Resources on Systematic Inequalities
Equality and Community Initiative
(August 8, 2011)

RESEARCH QUESTION: What resources, if any, exist to help community groups identify and address the roots of systemic inequalities?

SUMMARY: Nothing replicates this proposed project. There is a significant amount of material produced that relates to systemic inequality, or that draws on a systemic inequality analysis in order to inform community work and analysis.

The below documents sample the existing materials, and were selected to demonstrate three ideas in support of the proposed SYSTEMIC INEQUALITY FRAMEWORK: the widespread need for a measurement tool, the lack of tools on systemic inequality targeted for community-based organizations, and a range of community-targeted publications to be taken into consideration during our development of the final framework.

While multiple research documents identify the need for a flexible measurement tool in order to capture badly-needed data on systemic discrimination, only the Canadian Human Rights Commission formulates a full framework. This framework, while excellent and comprehensive, is not designed for use by community-based groups in that it is not inherently user-friendly for front-line staff members in under-resourced organizations, and it depends on access to social statistics databases that often cost money and may soon be out-of-date.

INFORMATIVE WEBSITES AND ORGANIZATIONS:

- Community Toolbox (interactive resource for community development workers) - http://ctb.ku.edu/en/tablecontents/index.aspx
- CANSIM database (social statistics from Stats Canada) - http://www5.statcan.gc.ca/cansim/home-accueil?lang=eng
- Canadian Race Relations Foundation (numerous publications, reports, bibliographies, articles, collections of writings) - http://www.crr.ca/
- Equality Rights Central (legal project through LEAF) - www.equalityrightscentral.com
- Ontario Human Rights Commission: http://www.ohrc.on.ca/en
- Quebec Human Rights Commission (English page): http://www2.cdpdj.qc.ca/EN/Pages/Default.aspx

RESOURCES:

1. Agócs, Carol and Harish Dain. *Systemic Racism in Employment in Canada: Diagnosing Systemic Racism in Organizational Culture* (Toronto: Canadian Race Relations Foundation, 2001). Available online at http://www.crr.ca/divers-files/en/pub/rep/ePubRepSysRacEmpl.pdf
    - **Supports the need for a methodologically-sound, flexible tool to support documentation of systemic discrimination, such as the Systemic Inequality Framework**
    - Type: Research Report
    - Audience: Policy-makers and researchers

2.   Agócs, Carol. (2004). "Surfacing Racism in the Workplace: Qualitative and Quantitative Evidence of Systemic Discrimination." Ontario Human Rights Commission. Available online at http://www.ohrc.on.ca/en/issues/racism/racepolicydialogue/ca/pdf
   - **Supports the need for a methodologically-sound, flexible tool to support documentation of systemic discrimination, such as the Systemic Inequality Framework**
   - Type: Policy or background document
   - Audience: Policy-makers and researchers
   - Explains why so few claims of systemic racism in employment are heard by human rights bodies - the difficulty of substantiating such claims
   - Identifies the exact issues that the Systemic Inequality Framework will address (i.e.: difficulty documenting and measuring systemic and structural forms of discrimination; barriers to complex, multi-dimensional and intersectional claims)
   - Proposes quantitative and qualitative evidentiary tools via three key analytical measures of structural racism in an employment setting: numerical representation, employment systems, and organizational culture

3.   Canadian Human Rights Commission (Pearl Eliadis & John Dwyer). (2010). "Framework for Documenting Equality Rights." Minister of Public Works and Government Services. http://www.chrc-ccdp.ca/research_program_recherche/tools_outils-eng.aspx
   - **An excellent framework; however, not particularly useful for community-based organizations as it depends on sources of social data that are expensive and difficult to work with, and will soon be out-of-date (no long-form census)**
   - Type: Measurement Tool (Framework to document disparities in equality)
   - Audience: Policy-makers; Designed to be used by social scientists with time and resources to access multiple statistical sources of data.

