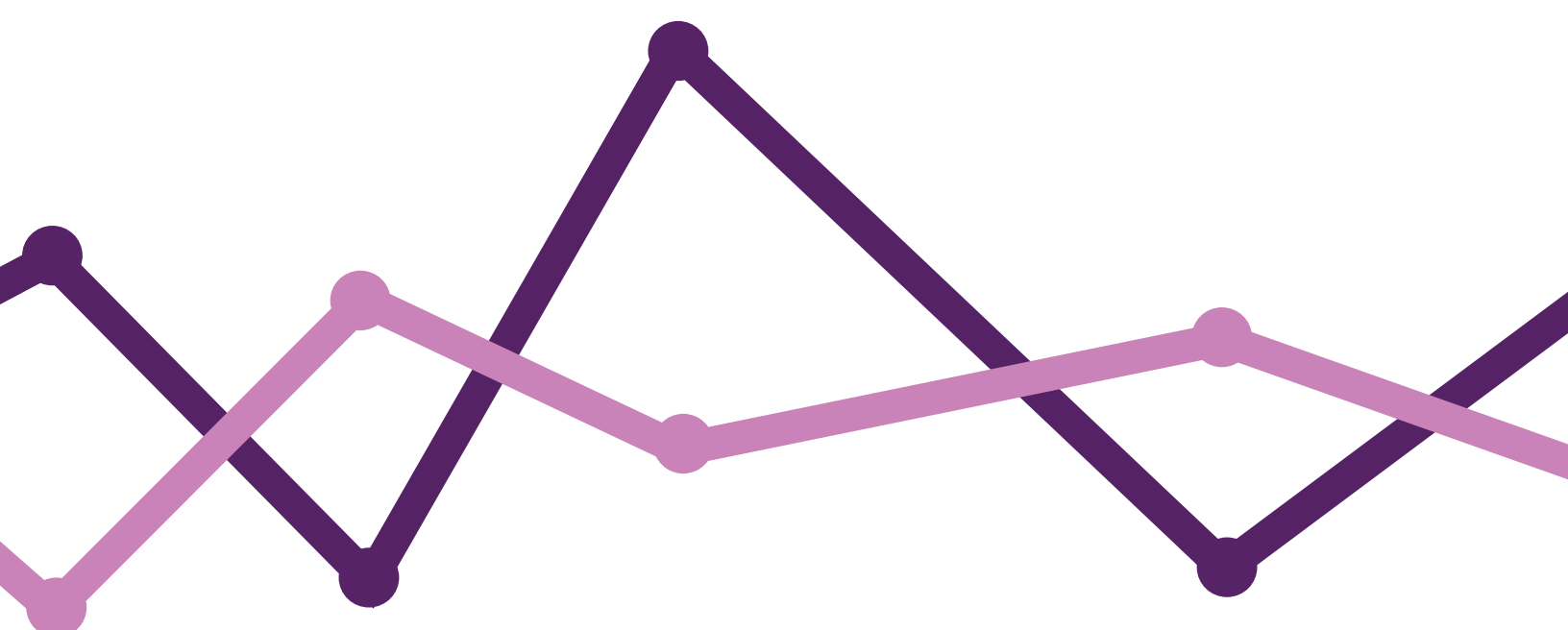
The [Anti-Racism Data Act](#) allows us to collect and use personal information to identify [systemic racism](#) and advance [racial equity](#). While we currently collect some [demographic information](#) to deliver our programs and services, we need more information on people's race, ethnicity and other identity factors to better understand where Indigenous and racialized people are not getting the services they need.

We created the [BC Demographic Survey](#) so that we could collect this information and combine it with existing information about how people are accessing and using government services. This is helping us to create a clearer picture of the gaps in our programs and better understand how to address them.

BC Stats launched the BC Demographic Survey in June 2023. The survey included questions about race, ethnicity and other areas of identity ([see Appendix 1 for all 19 categories](#)). We crafted the survey using feedback from the [Anti-Racism Data Committee](#), Indigenous partners and racialized communities.

The BC Demographic Survey was open to all B.C. residents over the age of 13. The survey launched on June 14, 2023, and closed on October 15, 2023. We promoted the survey via social, print and digital media, as well as through direct invitations mailed to a random selection of households.

The survey was available in 15 languages and people could complete it online through our [anti-racism website](#) or via phone. Paper copies were also available on request. The website included information about the survey as well as commonly asked questions.



