

**Shared Values,
Common Interests**



The Full Participation of Black Communities in Québec Society

*Consultation Document
August 2005*

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A WORD FROM THE MINISTER OF IMMIGRATION AND CULTURAL COMMUNITIES



For a number of years now, the Government of Québec has been working to promote the integration and full participation of citizens of all origins in Québec society. The contribution of immigrants in all spheres of activity in Québec is now indisputable and our society is becoming increasingly open to diversity. Moreover, the face of Québec has changed significantly in the past few decades and the integration of newcomers into the host society has generally been harmonious. Their participation has undeniably enriched and strengthened Québec, which is expecting to face serious demographic and economic challenges in the future.

That being said, members of the black communities, including those born in Québec and who have lived here for more than a generation, face more challenges than other Quebecers in developing their full potential. Many of them are confronted with specific difficulties in areas such as employment, academic achievement, youth issues, and underrepresentation in decision-making positions or are the targets of discriminatory attitudes and behaviour. Their talent, determination and training are not always sufficient to overcome these obstacles.

Building a pluralist and inclusive Québec is a key priority for the Government of Québec. Thus, by establishing a parliamentary Task Force, chaired by my parliamentary assistant Yolande James, MNA for Nelligan, it wants to impart a decisive impetus to the search for solutions to the problems experienced by Quebecers from black communities, in order to facilitate their full participation in Québec society.

The Task Force will consult the various stakeholders concerned with the experiences of the black communities, in the lead will be community representatives, as well as economic, health, educational and judicial institutions and organizations. It will also consult citizens interested in expressing their opinions.

I invite you to read this consultation document, which has been prepared to stimulate your thoughts on the issue and to fuel future discussions. The Task Force members will be visiting different regions throughout Québec this fall to meet with you and hear your comments. If you are unable to attend these meetings, you may forward your comments to the website of the Ministère de l'Immigration et des Communautés culturelles.

A handwritten signature in cursive script that reads "Lise Thériault".

Lise Thériault
Minister of Immigration and Cultural Communities
Montréal, August 2005

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Introduction

Despite the occasional presence of blacks since the beginning of colonization in New France, a genuine black population¹ in Québec did not emerge until the early 18th century. The growth of the population accelerated with the advent of the 20th century, particularly during the 1970's where expansion was enriched by an influx of migrants originating first from the Caribbean and later from Africa.

The black population has participated in the cultural, scientific and institutional development of Québec, particularly in the areas of health and education, and helped shape Montréal's international reputation as a cultural metropolis. At the beginning of the 20th century, black jazz musicians were already livening up the city's cultural scene.² Each year, contemporary events like Vues d'Afrique, Carifesta and International Creole Day in Montreal attract hundreds of thousands of spectators.

The black population has also demonstrated its attachment to Canada by assisting in its defence. Black soldiers were among the troops that repelled the American invasion in 1812, while others fought in the Canadian forces in both world wars.

A segment of the black population, particularly its more educated members, was quickly able to fully participate in life in Québec, accessing the labour market at a time when conditions were particularly favourable. Others have encountered more hurdles along their career path or in pursuit of academic studies and find it difficult to take their rightful place in Québec society.

For many years, the Government of Québec has made numerous efforts to promote the integration of newcomers and the full participation of members of the cultural communities, including the black communities. In the last decade, the Ministère de l'Immigration et des Communautés culturelles has supported various initiatives targeting the black communities. These communities have also had access to programs for immigrants or visible minorities in general.

Despite these efforts, the issues faced by part of the black communities remain acute and persistent. Solutions must be part of a broader and more consistent framework of action. Above all, they must involve more closely various elements of civil society, which also have a responsibility towards their fellow citizens belonging to ethnocultural minorities.

The aim of this consultation process is to identify, with the black communities among others, the challenges confronting black residents in the Montréal metropolitan area, the National Capital and other regions, and to find ways to help them meet these challenges. Known issues will be presented in order to verify their current relevance and to serve as topics for consideration .