4.   Eid, Paul et al. (2011). "Racial Profiling and Systemic Discrimination of Racialized Youth: Report of the Consultation on Racial Profiling and its Consequences." Commission des droits de la personne et des droits de la jeunesse de Québec. http://www2.cdpdj.qc.ca/en/racialprofiling/documentation/Pages/default.aspx
   - **Documents the extent and impact of racial profiling on racialized youth in Quebec**
   - Type: Consultation Report (introduced as a call to action on the issue)
   - Audience: Decision-Makers in the Policing, Education, and Youth Protection public sectors; community groups; public
   - Uses a systemic inequality lens to look at the issue of racial profiling
   - Proposes sector-specific recommendations

5.   Ontario Human Rights Commission. [No date.] "Paying the Price: The Human Cost of Racial Profiling."
   - **Similar to but more systemic than the Quebec report (Eid et al, *supra*); Evidence of the negative impact of systemic discrimination is and how measurement tools are necessary**
   - Type: Human rights report on inquiry into racial profiling in ON
   - Audience: Decision-makers; Public

6. Ontario Human Rights Commission. 2010. "Count Me In! Collecting Human Rights-Based Data." http://www.ohrc.on.ca/en/resources/Guides/countmein
   - **Situates the need and right to collect identity-based social data with reference to the Ontario Human Rights Code**
   - Type: Manual on collecting data to support human rights
   - Audience: Community groups; Public

7. Ontario Human Rights Commission. 2010. "Anti-Racism and Anti-Discrimination for Municipalities."
   - **Example of targeted outcome model; No guide on how to measure the issues**
   - Type: "How-to guide" on addressing racism in municipal and community-building plans
   - Audience: Urban and community planners; municipal policy-makers

8. Opportunity Agenda, The. [No date.] "Talking Human Rights at Home - A Communications Toolkit: Tips, Tools and Techniques for Building Public Support to Uphold Human Rights at Home." PDF accessed online, at www.opportunityagenda.org
   - **Gives examples and analysis of effective communications and media messaging; Will be invaluable in the dissemination phase as a tool to provide community organizations**
   - Type: Toolkit
   - Audience: Groups who want to mobilize public support for change
   - Limitation: Research is explicitly US-focused

9. Turenne, Michèle (Me.). "Proving Racial Profiling: Perspectives for Civil Cases." Quebec: Commission des droits de la personne et droits de la jeunesse, 2006. http://www2.cdpdj.qc.ca/en/publications/Pages/default.aspx
   - **Assesses both sides of a case (substantiating racial profiling claims as well as defences available to respondent); Will be invaluable in disseminating usable information to community organizations**
   - Type: Legal outline / manual on "how-to" make a civil racial profiling case.
   - Audience: Legal professionals preparing civil racial profiling claims

10. Vainio-Mattila, Arjo and Pekka Seppala. "Navigating Culture: a road map to culture and development." Ministry for Foreign Affairs, Department for International Development Cooperation Helsinki, Finland (1999). (Researcher 1 from UWO; Researcher 2 from University for Helsinki). http://formin.finland.fi/Public/Print.aspx?contentid=69176&nodeid=34606&culture=en-US&contentlan=2
    - **Example of a Toolkit targeting non-professional users; Limited to one axis – that of gender – but uses a systemic analysis**
    - Type: Toolkit (precedes "Navigating Gender")
    - Audience: Government, researchers and NGO personnel involved in planning social interventions

11. Vainio-Mattila, Arjo. "Navigating Gender: a framework and a tool for participatory

development." Ministry for Foreign Affairs, Department for International Development Cooperation Helsinki, Finland (2001). (Researcher from UWO.) http://formin.finland.fi/public/?contentid=69181&contentlan=2&culture=en-US

- **Example of a Framework targeting non-professional users; Limited to one axis – that of gender – but uses a systemic analysis**
- Type: Framework / Toolkit (companion to "Navigating Culture")
- Audience: Government, researchers and NGO personnel involved in planning social interventions

12.   Work Group for Community Health and Development. "The Community Toolbox" (practical development resources - http://ctb.ku.edu/en/default.aspx)

- **Exercises and format applicable for Framework to be useful for community organizations**
- Type: multiple community-accessible "toolkits" on a variety of aspects, including: creating and maintaining relationships and coalitions; assessing community needs and resources; and developing a framework or model of change
- Audience: anyone working in/with community to try and create change