

CIP • ICU



What Is an Anti-Racist Planning Future for Canadian Cities?

From Theory to Practice

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AGENDA



From Classrooms to
Boardrooms



Place Matters



Planning with Diversity

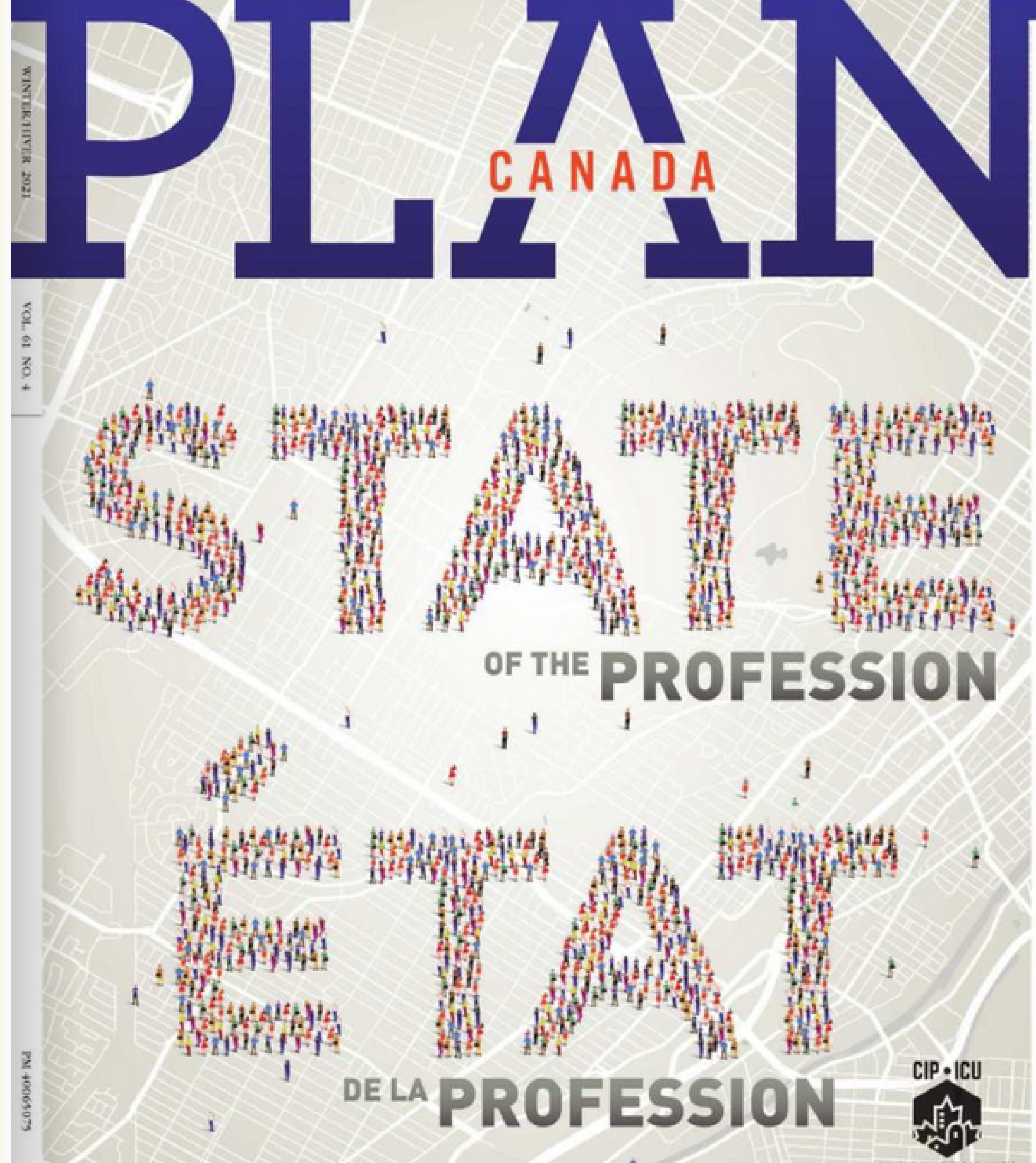
From Classrooms to Boardrooms:

Applying a multi-scale coordinated approach to an anti-racist future for the Canadian planning system

By Jennifer Dean, Zhixi Zhuang, Sara Edge
Plan Canada, Winter 2021

THE CALL

Post-COVID city building:
(Re)focus on anti-Black racism,
decolonization, and equity




THE PROBLEM

Urban planning has evolved as a settler colonial project and tool of White supremacy that has resulted in the systemic marginalization and exclusion of BIPOC communities (Agyeman, 2020).



Socio-spatial injustices largely caused by racial discrimination




The ethical dilemma inherent in our professional commitment: advocate for a diverse public interest while failing to recognize “ ‘whose public interests’ the profession has been upholding for over a century in Canada” (Yasin & Fergguson, 2021, p. 6).



Underrepresentation & severe gap for BIPOC planners (CIP EDI Insight survey, 2021; MIIPC, 2020)

THE SHIFT



"An anti-racist future for the Canadian planning profession requires a shift from dominant views of euro-centric planning paradigms and centring of lived experiences of privileged residents. This means interrogating how planning knowledge is produced, legitimized, disseminated and reinforced through education, accreditation, and practice contexts."