This consultation process falls within the scope of the duties carried out by the Ministère de l'Immigration et des Communautés culturelles to promote the full participation of all in Québec society. It is also consistent with and complementary to the 2004-2007 government Action Plan, *Shared Values, Common Interests*, of which one of the five pillars is to promote openness and diversity in Québec society. One of the measures put forward by the Action Plan requires that

¹ In this document, the term "black population" is used to indicate all persons who consider themselves black and have reported themselves as such in the census. When this population is considered in terms of identity, culture, social and community life, it is more appropriate to use the term "black communities."

² Ministère des Affaires internationales, de l'Immigration et des Communautés culturelles and ministère de l'Éducation, *La présence des Noirs dans la société québécoise d'hier et d'aujourd'hui* (The presence of blacks in Québec society past and present), Government of Québec, 1995.

diagnostics be made of the specific difficulties encountered by cultural communities and that action plans be developed that are adapted to their experience. This consultation among Québec's black communities is part of this process.

A distinction should be made between the challenges inherent to the integration of immigrants newly settled in Québec and those related to the achievement of full participation in society. The latter bear upon all citizens from cultural communities. This distinction, which is based on the wording of the *Act respecting the Ministère de l'Immigration et des Communautés culturelles*, especially sections 4 and 5, is reflected in the measures implemented by the Ministry.

The Government of Québec provides a range of services that are available to newcomers over a five-year period. These include welcoming, job search and francization services, as well as an evaluation of studies done outside Québec and information sessions. Moreover, these various services have been consolidated since the implementation of the Action Plan notably, by setting up a personalized guidance service for immigrants and developing a handbook for successful integration.

Efforts have also been made to facilitate the recognition of diplomas, training and experience acquired abroad. In 2004, a parliamentary group specifically addressed the issue of access to regulated occupations and professions, which has been a barrier to integration. Furthermore, in the wake of the Forum des générations (Generation Forum), a task force was mandated to follow up on the group's recommendations.

To support these services and initiatives, the government set up consultation groups involving more recently established cultural communities that are experiencing integration difficulties in varying degrees. Conceived in a spirit of consultation, it is an initiative that relies on partnership to support these communities in their journey towards integration. Presently, these consultation groups involve the communities from the Maghreb, Latin America and Bangladesh and are developing, in some cases, specific action plans aimed at promoting their integration. Other groups could be added in the future according to the needs expressed by the communities.

The challenges related to full social participation are of an entirely different order. They are faced by Quebecers born here or from communities that have been here for several generations, who feel that, because of their ethnic origin, among other things, their participation in the different spheres of society is hampered. That is why the government has decided to address the issues impacting numerous members of black communities in Québec who are neither newcomers nor immigrants.

Thus citizens belonging to second- and third-generation black communities are full-fledged Quebecers. However, despite having slightly higher than average educational levels, the black communities have an unemployment rate of 17.1%, in comparison with 8.2% for the general population.³

In addition, the percentage of single-parent families is significantly higher than average in several black communities. For example, among Caribbean-born immigrants, 30.1% of households are single-parent families, versus 10.4% for the Canadian-born population.⁴

³ Statistics Canada, 2001 Census.

⁴ Xavier Leloup (with the collaboration of Virginie Ferreira), *Conditions de logements des ménages au Québec: une réalité contrastée* (Housing conditions of Québec households: a contrasted reality), INRS-Urbanisation, Culture et Société, 2005; a study carried out for the Société d'habitation du Québec, the ministère de l'Immigration et des Communautés culturelles, Canada Mortgage and Housing Corporation, City of Montréal, and the Centre interuniversitaire de Montréal sur l'immigration, l'intégration et la dynamique urbaine.