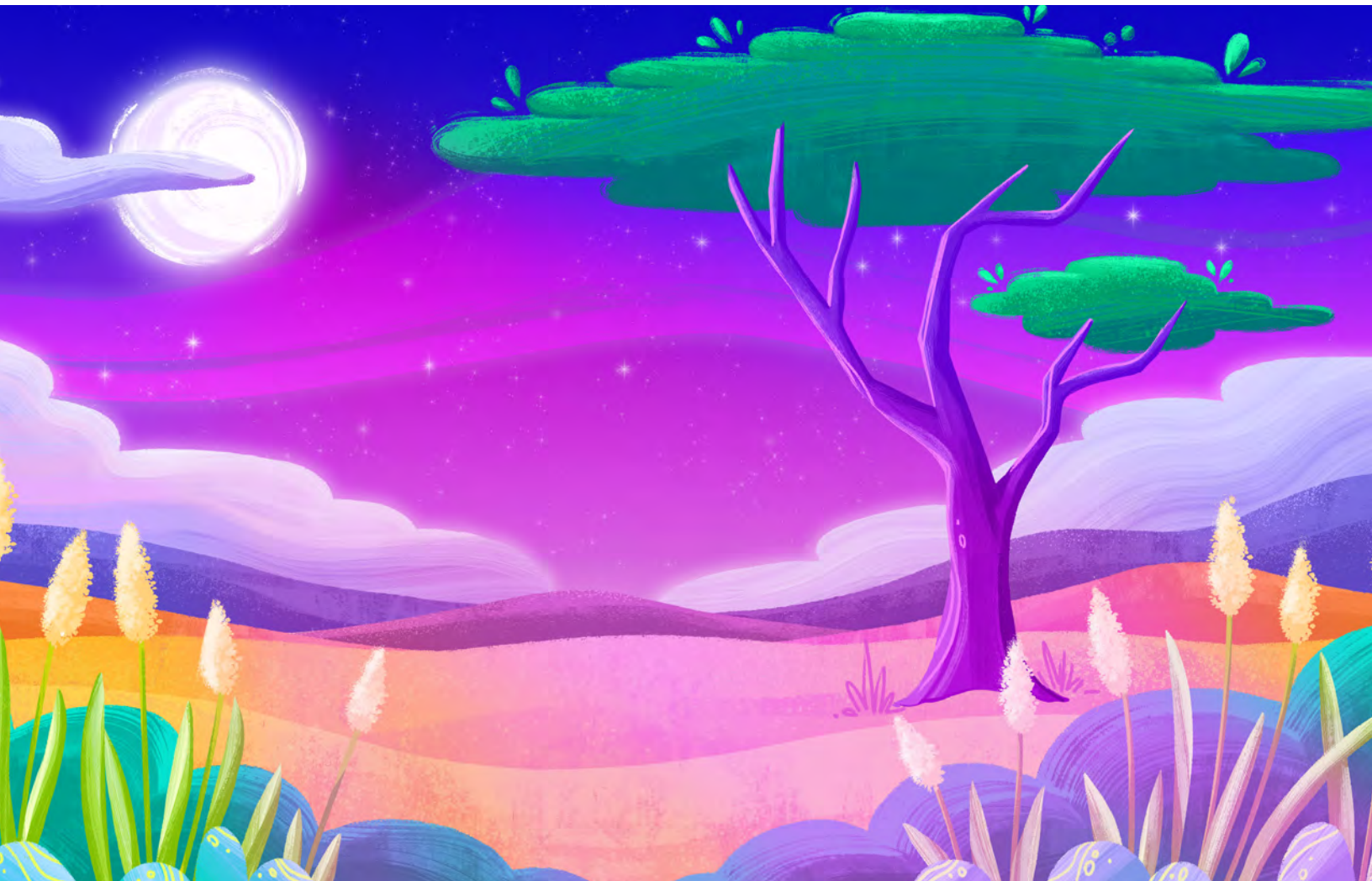
WHY DID WE CREATE THE SURVEY?

In response to calls from Indigenous and racialized communities over many years, the B.C. Human Rights Commissioner asked government to begin collecting and using identity-related information to help identify systemic racism and other forms of discrimination (the “[Grandmother Perspective](#)”).

The BC Demographic Survey was our first step in collecting demographic information under the Anti-Racism Data Act. With the information collected we are conducting [research](#) to identify systemic racism and make public services better for all people in B.C.

The BC Demographic Survey was designed based on what we heard from our [engagement](#) with 13,000 people during the development of the Anti-Racism Data Act. Through this engagement, we heard that many people wanted a trusted single point of contact, such as BC Stats, to collect information on topics such as race, gender, ethnicity and other identity factors.

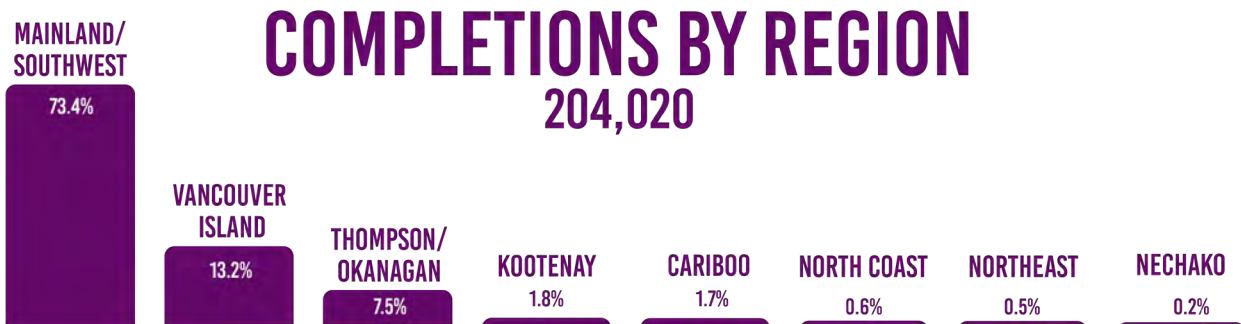
Acacia in Moonlight, Marzieh Sadeghi



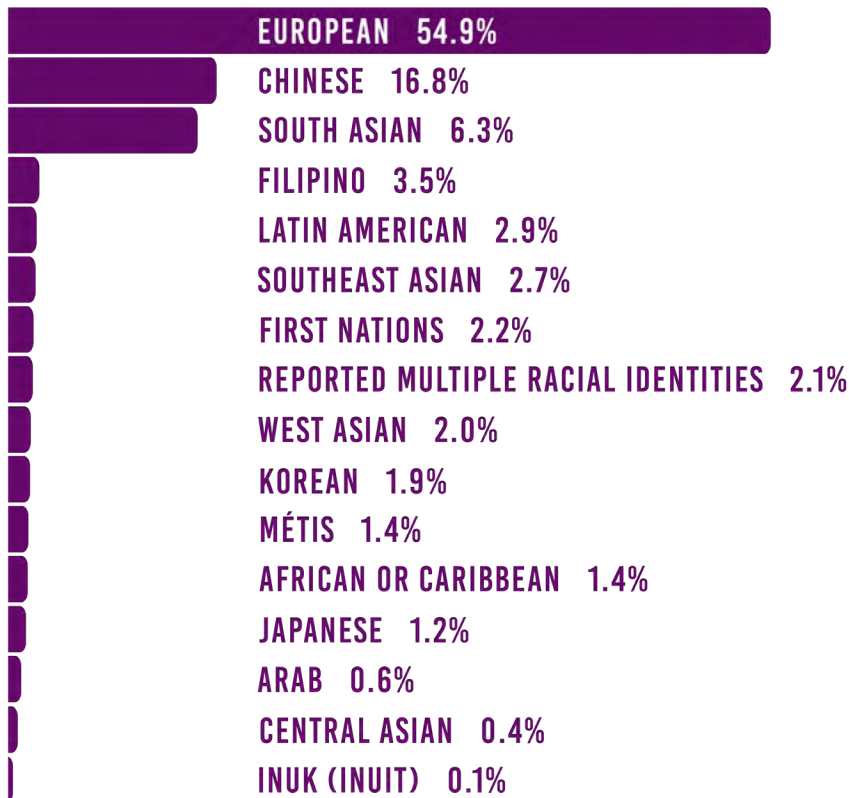
Who participated in the survey?

