

# Navigating Immigrant-Indigenous Relations In Canada: A New Way Forward

Presenter:

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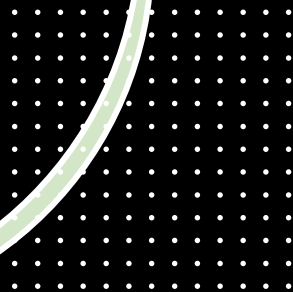
*Executive Director*

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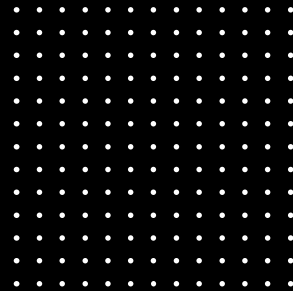
As it was in  
the beginning!



- Rich Culture
- Unquestionable sense of Identity
- Deep Connection
- Selflessness
- Respect



Along came a  
new order



- Cultural Erosion
- Alien Civilization
- Divide and Conquer
- Loss of Identity
- Struggle for Recognition



# In Effect...

- Distrust
- Disorientation
- Us versus Them
- Community in distress
- System thrives



# Sneak peek into Canada's Future!

**Diversity is everywhere...**

- Studies show that Canada's future will be defined, in surprisingly large measure, by Indigenous people and New Canadians.
- Canada has the highest rate of population growth among G7 nations. This increase was overwhelmingly driven (82%) by the arrival of immigrants and non-permanent residents.

Source: Statistics Canada, 2019 ;  
Immigration, Refugees and Citizenship  
Canada, 2020 Annual Report to  
Parliament on Immigration

# Sneak peek into Canada's Future!

**...inclusion remains debatable...**

- Immigrants coming from racially distinct minority groups feel less confident that they fully belong in Canada, even after living here for some time.
- Visible minorities in Canada are more likely than those in the United States to face discrimination during hiring.

Source: Soroka et al., 2006; Quillian et al. 2019; Collie et al. 2019



## *Diversity versus Inclusion*

- *“Sorry, we are not hiring.”*
- *Tokenism*
- *“Nice idea, we’ll table that.”*
- *“We’ll just stay on our own.”*
- *“Those people...”*
- *Political correctness*



# Reality Check!

- The divide between Indigenous and New Canadians – marked primarily by limited engagement and much less by conflict and antagonism – remains one of the most fundamental gaps in Canada's political landscape.
- Without an organized effort at relationship building, misunderstanding, prejudice, and even racism is likely to exist, especially in areas where there are large and concentrated populations of both groups

Source: Chung 2010



- The divide between Indigenous Peoples and New Canadians remains one of the most fundamental gaps in Canada's political landscape.
- Conflation of migration and colonization further divides people and contributes to solidifying hegemonic binaries. [Source: Chung 2010]

# System Error

*Lack of robust initiatives and opportunity for sincere, honest, and level-playing dialogue by governments, academics, and non-profit organizations towards facilitating relationship building lead to information gap, harboured resentment, and shared animosity between Indigenous and new Canadian communities*

*Often, strides at building dialogue are organized through neo-colonial context and framework.*

*When only token acknowledgement is given to Indigenous peoples in Canada vis-à-vis History, Residential School experience, and Contributions to Canada, they are unlikely to engage.*



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# Breaking the glass ceiling!