At 46.5% in 2001, compared to 23% for the population as a whole, the proportion of low-income households in black communities is very high.⁵

School drop out rates are also problematic among youth from black communities. Thus, for the cohorts of 1994, 1995 and 1996, the graduation rate for black students was 51.8%, compared to 69% for the population as a whole.⁶

This is why, for the first time (and therein lies its originality), this consultation document sets out the challenges that will be addressed jointly by the government and by all the social actors. This approach, based on respectful partnership with the cultural communities, will be favoured in any future actions undertaken with other communities, irrespective of the solutions retained to respond to their specific needs. Thus, by seeking to ensure the full participation in Québec society of all the members of the cultural communities, this approach constitutes a powerful antidote to communitarianism.

In addition, this initiative is part of a broader plan to support one of the priority objectives of Madam Lise Thériault, Minister of Immigration and Cultural Communities, which is enshrined in the fourth pillar of the 2004-2007 Action Plan – i.e. to fight racial discrimination. Moreover, in line with Minister Thériault's priority objective of fighting racial discrimination, as provided for by the 2004-2007 Action Plan, this initiative is now designed by the Ministry as part and parcel of a broader plan.

To further the implementation of the government's action priorities, a Task Force, made up of four MNAs, will hold consultations to hear from the individuals and associations committed to building an inclusive Québec and exploring together the best ways to attain this objective.

Such an initiative requires an open mind, a sense of social responsibility and creativity on the part of each and every one of us. Although the consultation process focuses on problems in the black communities, the discussions it will spark and the emerging solutions will be useful for all Québec's ethnocultural minorities. In short, Québec society as a whole will benefit.

This paper reviews documented situations and discusses strategic choices drawn from previous research and experiments. It also proposes choices for each orientation, presenting relevant findings, measures implemented and questions about future initiatives and actions. A statistical portrait of Québec's black communities is provided in Appendices 1 to 10.

The Task Force will hear all citizens and organizations, among which, those from the cultural communities, interested in answering the questions set out in this document. Task Force members include Tony Tomassi, MNA for LaFontaine, André Gabias, MNA for Trois-Rivières and Éric R. Mercier, MNA for Charlesbourg. Yolande James, MNA for Nelligan and parliamentary assistant to the Minister of Immigration and Cultural Communities, will serve as chair.

Individuals and organizations interested in participating in the consultation process have until October 14, 2005 to return their registration form to the Task Force secretariat by fax at (514) 864-3629 or to the following address:

⁵ Idem

⁶ Marie McAndrew and Jacques Ledent, in collaboration with the ministère de l'Éducation, du Loisir et du Sport. 2004. *La réussite scolaire des jeunes Noirs au secondaire* (The academic achievement of young blacks in high school), preliminary report, 2004. This report focuses on students from Caribbean and Sub-Saharan African communities who started high school between 1994 and 1996.

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Comments may also be sent directly to the Ministère de l'Immigration et des Communautés culturelles website at <http://www.micc.gouv.qc.ca>

Consultations will be held in the fall of 2005.

For any questions about the consultation process, please call (514) 864-3579 or toll free at 1 877 620-8600.

Findings and challenges

The challenges facing Québec's black communities are sometimes attributed to their recent immigration. According to this view, these problems will be resolved over time as new generations become socialized in Québec. Since their diplomas will be recognized and young people will be familiar with our institutions and culture, there will no longer be any obstacles to their success.

In fact, the traditional success model referred to by such a view, while largely confirmed by the experience of immigrants of European origin, is less valid for members of black communities, whether they have been in Québec since the early 18th century, arrived in the 1970s or are recent immigrants. Portes and Zhou suggest three sets of factors conducive to the success or difficulties of immigrants. The integration of immigrants is conditioned by government immigration policy, the host society's favourable or hostile reception and the weakness or strength, numerical and organizational, of earlier established communities.⁷ The importance of a well-established community is even greater when the reception by the host society is indifferent or hostile and government support policies towards minorities is inexistent or inefficient. Also to be taken into account is the real impact of prejudice and discrimination.