To raise awareness of the survey, BC Stats mailed more than 1.3 million invitations to randomly selected households across B.C. Anyone living in B.C. was also able to click on a link to complete the survey. More than 80% of completions were from individuals who received a mailed invitation.

More than 200,000 people responded to the survey. We received responses from throughout B.C., with the majority coming from Metro Vancouver and Greater Victoria because that is where the most people live.



RACIAL IDENTITY



REFERRAL SOURCE



MAIL

170,637



ARDA WEBSITE

33,383

Source:
BC Demographic Survey
Prepared by BC Stats

How will we use survey information?

Information from the BC Demographic Survey is being used to carry out [anti-racism research priorities](#), which were announced in May 2023. With this information, we can start to identify barriers and gaps in our services. This will help us to make informed changes to better serve everyone in British Columbia.

HOW ARE WE KEEPING DATA SAFE?

Any information we collect and use under the Anti-Racism Data Act must be stored safely and only used to identify and address systemic racism. This includes identifying and addressing gaps in government systems, programs and services.

All the privacy and security protections under the [Freedom of Information and Protection of Privacy Act](#) also apply to this information.

Information that we collected in the BC Demographic Survey is de-identified and stored in the [Data Innovation Program](#), our secure analytics environment. This program uses the internationally recognized privacy and security Five Safes model to protect information.

This is done by:

- ▶ Removing personally identifiable information from data
- ▶ Using secure technology to integrate data safely
- ▶ Only authorizing projects that have a clear public benefit to mitigate harm to individuals or communities
- ▶ Only providing access to authorized individuals
- ▶ Ensuring additional protection of privacy in results and reports so that individual people cannot be identified

How did we work with communities to promote the survey?

Ongoing collaboration is a key principle of the Anti-Racism Data Act. We must continue to build respectful relationships and work in partnership with Indigenous Peoples and racialized communities to guide the implementation of the Anti-Racism Data Act.

To help raise awareness of the survey, we supported a number of activities, including:

- ▶ Province-wide promotion through print and digital media, as well as in public libraries
- ▶ Community grants for community organizations to promote the survey
- ▶ Events throughout the province, including in the Lower Mainland, Prince George, Nelson, Kelowna and on Vancouver Island

Members of the [Anti-Racism Data Committee](#) attended several of these events to share their perspective on why completing the survey was important.

The committee's feedback also shaped how we worked with communities to promote and help build trust for the survey. This included a granting process whereby community organizations applied for funding through a broad call. From June to October 2023, we provided grants of up to \$2,500 each to 80 different community organizations ([see Appendix 2 for the full list of recipients](#)).

Organizations used these grants to promote the survey to the communities they support through activities including:

- ▶ Social media posts in multiple languages
- ▶ Community events to provide information about the survey
- ▶ Direct support to help community members complete the survey

After the survey closed, grant recipients shared feedback on the process and how the survey was received by their communities.

Organizations highlighted positive sentiments around the survey, including excitement that [anti-racism](#) work was happening in government and emphasis on the importance of continuing the work to address systemic racism.

Organizations noted that the survey outreach also created an opportunity for dialogue about anti-racism and [equity](#) with community members. These conversations enabled organizations to learn more about how to better support the communities they serve.

We also received feedback about the challenges of fully engaging communities on the budget and timelines provided by the grant. Organizations also shared that some individuals were reluctant to complete the survey due to its length, the personal questions being asked and a lack of trust in government.

We will use feedback from these organizations to shape future engagement and data collection activities under the Anti-Racism Data Act.

In addition to the community grants, we also provided print materials such as bookmarks, posters and postcards to MLAs, public libraries and community organizations throughout the province. These materials provided information and a QR code for individuals to learn more about the survey and to complete it online.

How the Anti-Racism Data Committee helped to shape the BC Demographic Survey

The committee played an important role in shaping the survey. Committee members provided feedback on the survey questions. They also made recommendations on how to design and deliver the survey in ways that built trust and engaged communities (including the grant process). Working with the committee increased the quality and reach of the survey and will improve government's ability to identify and address systemic racism in B.C. government services.

Early in the process, the committee pushed us to:

- ▶ Be clear about the purpose of the survey and the connection between collecting demographic information and identifying systemic racism
- ▶ Take the time needed to build trust with Indigenous and racialized communities
- ▶ Recognize the importance of the survey as a first step, while acknowledging the need to understand people's experiences of systemic racism

The committee also recommended enhancing our survey Frequently Asked Questions (FAQ) document and suggested questions to help people better understand and complete the survey. The FAQs were available on our website and translated into 14 languages to support the broadest audience possible.

Alongside this, we created several informational videos at the recommendation of the committee to provide additional information about the survey in a more accessible format. This included a video on data safety and one with the committee chair, which focused on the survey.

Data about Indigenous identity from the BC Demographic Survey

As government, we're committed to addressing the ongoing impacts of colonialism and systemic racism.

During consultation on our research priorities, Indigenous Peoples recommended that we reaffirm our commitment to advancing the collection and use of demographic information to support [Indigenous data sovereignty](#) and [self-determination](#).

With this in mind, we included several questions about Indigenous identity in the BC Demographic Survey. Indigenous individuals were also able to indicate if they wanted their information to be provided to a specific government of an Indigenous Nation or Indigenous organization. We are now doing the pre-work to create a process for delivering this information to the selected Nations and organizations.





Research Priorities

In May 2023, we released [research priorities](#) to focus our work on tackling [systemic racism](#) in the areas that were identified as mattering most to Indigenous Peoples and racialized communities. These priorities are guiding our research into where systemic racism exists in our programs and how to address it. With this information, we can create stronger public services for everyone.

The priorities were developed in collaboration with the [Anti-Racism Data Committee](#) and Indigenous Peoples, including First Nations and Métis Nation British Columbia. These priorities are also based on what we heard from communities during [engagement on the Anti-Racism Data Act](#).

How we're advancing research priorities

We are using responses from the [BC Demographic Survey](#) along with other existing information – such as staff surveys, health and education records – to carry out this research.

The three areas that we are starting with are:

- ▶ Racial diversity in the BC Public Service
- ▶ Education
- ▶ Health

We've prioritized health and education as both were identified as key areas of focus by Indigenous Peoples and the committee. We also hold existing information that we were able to combine with responses from the survey for these two priorities.