- Dean, Zhuang, Edge, 2021

THE APPROACH

multi-scale, coordinated

EXISTING AND/OR RECOMMENDED ROLES

& FUNCTIONS TOWARDS FUTURE ANTI-RACIST SYSTEM:

Institutional – Accrediting, Regulatory & Professional Bodies

- Representing diversity in membership, staff, board members
- Advocating for EDI awareness, training, and competency
- Determining professional competencies required of planners
- Creating ethical standards and codes of conduct

Institutional – Planning Schools

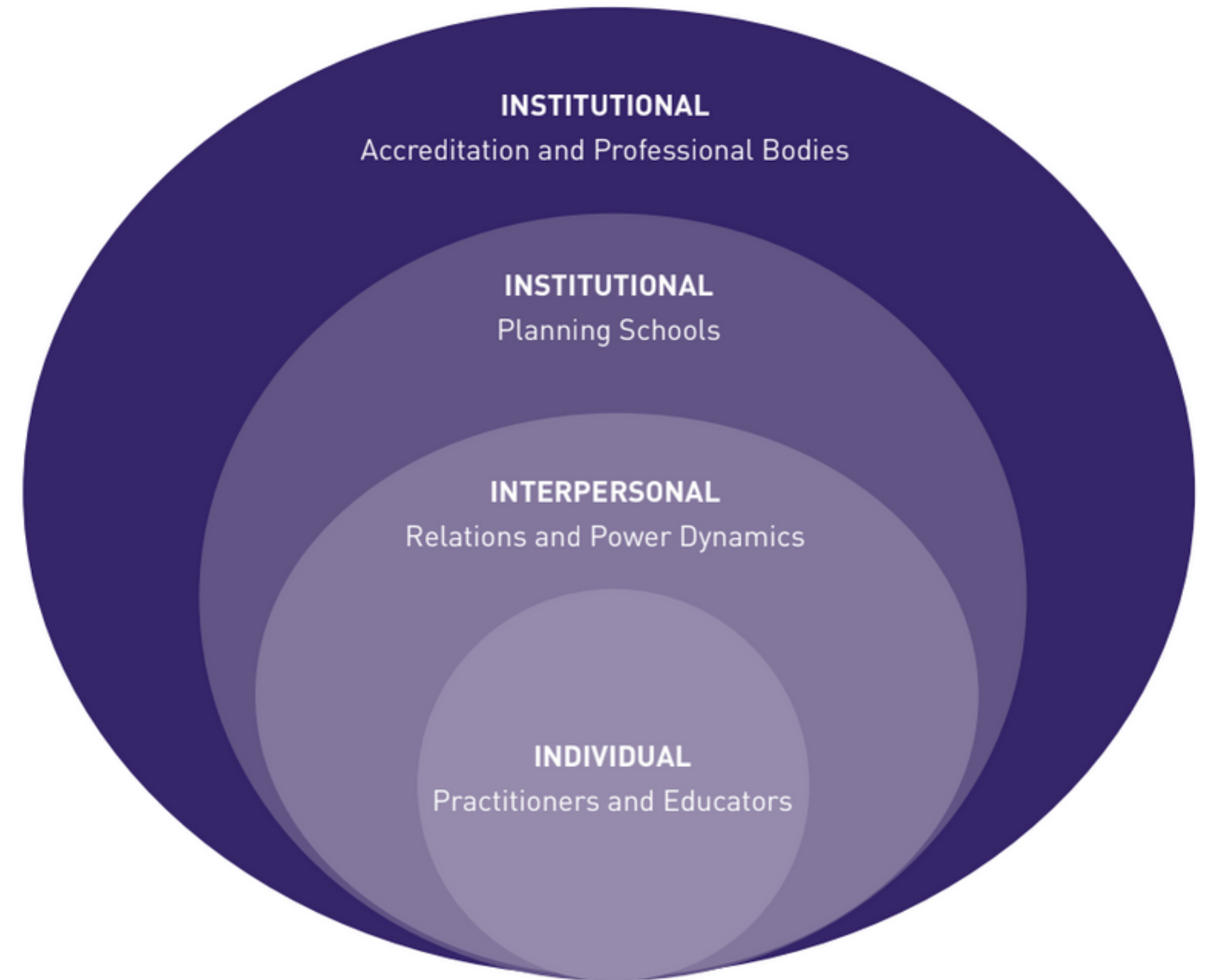
- Representing diversity in faculty, staff, students
- Developing an inclusive and diverse curriculum for planning students
- Funding, creating, and disseminating diverse forms of knowledge through research

Interpersonal – Relations and Power Dynamics

- Fostering respectful and inclusive relations and interactions with diverse colleagues, community members, students
- Contributing to inclusive workplace environment
- Minimizing power imbalances in key relationships (employer-employee, planner-resident, professor-student)

Individual – Practitioners and Educators

- Enhancing knowledge of others' lived experience
- Reflecting on own biases, power, and privilege
- Building own cultural awareness, competency, humility



A national taskforce to take on system-wide actions

Place Matters

Building Welcoming Communities in Smaller Canadian Cities

Funded by CERC, TMU



Dr. Zhixi Zhuang

RAs: Ryan Lok, Anu Sasi Kumar, Carly McFall, Sabrina Careri, Lindsay Parsons, Federico Palacios, Danielle Liao, Lauren Shiga, Jackie Zhang