Portes and Zhou's research explains many of the difficulties experienced by black communities in Québec. For example, the low growth of Québec's black population stems directly from discriminatory Canadian immigration policies prior to 1967. The inherent racism of these policies, which were no different than those of all Western countries at that time, severely limited the admission of black populations into the country.

When Canadian immigration policy was amended to adopt strict non-discriminatory selection criteria as to the colour or ethnic origin of immigration applicants, the black population in Québec, particularly black Anglophones, was not only small but also often less educated. It was therefore relatively ill equipped to achieve successful economic integration and facilitate the integration of newcomers of the same origin.

Immigrant reception and integration programs were gradually adapted to the characteristics of the new immigrants. For example, it took some time for education officials to realize that, unlike the first wave of Haitian immigrants, most of the young Haitians who came to Québec in the 1970s were Creole rather than Francophone and needed the same reception classes and francization services as other young Allophones.

Social reception also left something to be desired. Part of Québec society happily welcomed these newcomers, while some continue to exhibit reservations or even a certain hostility. It is still difficult today for members of the black communities, even educated members born in Québec, to access networks that lead to stable and well-paid employment.

All these factors combined — the black communities' numerical and organizational weakness, the gradual development of government policies, and obstacles raised by persistently negative attitudes on the part of some Quebecers — contributed to impeding the economic success of black communities and their full participation in Québec society.

⁷ Alejandro Portes and Min Zhou, "The New Second Generation: Segmented Assimilation and its Variants," *Annals, AAPSS*, No. 530, pp. 74-96, 1993.

In light of the above, the following three strategic orientations are proposed to promote the full participation of the black communities in Québec society: supporting economic success, consolidating family structures and social support systems, and developing social conditions for success.

Initiatives must address all these factors simultaneously. Since earlier government and community measures have not produced the expected results, Québec society must make a concerted effort on a broader scale to offset the marginalization of certain groups within the black communities. It must also meet the challenge of widening the scope of its actions in order to involve that segment of Québec society that remains indifferent to the inequalities and inequities experienced by these groups.

The stakes are high, for it is not only the fate of a small, marginalized group that is in question, but also the development of new intervention models that will, over the long term, enable us to reap the benefits of pluralism. To gain a better understanding of the groups involved and the challenges confronting them, a brief portrait of Québec's various black communities is presented below.

Portrait of Québec's black communities today

Québec's black population is highly diversified in terms of ethnic origin, period of settlement, sociodemographic composition, language skills and community organization. Some challenges, like integration of newcomers, are therefore specific to particular communities or social groups.⁸ Others, like discrimination, are common to all black communities.

Total black population

At the time of the 2001 census, the black population of Québec was enumerated at 152,200 or 2.1% of the total population. Of these, 62,250 people were born in Canada (41%), 82,845 were immigrants (54%) and 7,100 (4.7 %) were non-permanent residents (Appendix 1). Within the 15 years and over age group, 26,995 members of the black communities were second generation or beyond, representing 25% of this population (Appendix 2).

About 40% of the 82,845 immigrants enumerated in 2001 arrived in the decade preceding the census, i.e. between 1991 and 2001 (Appendix 3). The challenging economic situation of the early 1990s hindered the professional integration of many of these immigrants.

Age distribution

Québec's black population is very young: 46.9% are under age 25, compared to 31.4% for the general population (Appendix 4). Almost two-thirds is less than 35 years old (63.3%), versus 44.3% of the population as a whole. In all subsequent age groups, the black population is relatively sparse. At 5.4%, the percentage of seniors is especially low, compared to 12.3% for the total population.

⁸ The term "newcomers" applies to immigrants who have been in Québec less than five years. The term "immigrants" refers to persons born abroad who immigrated to Québec regardless of the arrival period in Québec. These definitions, intended to help diagnose potential problems linked to the immigration process, make no inferences as to the citizenship of the immigrants, their integration or sense of belonging.