The committee also identified racial diversity in the BC Public Service as a key focus as we can't address systemic racism in our services without understanding how it also impacts and shapes our workforce.



Racial diversity in the BC Public Service

We know that racialized and Indigenous staff are underrepresented in the BC Public Service. Using information from several staff surveys and payroll records, researchers starting this work by first looking at:

- ▶ Racial representation across the BC Public Service, including what roles Indigenous and racialized employees hold
- ▶ BC Public Service careers of interns who took part in the [Indigenous Youth Internship Program](#)

The long-term goal of this research is to advance [racial equity](#) in the BC Public Service. Research on racial diversity will provide us with a baseline to help us move towards our goal.

Education

We know that systemic racism exists in B.C.'s K-12 system. This negatively impacts some students' well-being and outcomes at school.

Phase one of this research is helping us understand more about students' experiences and where they need learning supports.

Using responses from the BC Demographic Survey and education records, researchers produced statistics on the rates at which students across racial groups receive special education funding designations. We'll use this information and the [K-12 Anti-Racism Action Plan](#) to identify what actions to take so that every student can feel and do their best.

Health

Recent [reports](#) have shown that many Indigenous and racialized people are experiencing systemic racism in B.C.'s health-care system, which is impacting their access to services.

Using responses from the BC Demographic Survey and health records, researchers are looking at how people are using health-care services for chronic conditions to identify gaps in the health-care system.

The first phase of research is focused on three chronic conditions:

- ▶ Asthma
- ▶ Diabetes
- ▶ Mood and anxiety disorders

In future phases, we will explore other research topics, for example how income or geographic location and other factors impact the rates of chronic conditions and use of services for different groups.

LEARN MORE ABOUT THE RESEARCH

Visit our [website](#) to learn more about the initial findings and next steps for these research projects.

Next steps

The statistics released this year are only the beginning.

In future years, and with more involvement from communities, we'll be able to carry out more in-depth research and start work on other research priorities in our efforts to improve our programs and services so that they work better for everyone in B.C.

By being transparent about our research and making findings accessible, we also hope to strengthen relationships and build trust with Indigenous Peoples and racialized communities.



The Sacrifice, Odera Igbokwe



Anti-Racism Data Committee

Nina, Sade Alexis

In the “[Grandmother Perspective](#)”, the BC Human Rights Commissioner recommended that we establish a committee of Indigenous and racialized individuals to collaborate on our work to address [systemic racism](#). We created the [Anti-Racism Data Committee](#) in response to this recommendation.

The committee plays an important role in supporting our work under the [Anti-Racism Data Act](#). Its members collaborate with us on key initiatives under the Anti-Racism Data Act, including how to collect and use personal information safely, how to mitigate community harm, how to take an anti-racist lens to this research and how to meaningfully engage with communities.

Over the last year, the committee has held meetings in Vancouver, Richmond, Burnaby and Kelowna. Holding meetings throughout the province has given the committee an opportunity to learn more about the issues facing various communities in B.C. It has also helped the committee to understand the important work of the community organizations helping to address these issues.

The committee has partnered with a number of community organizations to host meetings, including:

- ▶ The Vancouver Japanese Language School and Japanese Hall
- ▶ Vancouver Aboriginal Friendship Centre Society
- ▶ Richmond Cultural Centre
- ▶ S.U.C.C.E.S.S. Burnaby
- ▶ Hogan’s Alley Society, Vancouver
- ▶ Ki-Low-Na Friendship Society, Kelowna

Discussions at these meetings covered a range of topics including:

- ▶ Providing advice and recommendations to support the [BC Demographic Survey](#)
- ▶ Supporting the creation of an anti-racism research framework
- ▶ Providing advice on the content of anti-racism training for researchers
- ▶ Advocating for ways to make the 2024 release of statistics accessible for a broad audience
- ▶ Suggesting tactics to increase the visibility of our anti-racism work so that communities are aware of and can engage with anti-racism initiatives more easily
- ▶ Reviewing statistics and other information to make sure nothing is released that would cause harm to communities

In November 2023, the committee hosted a community reception in Burnaby. This provided the committee with the opportunity to hear people's lived experiences of systemic racism. Participants highlighted many themes including:

- ▶ Language barriers when accessing services
- ▶ A lack of representation in government
- ▶ Challenges in accessing funding
- ▶ Limited outreach and coordination across different levels of government

Participants also highlighted where there were opportunities for collaboration and engagement to raise awareness about both the Anti-Racism Data Act and the committee's work.

Promoting cultural safety and preventing community harms

One of the guiding principles of the committee's work is to prevent harm to communities. The committee has reviewed data-related publications over the last year to reduce the likelihood of releasing information that could cause harm to Indigenous or racialized people. This includes reviewing the BC Demographic Survey and the findings of our anti-racism research priorities.

The committee also provided recommendations to make our releases more accessible for a broader audience. They reviewed early prototypes for the web content for research priorities and offered suggestions to make it easier to understand. This included recommendations for data visualizations to help the public learn about the research.

We also collaborated with the committee to create a learning pathway for researchers to help guide how they carry out anti-racism research. As a first step in the learning pathway, we created an anti-racism training course in December 2023. Researchers are required to complete this training before they can access the information from the BC Demographic Survey.

In addition, the committee recommended providing mentorship opportunities for researchers and prioritizing projects where members of the team are part of or have ties to the community or communities the research is about.

Learn more about the training and additional updates to our research approaches in the section about our [anti-racist framework for research](#).

Message from the committee chair

As we approach two years since the Anti-Racism Data Act became law in B.C., we are pleased to see the release of the first set of statistics. This is an important step in holding government accountable for taking actions to address systemic racism and gaps in programs and services.

Addressing systemic racism in data collection and use is no easy task. Over the past two years the Anti-Racism Data Committee has been working diligently to make sure the voices of Indigenous and racialized communities are centred in this work, given these groups are most impacted by racial inequities in services and program delivery.

We have remained focused on embedding racial equity into every aspect of this work. The committee's strong advocacy for collaboration with community led to government providing grants to 80 organizations to promote the BC Demographic Survey, helping to raise awareness and giving communities greater agency in how they chose to be involved in this project.