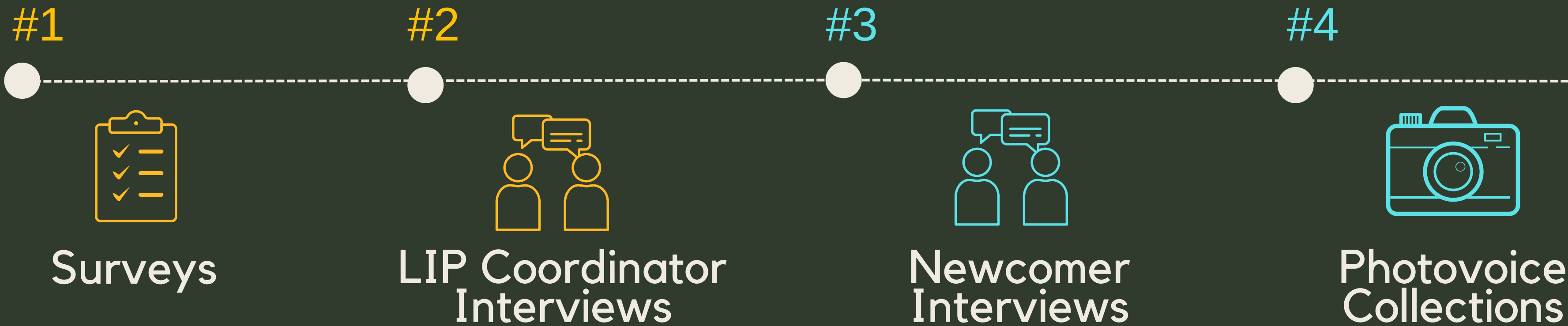
- How is the welcoming infrastructure developed through the local immigration partnerships (LIPs)?
- How do newcomers perceive and experience small communities?



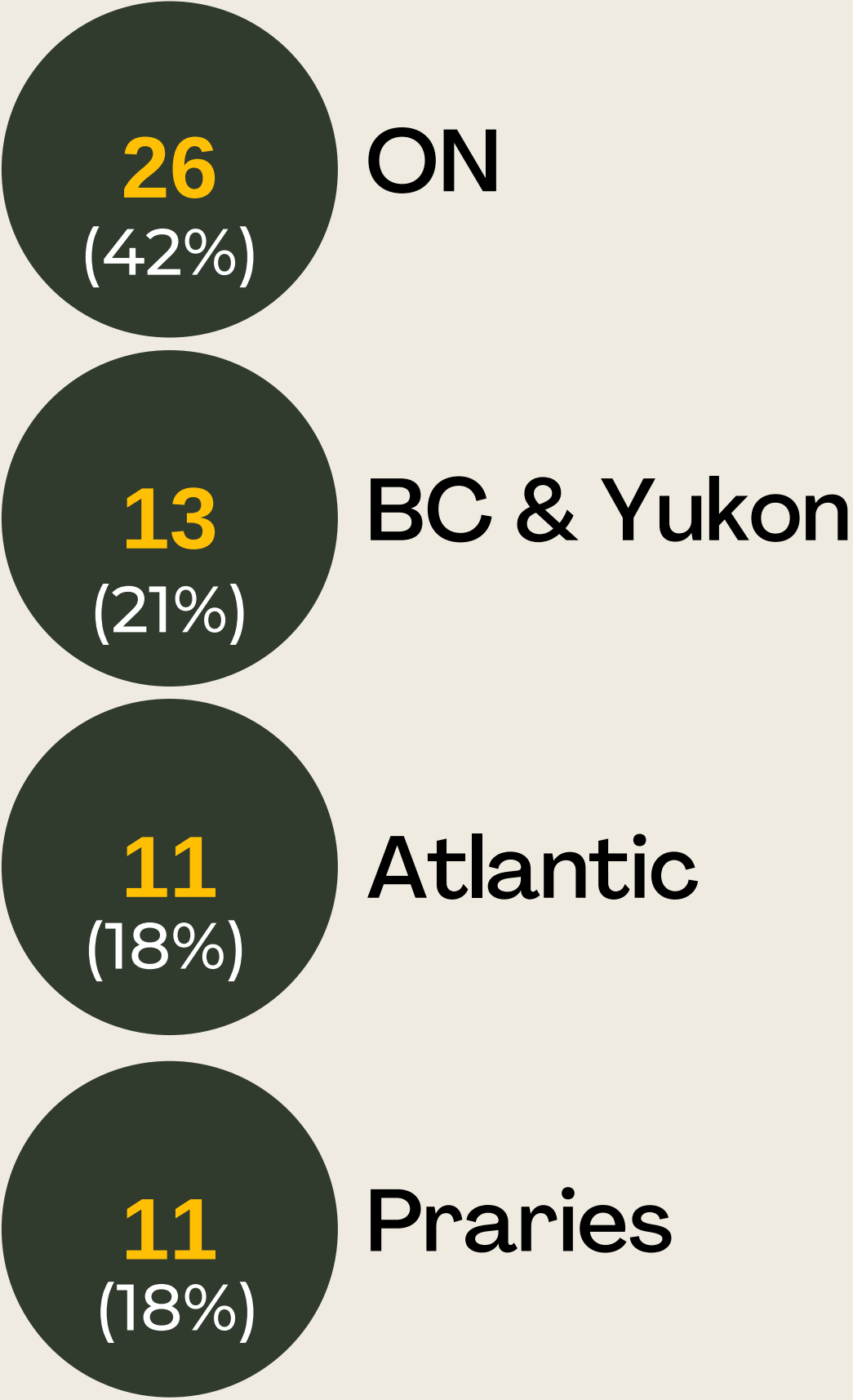
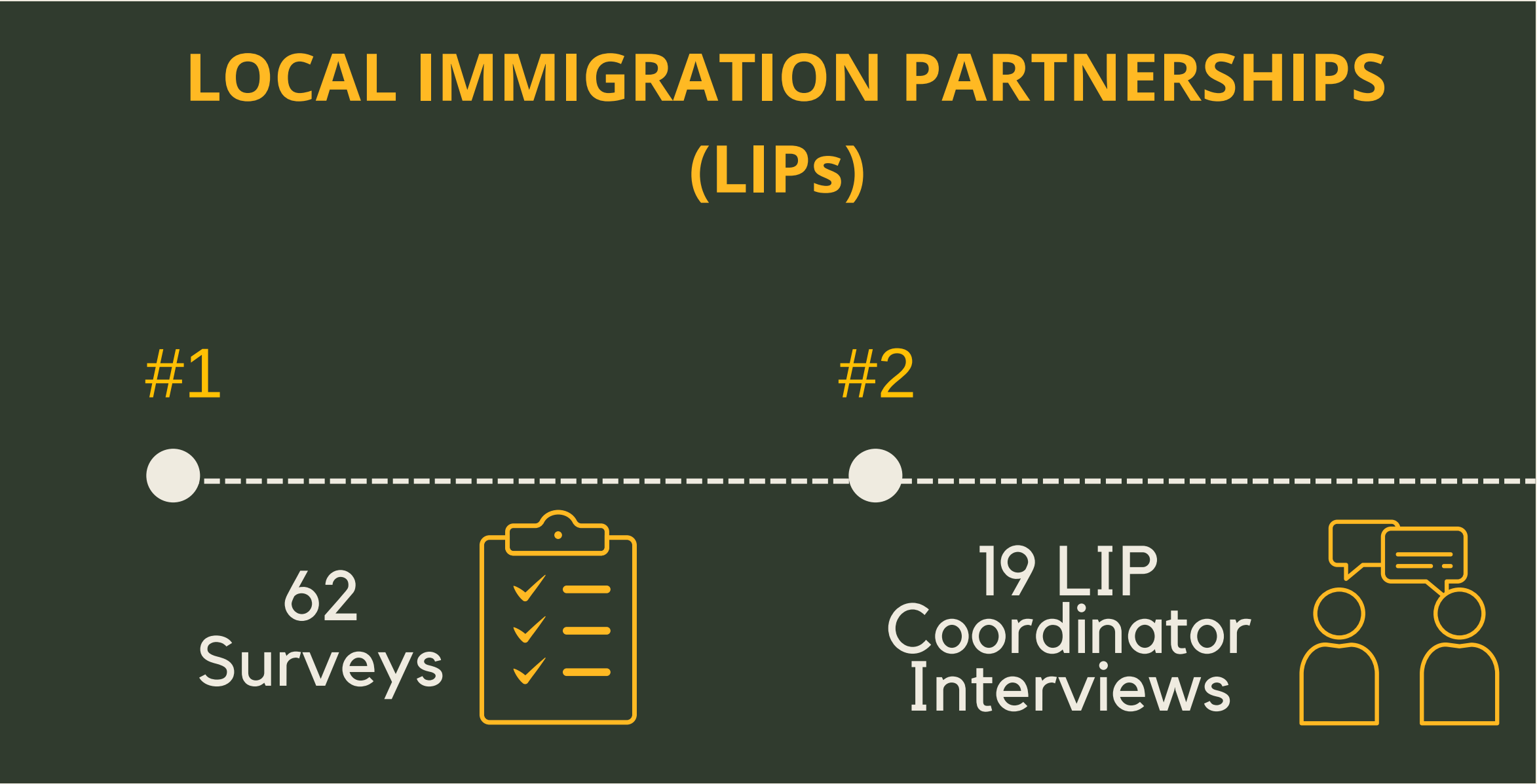
Research Snapshot