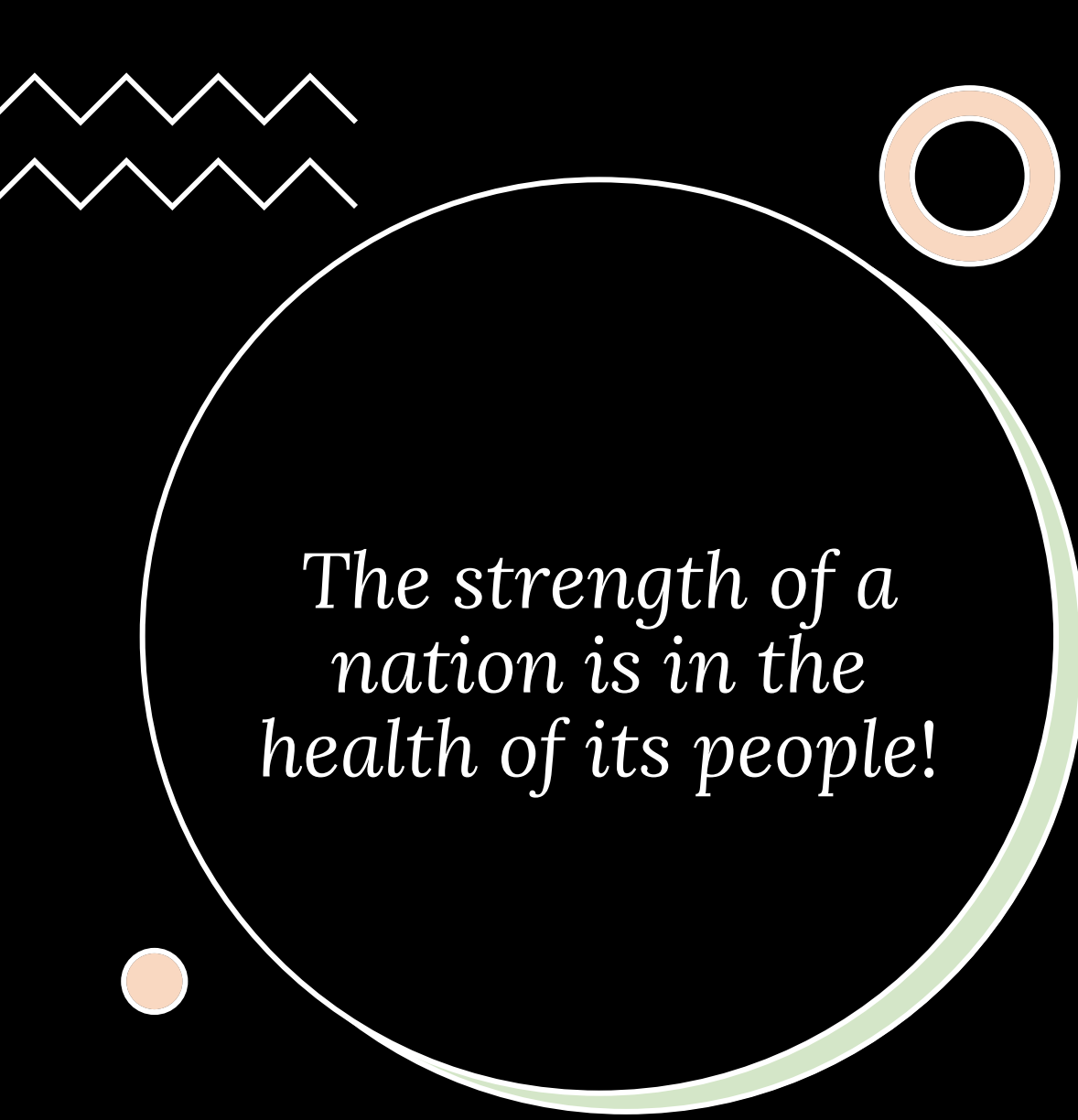
- ❑ Ethnically diverse workforces aren't just important for social justice – it's also good for the economy!
- ❑ A 2018 study found that on average, a 1% increase in ethnocultural diversity in the workforce is associated with a 2.4% increase in revenues and a 0.5% increase in productivity. This is known as the Diversity Dividend.

Source: Canadian Union of Public Employees 2018



# *Breaking the glass ceiling!*

- ☐ *We are all treaty people*
- ☐ *Ubuntu: There is no substitute for human connection; I am because you are!*
- ☐ *The greatest way to live with honour in this world is to be what we pretend to be – to be, in reality, what we want others to think we are. – Socrates*
- ☐ *Only equals can become friends – Maya Angelou*
- ☐ *It's in the little things! – Anonymous*



*The strength of a  
nation is in the  
health of its people!*

- Recognizing a multicultural society is always a work in progress, intentional care, openness to learning and conscious efforts to addressing “the elephant in the room” are all necessary steps towards walking the road leading to Canada’s future.



*Two-factor  
authentication for  
Canada's future*

Reconnect

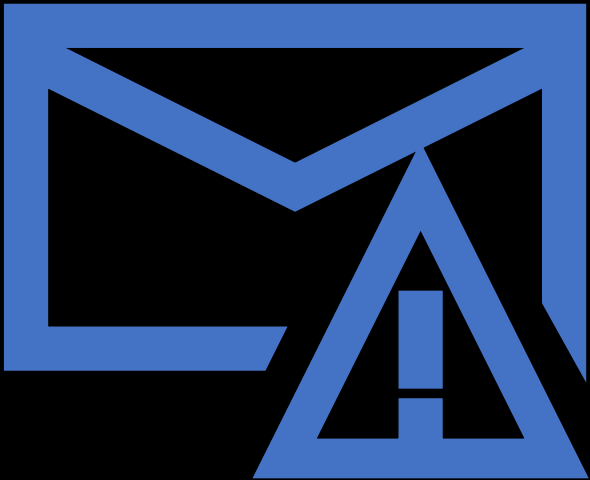
Reconnect with  
the beginning!

Humanize

Humanize Humans!



# Thank You!



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