The rich professional and lived experience, community connection and racial and cultural lens that each committee member brings is essential to ensuring this work foregrounds the ingenuity, heritage and contributions of Indigenous and racialized communities while addressing the systemic obstacles to receiving equitable services. Our committee has therefore been intentional in disrupting colonial policies, processes and practices so that we too model the inclusive society we are working towards.

The challenges to dismantling centuries of systemic racism while moving at the speed of trust have meant we have not always fully achieved what we would like to. However, we remain committed to getting there. The B.C. government, with our collaboration, has made a good start, but it will take a sustained effort to break down the walls of colonialism and shift the status quo. Over the last year we've built an effective working relationship with our government partners. These processes have not always been easy but have created a climate for open and transparent dialogue based on unlearning, relearning, and mutual learning. Now we must keep the momentum going by continuing to work collaboratively towards systemic change that translates into greater racial equity in government programs and services.



Dr. June Francis
Anti-Racism Data Committee chair

Working with Indigenous Peoples



Mother's medicine, Clayton Gauthier

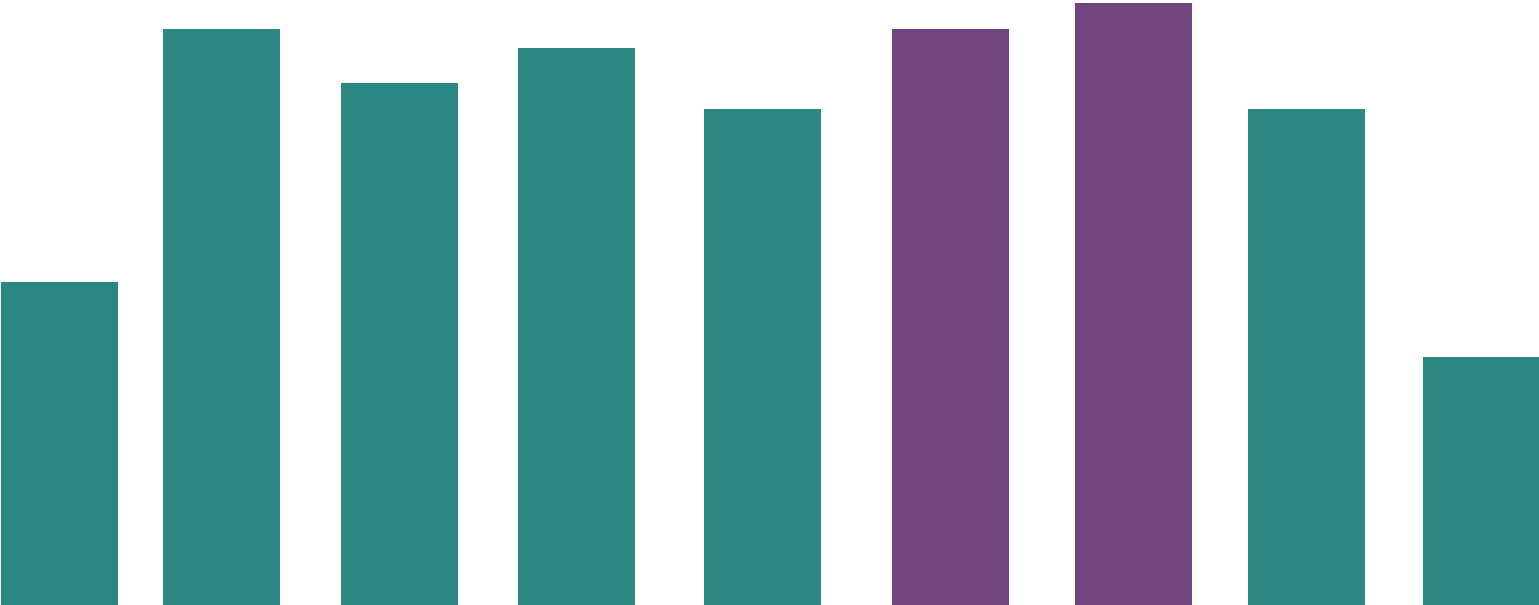
The [Anti-Racism Data Act](#) is one of the first pieces of legislation to be developed in alignment with the [Declaration on the Rights of Indigenous Peoples Act](#) (Declaration Act). We are committed to building and maintaining trust, as well as strengthening relationships through ongoing consultation and co-operation with First Nations, Métis and Inuit Peoples.

Holding space for Indigenous voices

In November 2022, we started hosting monthly Zoom meetings with Indigenous partners. These meetings provide a welcoming, Indigenous-centred space to discuss data-related projects and clarify formal government notifications.

All First Nation governments in B.C. are invited to attend, as well as Métis Nation British Columbia. Between June 2023 and May 2024, we hosted nine meetings, averaging more than 25 representatives from across the province at each meeting. These meetings provide an opportunity for participants to hear about and share their thoughts on initiatives such as the [BC Demographic Survey](#) and our research priorities.

Meetings also provide a platform for participants to share concerns around how we currently work with Indigenous Peoples. This feedback will inform our approach to engagement in the future as we look for more opportunities to build relationships and centre First Nations, Métis and Inuit voices in our [anti-racism](#) and data-related work.



Creating a new data standard for Indigenous identity

Alongside the recommended [anti-racism research priorities](#), Indigenous Peoples also highlighted the importance of taking a distinctions-based approach to this work. This means that our anti-racism research must be done in a way that acknowledges, respects and upholds the distinct rights of First Nations, Métis and Inuit Peoples.

To support this, since the beginning of 2024, we have been working with Indigenous partners to create a new data standard to guide how public bodies collect and use information about Indigenous identity.

This new standard will replace the Aboriginal Administrative Data Standard, introduced in 2007, which is now out of date. Changes to the standard will help to:

- ▶ Create a standardized approach and provide consistent guidance around how ministries and provincial agencies collect data about Indigenous identity
- ▶ Shift the language to “Indigenous” rather than “Aboriginal”, except where the word has specific legal meaning, such as in the Constitution
- ▶ Introduce a distinctions-based approach to data collection that recognizes the unique identities of First Nations, Métis and Inuit Peoples

This new standard will help to reduce inconsistent and harmful data collection practices, as well as support Indigenous data sovereignty and self-determination.

We are consulting with Indigenous Peoples and working with other partners to shape this new standard. We expect to release the new standard within the next year.

WHAT IS A DATA STANDARD?

A data standard outlines what information is collected. Having defined data standards will allow all areas of government to collect data in a consistent way.