LOCAL IMMIGRATION PARTNERSHIPS (LIPs)

NEWCOMERS



Survey Responses:



Local Immigration Partnerships

Established to optimize service gap collaboration from a local capacity.

Regional collaboration is particularly important for LIPs serving smaller cities.

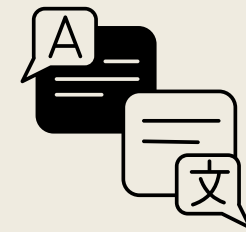
Top Priorities Ranked by LIPs:



Housing



Employment & Skills Training



Language Skills



Health & Wellbeing



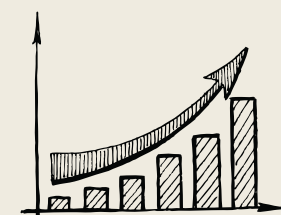
Community Inclusion & Civic Engagement

How is the welcoming infrastructure developed?

LIPs' motivations for attracting and retaining newcomers



Promote EDI (85.5%)



Economic growth (82.3%)



Population growth (54.8%)



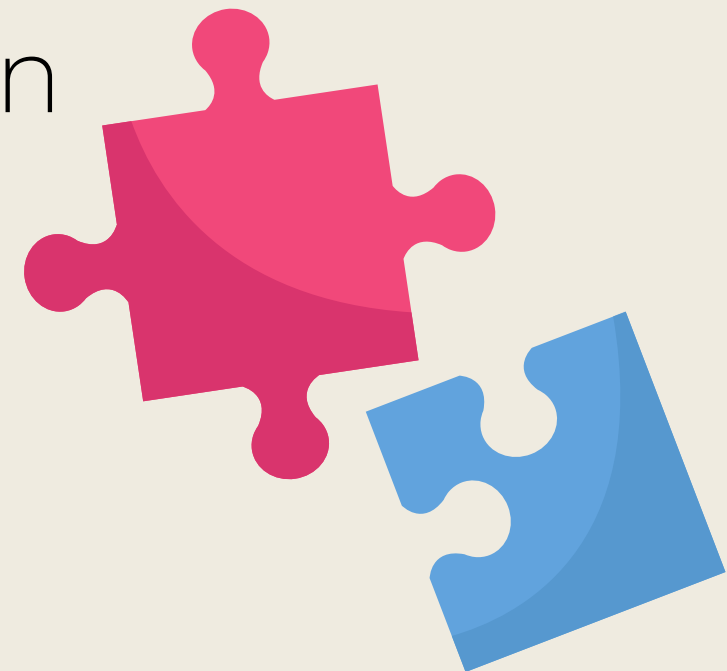
Humanitarian goals (35.5%)

How is the welcoming infrastructure developed?