Standards created under the Anti-Racism Data Act will guide what personal information we can collect to identify and eliminate system racism and advance [racial equity](#).

Supporting Indigenous data sovereignty and self-determination

Indigenous Peoples asked that we reaffirm our efforts on Action 3.14 of the [Declaration Act Action Plan](#) by identifying it as a research priority under the Anti-Racism Data Act.

Under this action, we are committed to advancing the collection and use of disaggregated [demographic data](#), guided by a distinctions-based approach to [Indigenous data sovereignty](#) and [self-determination](#). This includes supporting the establishment of a First Nations-governed and mandated regional information governance centre in alignment with the [First Nations Data Governance Strategy](#).

Work on the regional information governance centre is being led by B.C. First Nations through the First Nations Leadership Council (FNLC) and First Nations Data Governance Working Group. The Province is supporting FNLC and the working group on activities to create this centre.

The regional information governance centre will create systemic value by enabling First Nations governments to access and use data for governance and to protect their own data in accordance with their rights of data sovereignty and self-determination.

The centre will also work with the B.C. government and other organizations, as well as other centres across the country to implement new and ethical pathways for the standardized collection, analysis and provisioning of First Nations data, all governed by First Nations governments.





Creating an Anti-Racist Framework for Research

It's important that the work on our [research priorities](#) is done in a way that is culturally safe, mitigates community harms and provides benefit to communities whose information we are using for research.

With this in mind, we worked with the [Anti-Racism Data Committee](#) to develop an [anti-racism](#) framework for research. The framework helps guide how we carry out anti-racism research by introducing requirements for how the [BC Demographic Survey](#) data can be used and providing learning pathways for research teams.

WHAT IS CULTURAL SAFETY?

The “[In Plain Sight](#)” report defines cultural safety as an environment that is “physically, socially, emotionally and spiritually safe ... where there is recognition of, and respect for, the cultural identities of others, without challenge or denial of an individual’s identity, who they are, or what they need. Culturally unsafe environments diminish, demean or disempower the cultural identity and well-being of an individual.”

Whether a program or service is culturally safe can only be determined by the person accessing that service. To create cultural safety for others, individuals must practise cultural humility.

Cultural humility requires a commitment to learning, understanding and respecting different perspectives and lived experiences. It also requires self-reflection and self-critique to understand and address biases that may impact how someone carries out anti-racism work.



WHAT IS COMMUNITY HARM?

Community harm is defined under the [Anti-Racism Data Act](#) as “racism, prejudice, stereotyping, bias, stigmatization or other harm to which a group of persons is likely to be exposed.”

Racialized and Indigenous people have been the subjects of studies and separated from information about them. This information has often been used to harm and further stigmatize groups of people, causing systemic oppression, loss of rights or privacy and ongoing trauma.

Developing anti-racism training

As a first step, we have developed a course to give research teams foundational knowledge of anti-racism principles. The training also outlines some of the [process commitments](#) that were identified by Indigenous Peoples and the committee to guide how we do this work.

This 90-minute course helps researchers to be aware of how data-based anti-racism research can harm communities, and suggests approaches to help them reduce this risk, including how to centre the communities the research is about in the project.

All researchers must complete this training before they can access and use data from the BC Demographic Survey through the [Data Innovation Program](#), our secure analytics environment.

The training was created with input from the committee and other subject matter experts.

Strengthening processes around how we manage data

We also worked with the committee to develop guidance for the governance model for the Data Innovation Program, to help ensure researchers are mitigating community harm and that their work benefits implicated communities. This governance model includes updated steps and guidelines to ensure that research projects using the Data Innovation Program are better aligned with the core principles of the Anti-Racism Data Act.

These changes include requiring research teams to:

- ▶ Take anti-racism research training before they have access to information from the BC Demographic Survey
- ▶ Prioritize having members of the team that are a part of or have ties to the community or communities the research is about
- ▶ Provide mentorship pathways, guidance and learning opportunities to team members with less research experience
- ▶ Demonstrate that the project is providing benefit to the community (or communities) the data is about
- ▶ Outline their experience in anti-racism research and explain how communities have been, or are, involved in the research (e.g., as part of the project team, advisors, steering committee members, or through regular communication and opportunities to review research results and other materials)
- ▶ Consider and mitigate any potential harms to communities that may come from their research at the design stage, as well as when results are released
- ▶ Release research in a way that is easy to access and understand, and to provide a contact so that communities can reach out to learn more or ask questions about the research

These changes are intended to create stronger connections with and reduce harm to communities when data about them is being used for research.

This approach follows the principles of the "[Grandmother Perspective](#)", which seeks to put communities at the centre of data collection and research.

Key Terms



This page includes key terms and phrases related to anti-racism and equity. These words are highlighted throughout the text. Clicking the highlighted word will bring you to this page, where you will find the definition below.

Anti-racism: the deliberate act of opposing racism and promoting a society that is thoughtful, inclusive and just.

Demographic information: information describing certain characteristics of an individual or group such as:

- ▶ age
- ▶ race
- ▶ gender
- ▶ ethnicity
- ▶ income
- ▶ Indigenous identity

This may also be referred to as **demographic data, demographic group** or **demographics**.

Equitable / Equity: to be equitable means something is fair and just for everybody. This may refer to many things, including programs, services and society as a whole.

Equity is different than equality, which means everyone is treated in the same way. Equity recognizes that we are not starting at the same place and seeks to address these imbalances.

It may also refer to **Racial Equity**.

Indigenous data governance: the ability of an Indigenous government to access, collect, control and utilize data about its people and territories.

Indigenous data sovereignty: the ability of an Indigenous government to access, collect, control and utilize data about its citizens and territories.

Racial equity: the idea that nobody should face barriers or discrimination because of their race.

Working towards racial equity means addressing the root cause of the issue. This includes changing any policies or programs that further existing inequities to deliver better outcomes for everyone.

Self-determination: Indigenous Peoples, including First Nations, Métis and Inuit, have the right to develop, maintain and implement their own institutions, laws, governing bodies, and political, economic and social structures as it relates to Indigenous communities.

Systemic racism¹: occurs through inequities that are built into services, systems and structures. These are often caused by hidden biases that disadvantage people based on their race.

For many Indigenous and racialized people, this results in inequitable access, poorer outcomes and negative experiences with public services such as education, health care, child welfare and policing.

¹This is a working definition. We will do further work to define systemic racism under the broader anti-racism legislation, introduced in Spring 2024.

Appendices



APPENDIX 1:

BC Demographic Survey Sections

The [BC Demographic Survey](#) had 19 sections. These were chosen based on the latest research as well as input from Indigenous Peoples and racialized communities.

Section 1: Indigenous Identity

Section 2: Ancestry

Section 3: Place of Birth

Section 4: Mobility

Section 5: Citizenship and Immigration Status

Section 6: Language

Section 7: Religion and Spirituality

Section 8: Racial Identity

Section 9: Culture

Section 10: Gender and Sex

Section 11: Sexual Orientation

Section 12: Marital Status

Section 13: Education

Section 14: Personal Income

Section 15: Family Income

Section 16: Disability

Section 17: Indigenous Data Sovereignty

Section 18: Preferred Approach for Future Demographic Collection

Section 19: Future Anti-Racism Research

APPENDIX 2: Community Grant Recipients

To help promote the [BC Demographic Survey](#), we provided grants of up to \$2,500 to 80 community organizations across the province to support outreach and activities including:

- ▶ Face-to-face outreach on the survey to create awareness with hard-to-reach communities
- ▶ Tools for people to complete the survey, such as a tablet
- ▶ Newsletter or other communications, meetings/events and social media outreach
- ▶ Use of government-issued BC Demographic Survey amplification kits

BURNABY

- Burnaby Family Life
- Culture Chats BC Association
- Greater Vancouver Japanese Canadian Citizens' Association
- Korean Evergreen Seniors Society of Canada

CAMPBELL RIVER

- North Island Métis Association

CASTLEGAR

- Kootenay Family Place Society for Children and Youth

COLWOOD

- Bangladesh Canada Cultural Association in Victoria (BCCAV)

COQUITLAM

- Kurdish Canadian Society
- Skyrise Media Society

DAWSON CREEK

- Nikihk Management and Community Development Society

DELTA

- Sher Vancouver LGBTQ Friends Society

INVERMERE

- Columbia Basin Alliance for Literacy

KAMLOOPS	Kamloops-Cariboo Regional Immigrants Society/Kamloops Immigrant Services
KELLY LAKE	Kelly Lake First Nations Society
KELOWNA	Kelowna Community Resources Society
LANGLEY	Africa-Canada Education Foundation Greater Langley Chamber of Commerce
MAPLE RIDGE	Fraser River Indigenous Society
MISSION	Long-term Inmates Now in the Community (L.I.N.C)
NANAIMO	Central Vancouver Island Multicultural Society Risebridge
NORTH VANCOUVER	African Canadian Nursecare Association of BC Capilano Students' Union Association Foundation for a Path Forward Impact North Shore
PENTICTON	Penticton and District Multicultural Society (PDMS)/South Okanagan Immigrant and Community Services
PORT ALBERNI	Literacy Alberni Society
PORT MOODY	CD Peace Foundation Canada
QUESNEL	?Esdilagh First Nation
RICHMOND	HaiPai Painting and Calligraphy Society Richmond Multicultural Community Services Society Somali Women Empowerment Society Stop Anti-Asian Hate Crimes Advocacy Group Association of Canada The Richmond Jewish Day School Society of British Columbia
SURREY	African Methodist Episcopal Church Fountain Chapel African Stages Association of BC African Women Empowerment Society Babul Ilm Education Society DIVERSEcity Community Resources Society Edo Friends of British Columbia Association Folk Star Arts Academy Society Golden Eagle Health & Care Services Society

SURREY

Great Light Healing Community Services Society
 Lead Disability Inclusive Society
 Love Family Christian Assembly
 Moving Forward Family Services
 New Vision Music Society
 Nuru Training Association
 Progressive Intercultural Community Services Society
 Salt City Advocacy Society
 South Asian Legal Clinic of British Columbia
 Sure Word Ministries
 Surrey Board of Trade
 The Canada Urdu Association
 The Somali People's Association of British Columbia
 Yoruba Social and Cultural Association of British Columbia

TERRACE

Skeena Diversity Society

VANCOUVER

BC Coalition of Experiential Communities Association
 Canada Committee 100 Society
 Cassie And Friends
 Collingwood Neighbourhood House Society
 Crisis Intervention and Suicide Prevention Centre of British Columbia
 Engaged Communities Canada Society
 Greater Vancouver Association of the Deaf
 Great Lakes Networking Society of BC
 Latincouver Cultural and Business Society
 Multi-lingual Orientation Service Association for Immigrant Communities (M.O.S.A.I.C.)
 Pacific Canada Heritage Centre – Museum of Migration Society
 REACH Centre Association
 S.U.C.C.E.S.S. (known as United Chinese Community Enrichment Services Society)
 South Vancouver Neighbourhood House (SVNH)
 Third Bridge Foundation
 Vancouver International Bhangra Celebration Society
 Women Transforming Cities International Society

VERNON

Independent Living Vernon Society

VICTORIA

African Art & Cultural Community Contributor CCC Inc.
 Bayanihan Cultural and Housing Society
 Inter-Cultural Association of Greater Victoria
 Victoria Korean Community Association

**WEST
VANCOUVER**

Middlepeace Clinical Counselling Society

Artists





Jag Nagra

Pitt Meadows, B.C.

- PAGE 31, 32 & 33 -
DIGITAL DEVI

Jag Nagra, a queer Punjabi visual artist, dedicates her work to community development and dismantling LGBTQ+ stigma within the South Asian community. Her art boldly celebrates darker skin tones and South Asian clothing and motifs, embodying confidence and fearlessness.

She is a co-founder of Vancouver’s Punjabi Market Collective, a non-profit working to revitalize the historic Punjabi Market commercial district. Through art, she has found her voice and a new appreciation for her culture and identity. To view more of Jag’s work, visit www.jagnagra.com.



Priscilla Yu

Vancouver, B.C.

- PAGE 11 -
DANCE PARTY

Priscilla Yu is a multi-disciplinary artist, illustrator and muralist working and living out of the unceded territory of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səl'ílwətaʔ/Selilwitulh (Tsleil-Waututh) Nations, also known as Vancouver, BC.

Characteristically vibrant paintings, her art is inspired by the perceivable patterns that exist in everyday life through textiles, design and architecture as well as nature’s universal patterns on both the larger and microscopic scale. Through abstracted points of perspective and a geometric language, she creates worlds that dwell in a strange gravity. To view more of Priscilla’s work, visit www.priscillayu.ca.