Place-based: Large cities (focus on social inclusion, community strengths, anti-racism, systemic change) vs. smaller cities (focus on service provision)

Yet there are challenges:

- Implementation of place-based initiatives is contingent on municipal and provincial support
- Municipal buy-in
- The jurisdiction of immigration; not a mandate (thus the management of multicultural diversity)



NEWCOMERS

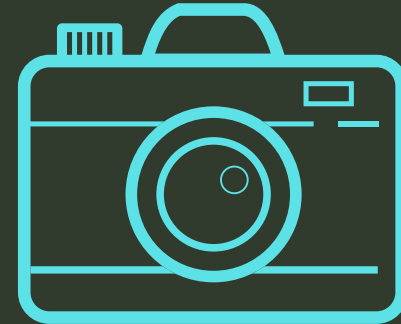
#3

#4

17
Newcomer
Interviews



13
Photovoice
Collections



Interviews:

6
(35%)

Atlantic

5
(29%)

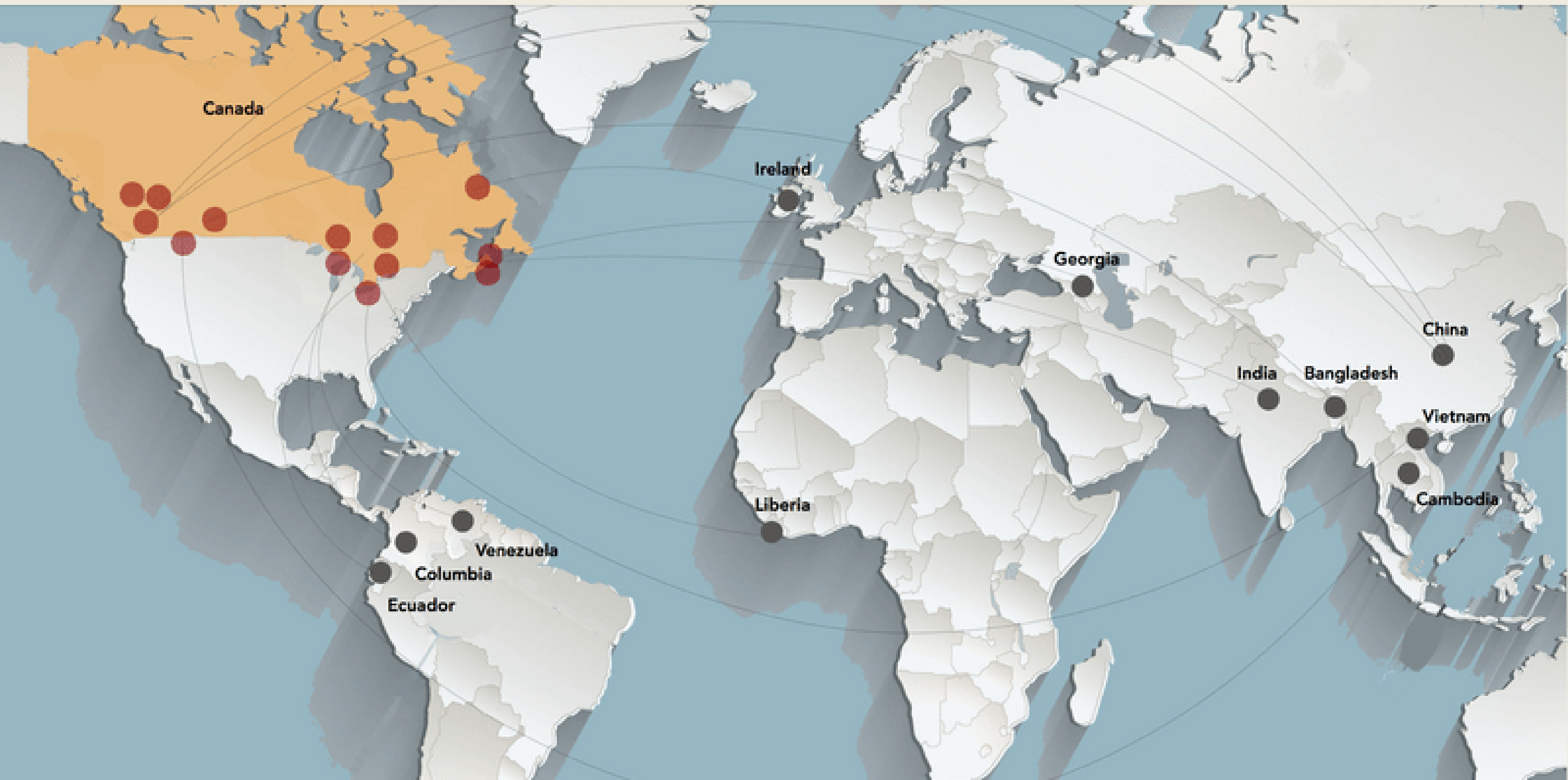
ON

4
(24%)

BC & Yukon

2
(12%)

Praries



How do newcomers perceive & experience space in smaller cities?



Third Places

places outside of home & work



Accessibility Barriers

transit, cultural food & amenities



Access to Nature

implications for wellbeing



Racism & Discrimination



Third Places





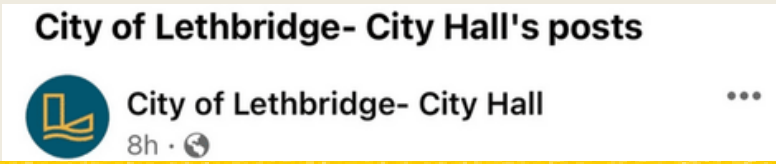
Accessibility Barriers





Access to Nature





Racism & Discrimination

Lethbridge, AB Immigrant Bangladesh 30-39

Sayma

Originally from Bangladesh, Sayma arrived in Saskatoon in 2017 and later moved to Lethbridge in 2019, and has since lived there with two young children.