Clayton Gauthier

Prince George, B.C.

- PAGE 27 & 30 -
MOTHER’S MEDICINE

Clayton Gauthier is of Cree and Dakelh bloodline. Walking his journey as an artist, has taught him a lot about himself and the arts. The art he produces revolves around the teachings of land, animals, water and sky. Clayton has learned many lessons and blessings from the Elders and Spirit within.

Throughout his art journey, he has completed many logos, murals, drums, rattles, carvings, tattoos, digital art and is also a published author. Artwork in this life gives Clayton a feeling of serenity that nothing can replace. “Art is a reflection of the soul.” To view more of Clayton’s work, visit www.facebook.com/claytongauthierartist.



Sade Alexis

Vancouver, B.C.

- PAGE 23 -
NINA

Sade Alexis is a Black woman artist, writer, and educator; and moves through the world as both the descendent of stolen people (enslaved Africans, and indentured Indians), brought to stolen lands (Trinidad and Grenada), and of settlers, who have benefitted from the domination and colonization of the land (Turtle Island) and the people. Sade was born and raised in so called

“Vancouver” and has come to know land that has been loved and cared for by x̣ẉṃə̣θ̣ḳẉə̣ỵəm, Ṣḳẉx̣ẉụ́7mesh, ṣəḷiḷẉə̣ṭə̣ people.

Sade’s art practice revolves around using bright colours, tropical flora and fauna, and intricate patterning as a way to celebrate and uplift Black experiences. Sade views art making as something that should be accessible to all people and is passionate about bringing fine art to Black and Indigenous communities who are so often excluded from arts spaces. To view more of Sade’s work, visit www.sadealexis.com.



Patricia Gilhuly

Cranbrook, B.C.

- PAGE 19 -
ONENESS

PJ Gilhuly was born to Ktunaxa parents living in Cranbrook, BC. Adopted by English/Irish parents, she grew up for the most part of her life in Ontario. After living away from her hometown for 30-plus years, she moved back to Cranbrook with her kids and settled in the small city and began a career as a self-taught artist.

Patricia ‘PJ’ Gilhuly is best known for her geo-still/acrylic paintings, which she represented the human face and figure in an expressive, often abstract style. Most of her early sketches and charcoal work depicts the human figure in scenes that suggest loneliness and suffering. Her expressive work is considered some of the most unique and appealing work and well represented as a Ktunaxa artist. You can follow Patricia [@pj.gilhuly](https://www.instagram.com/pj.gilhuly) on Instagram.



Marzieh Sadeghi

Vancouver, B.C.

- PAGE 13 -
ACACIA IN MOONLIGHT

Marzieh Sadeghi, originally from Iran, moved to Vancouver to study at Emily Carr University of Art and Design. Graduating with a Bachelor of Media Arts in 2D + Experimental Animation, she showcases her storytelling skills through her vibrant illustrations and animations, bringing her creative world to life. To view more of her work visit www.marsinmotion.ca



Cheyenne Manning

Vancouver, B.C.

Cheyenne is a Vancouver-based graphic designer, artist, and improviser. She is a Trinidadian-Ojibway-White settler. Her studies in Visual Communications (BA, CapU) sparked an inspiration to blend art and culture colourfully. Being rooted in the Pacific Northwest inspires her every day. She loves bringing a person or brand's story to life through thoughtful, organic illustrations or bold designs with rich colours.

Cheyenne has worked for clients like the National Film Board of Canada (NFB), the BC Provincial Government, BC Women's Health Foundation and Arc'teryx. She values diverse life experiences. In warmer months, you can find her bike-packing in Squamish, road-tripping to the States and camping. In cooler months, she enjoys learning to sew and ski. You can follow Cheyenne [@thecheyennekid](https://www.instagram.com/thecheyennekid) on Instagram.

- PAGE 3 -

THE HOUSEPLANTS WATCH ME GROW



Sandeep Johal

Vancouver, B.C.

Sandeep Johal is a Canadian visual artist whose practice engages drawing, collage, textiles, and large-scale murals. Through her Indo-folk feminine aesthetic, she confronts themes of bleakness, despair and ugliness with their dissonant opposites: brightness, hope and beauty. Her work typically centres around the stories of women, and while she highlights female suffering in its many forms, these are ultimately stories of resistance and resilience.

She holds a Diploma in Fine Arts (honours) from Langara College (2007) and a Degree in Education from the University of British Columbia (2002). She lives and works in Vancouver, BC. To view more of Sandeep's work, visit www.sandeepjohal.com.

- PAGE 4, 5, 8 & 9 -

THE TRUTH BRINGS JOYOUS TRANQUILITY



Odera Igbokwe

Vancouver, B.C.

Odera Igbokwe (They/Them) an illustrator and painter located on the unceded and traditional territories of the Musqueam, Squamish and Tsleil-Waututh First Nations. Odera loves to explore storytelling through mythology, reclamations, and transformations. Their work is a celebration of the fullness of self, the power to envision, and fantasy as a gateway to healing from collective and generational traumas.

Odera was born of Nigerian parents who immigrated to the United States, and as a result their work explores the magic of the Black Queer imagination and responds to the fractures that occur via diaspora and displacement. Odera holds a BFA in Illustration from Rhode Island School of Design and studied West African Dance Movement and Theatre Arts at Brown University with New Works/World Traditions. To view more of Odera's work, visit www.odera.net.

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THE SACRIFICE



Raven-Tacuara

Northwest, B.C.

- COVER IMAGE & PAGE 2 -
THE RIPPLE

The Raven-Tacuara collective is Facundo Gatsiazoro, Amanda Hugon, Stephanie Anderson and Travis Hebert all residing in the Skeena-Bulkley Valley region of British Columbia. They bring influences from the traditional and contemporary Indigenous styles of the Coastal First Nations, along with themes of abstraction, illustration, environment, and culture. The artists create works that build a sense of place in the community.

The process of their collaborations is the evolution of ideas, open to one another's input and re-interpretation. As they approach each new wall they come together as one, to lay out colour and layers bringing a blank wall to a new statement for awareness and enjoyment. This process is the base of every project the collective brings to life. To view more of Raven-Tacuara's work visit www.facebook.com/RavenTacuara.