“ I am very aware of my own heritage and culture because that is my identity. I tried to be friends with people here but some of the local people are racists. I felt that. That's why I came back to my culture. ”



Sault Ste. Marie, ON Immigrant Colombia 40-49

Sandra

Originally from Colombia, Sandra landed in Canada in 2007 and works as a financial advisor in a bank. Sandra founded the Northern Ontario Latin-Hispanic Association (NOLHA) in 2013 to help newcomers and promote intercultural understanding.

“ I feel that Canada is a welcoming country, but there can be more things that can be done. ”



St.Thomas, ON Refugee Liberia 30-39

Francis

Originally from Liberia as an architect, Francis landed in Canada in 2020 as a refugee.

“ Back home I ran an architectural firm that was ranked one of the best in Liberia. But my credentials are not recognized here and I cannot do the things that I'm passionate about. I always feel broken by this. ”

Kelowna, BC Immigrant China 40-49

Nathan

Originally from Harbin, China, Nathan came to Canada in 2008 to study at the University of British Columbia (Kelowna campus) and has been living in Kelowna since. Currently, Nathan is working as an electrical engineer.

“ It is important to let others know how we live, what our culture is like, and to show how much we contribute to the city and society. ”

Cape Breton, NS Immigrant India 30-35

Aishwarya

Originally from India, Aishwarya came to Canada in 2012 as an international student. Aishwarya first arrived in Truro, Nova Scotia, but later in 2016 moved for a job opportunity to Sydney, a small city on Cape Breton island and has since lived there.

“ Volunteering ... is one of the most satisfying experiences for me... As an immigrant it makes me feel valued and accepted in the community. ”



Major Takeaways

Third places enabled migrants to build social and cultural connections to the host society while maintaining their cultural identity and a sense of familiarity through access to food, retail, nature, and services.

- Yet, racialized migrants encountered racism and discrimination in public spaces, affecting not only their **mental wellbeing**, but also how they perceived the **safety** of public space, the **sense of belonging**, and **the overall welcoming infrastructure** of the host society.
- Importance of **municipalities to combat racism and inequity** by (re)investing in third places, improving transit and public service infrastructure, and supporting immigrant businesses, cultural events and amenities .
- Importance of providing and **co-creating social infrastructure** to support migrants and all members of the community.

Planning with Diversity in Smaller Cities in Canada

A Study of Immigrant Lived Experiences in Brooks, Alberta



Author: Ryan Lok, MPI
Toronto Metropolitan University

Co-Author: Dr. Zhixi Zhuang,
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Toronto Metropolitan University

Funded by:
Canada Excellence Research
Chair in Migration & Integration

Immigrant Settlement in Canada



91%

of recent immigrants settled in one of 35
Census Metropolitan Areas



61%

of all immigrants live in either
Toronto, Montreal or Vancouver

(Statistics Canada, 2016 Census)

Diversity in Small Cities?



Provincial & Municipal Nominee Programs

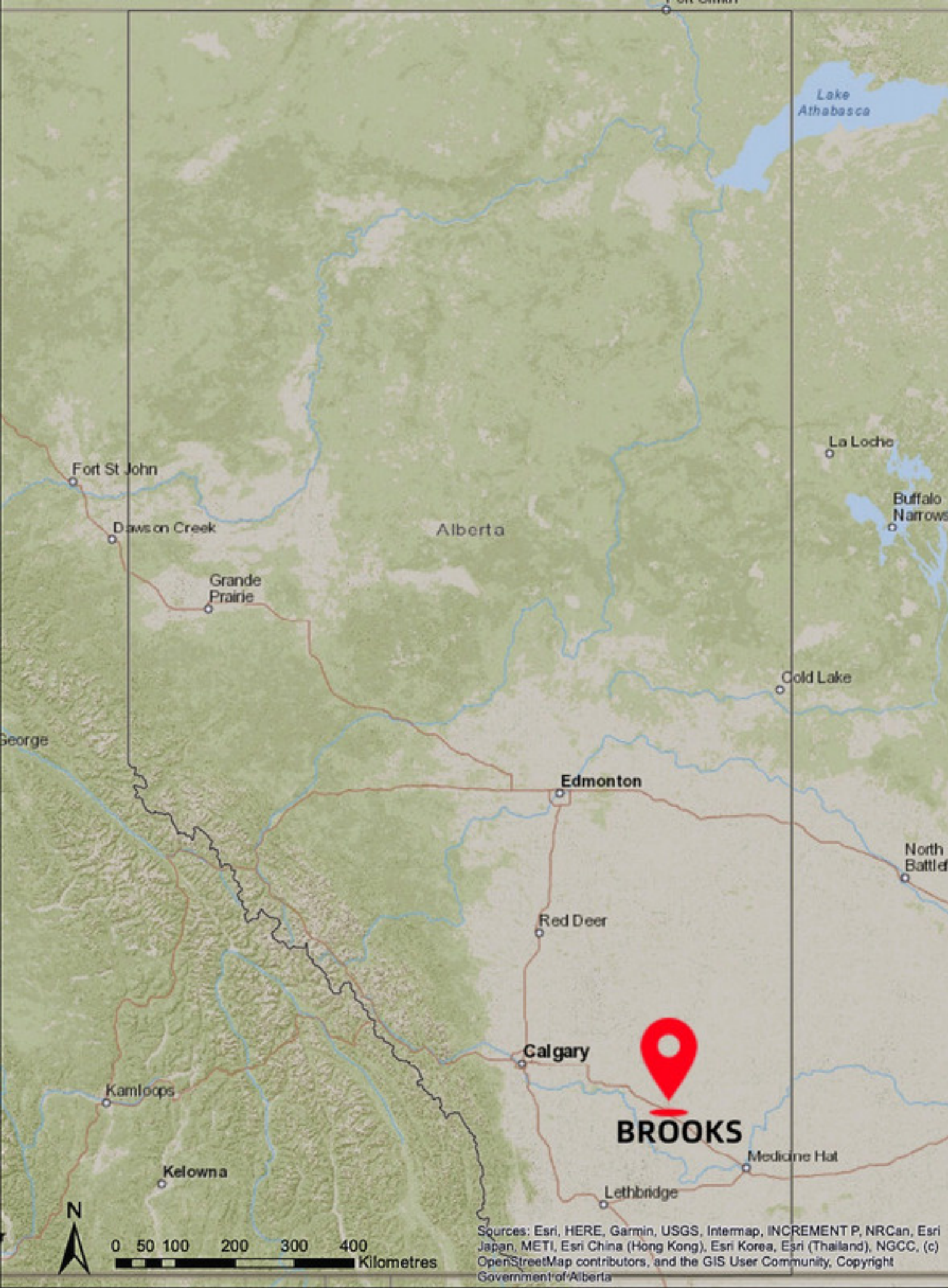
*Regionalization and Refugee
Settlement Policies*



Labor-Related Migration & Settlement



Challenges in Attracting & Retaining Immigrants

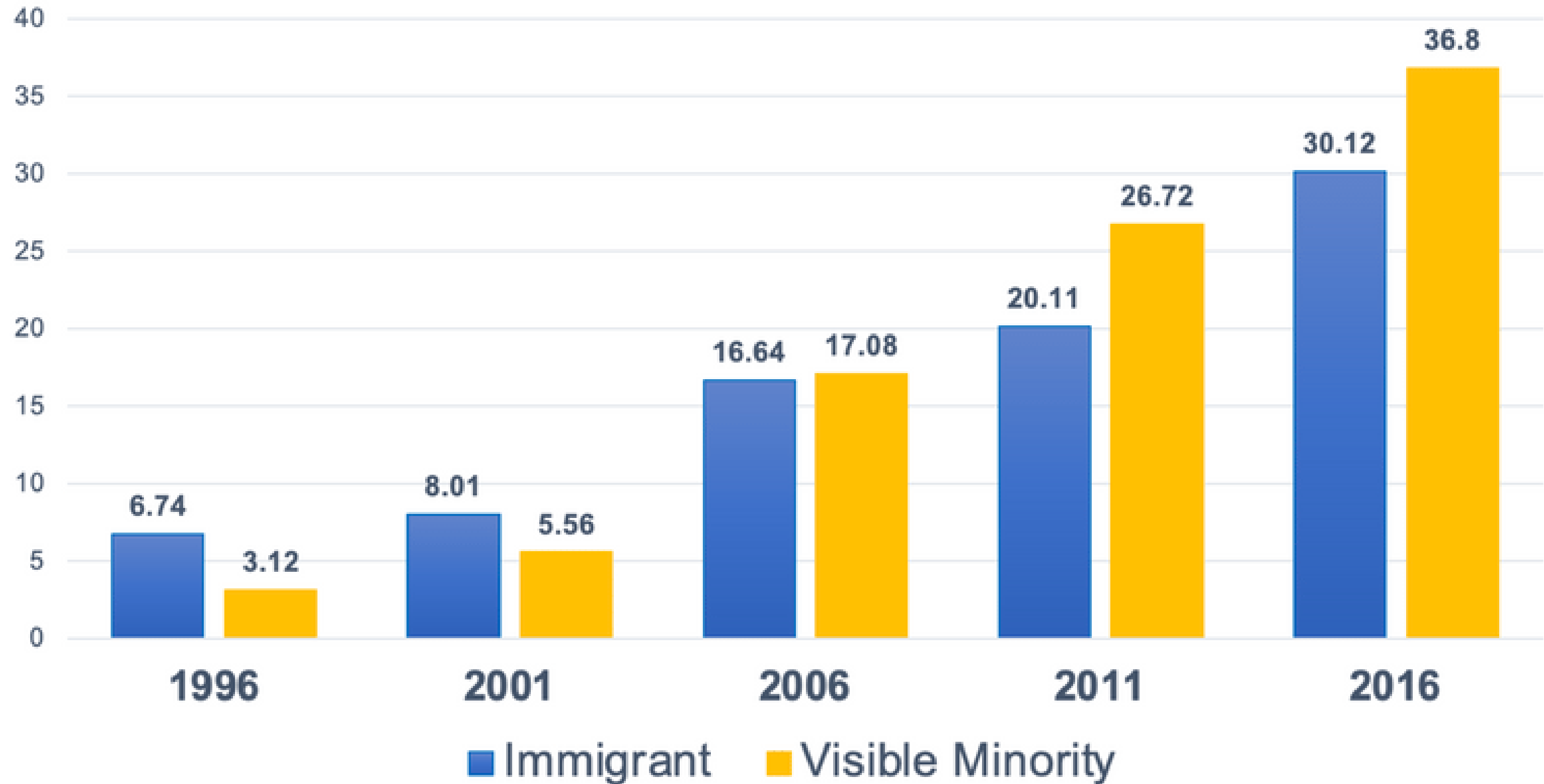


Brooks, Alberta

"City of 100 Hellos"

Population (2016): 14,451

IMMIGRANT AND VISIBLE MINORITY POPULATION: PROPORTIONAL TO TOTAL POPULATION, BROOKS



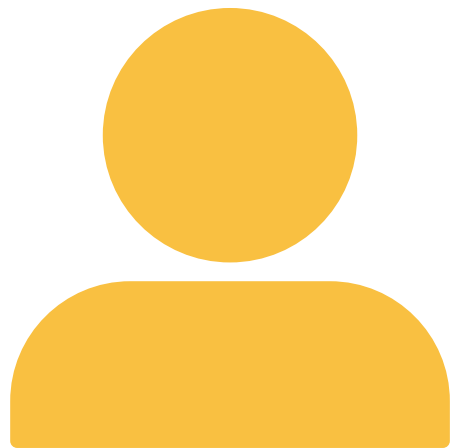
Higher than the provincial and national 2016 average

1

How do racialized immigrants experience settlement and integration in Brooks, AB?

2

What is the role of local municipalities in creating a welcoming and inclusive environment?



**10
Racialized
Immigrants**



**2
Municipal
Officials**



**1
Settlement
Agency Staff**



YOU FEED CANADA

VOUS ALIMENTEZ LE CANADA



Without you, none of us could eat.
Thank you JBS team members
for providing food for our
community and our country.

THANK YOU MERCI

#YouFeedCanada



ETHNIC COMMUNITIES REINFORCES IMMIGRANT SENSE OF BELONGING AND INTEGRATION



Brooks is well-diverse. It is multicultural. There is a lot of people from...like your home, back in your home country, [but are] different, a lot of different countries. So it can make you feel like you're home, even though it is not a home, *home*.

-Brooks Immigrant C
Immigrated to Canada in 2015



PLACE-BASED CHALLENGES

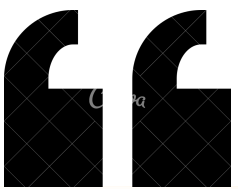
Faced by Immigrants in a Small City



So I think that Brooks is a spectrum. And there's a lot of...people that maybe [are] against immigration...but there's definitely two sides, because we are super multicultural, but we also have this group of people that maybe don't really like that...So those are some challenges, you're always going to seem like an outsider...

-Brooks Immigrant H

Immigrated to Canada in 2011



...I feel like there is a lot of microaggression...You don't notice it at first if you're an immigrant and I feel [that] especially now."

-Brooks Immigrant E

Immigrated to Canada in 2010



IMPORTANCE OF MUNICIPAL & COMMUNITY PARTNERSHIPS

TOWARDS CULTIVATING PLACE- BASED INCLUSION



“

I do believe that Brooks has done a lot in terms of becoming a welcoming community...I think if there [can be] some improvement, we need to look into maybe some sort of *systemic policy-level* improvement...Yes, we celebrate our diversity, yes we have these [cultural] events, we have these education programs, we have these celebrations. But what are we doing, for example, to address some of the systemic issues?”

-Immigrant and Settlement Agency Staff

“

I still think there's racism and discrimination that happens in a small community. We fight that regularly. And we do that through all kinds of means. But we continue to do that.”

-Municipal Official

Recommendation I

ATTRACTING AND RETAINING IMMIGRANTS IN SMALL CITIES

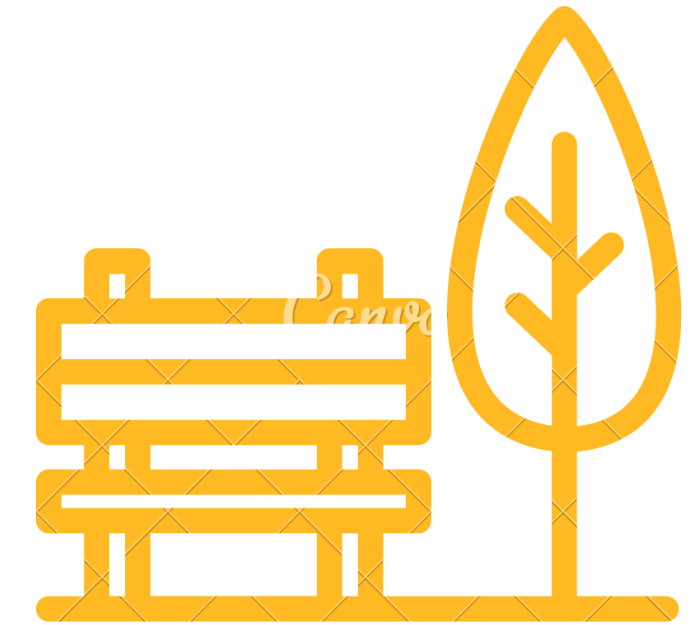


■ **Small municipalities to rethink community gathering spaces from a multicultural diversity, place-based integration perspective.**

- The Imperative of Municipal-Led Programming
- An everyday, intercultural civic place for meaningful cross-cultural interaction
- Multicultural Community-Market (Similar to a Farmer's Market)

Recommendation 2

ATTRACTING AND RETAINING IMMIGRANTS IN SMALL CITIES



■ **Municipalities to focus on community projects which leverage ethnocultural representation and markers in space through placemaking strategies.**

- A Multicultural Community Mural
- Immigrant-Led Public Realm Projects

Recommendation 3

ATTRACTING AND RETAINING IMMIGRANTS IN SMALL CITIES



■ **(Re)development in small cities to consider the balance of an urban environment with a sense of community that leverages diversity and representation in “place.”**

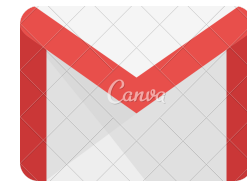
- The emergence of a Multicultural Community Hub as a place and new form of (re)development
- Integration of Commercial Retail with Institutional Use



Continued in
History of
Duke of Sutherland
Park

Thank You!

Ryan Lok

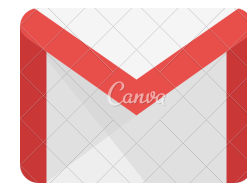


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