Geographical distribution

Like other immigrant groups, Québec's black communities are concentrated in the metropolitan Montréal area, with 92% or 139,305 people living in this region. Outside Montréal, black populations are mainly concentrated in Québec City (3,640), Gatineau (3,310), Sherbrooke (1,040) and Trois-Rivières (515). Some 4,400 members of the black communities are scattered across almost all the other regions in the province (Appendix 5). The situation of black populations in the regions is not, unfortunately, well-documented.

Education and language skills

On the whole, the black population tends to be somewhat better educated than the average population in Québec. Among persons from the black communities aged 15 years and over, 43.6% have some post-secondary education, a diploma from a trade school at a college level or at a university level below the bachelor's degree, compared to 37.1% for the population overall. Some 14.7% have at least one university degree, versus 14% for all Quebecers (Appendices 6 and 7). Theoretically, the black population thus has a slight advantage on the labour market. It has a similar advantage in terms of language skills since 42% is bilingual, compared to 40.8% for the population as a whole (Appendix 8).

Economic characteristics

The black population rate of participation in the labour force (66%) is similar to that of the general population (64.2%; Appendix 9). However, at 17.1% versus 8.2%, the unemployment rate in the black population is twice that of the total population. Part-time and seasonal work is also more prevalent, at 57.3% compared to 46.6% in the total population. The average income in the black population is, therefore, relatively low at \$19,451, against \$27,125 for the overall population. The percentage of low-income persons living with their families is 39.7%, relative to 14.6% for all Quebecers, while the overall percentage of low-income persons living alone is 64.2% in the black communities, versus 43.8% in the general population.

Birthplace of black immigrants

Black immigrants come predominantly from the Caribbean and Bermuda; some 62,000 people, or 74.4% of all black immigrants, were born in these regions (Appendix 10). Africans account for the second largest group among immigrants at 17,090, or 20.6% of the overall black immigrant population.

Groups from other areas are limited in number and represent secondary migration movements. For example, many Anglophone West Indians first studied or lived in Great Britain, their former colonial metropolis, before immigrating to Canada. Part of Québec's black population was therefore born in Europe, the Middle East or in Asia.

Major communities

Numbering 74,500, people from Haiti form the largest black community in Québec, followed by those from Jamaica (10,600), Trinidad/Tobago (4,100) and Barbados (4,000).⁹ With regard to groups from Sub-Saharan Africa, 56% responded to the question on ethnic origin by checking "Black African" or simply "Black." Québec's largest African community is from the Congo (3,800).

Migration pattern and integration conditions

At the present time, the groups from the Caribbean region are the most well known. Although this document will not describe in detail the factors that influenced their social and economic integration in Québec, it will discuss a number of elements that continue to play a role today. Unfortunately, there is not enough information available on Sub-Saharan African immigrants to build a coherent portrait of their situation.

A number of factors respecting immigrants' migration patterns and social characteristics continue to influence their integration and their children's social and economic experiences.

The Haitian community developed from two waves of immigration. A first wave of well-educated immigrants arrived between the late 1950s and the early 1970s. Some 3,600 Haitians, mainly health and education professionals and students, came to Québec during this period.¹⁰ These immigrants had relatively few problems integrating into Québec society, especially since the health and education fields were expanding at that time.

The second wave of Haitian immigration, which began around 1970, was made up of less skilled workers in the manufacturing and service industries. Economic conditions were much more difficult for these more recent immigrants than they were for their predecessors. A number of them were also less well equipped to integrate and help their children adapt to Québec society. Since many of these Haitians spoke Creole rather than French, they lacked the necessary language skills to facilitate their rapid integration. In a number of cases, they also experienced family problems. Since their economic integration was particularly difficult, many families were separated for several years, while the main income earner lived alone or with a spouse and sponsored children at a later date.

The Anglophone West Indian population has a longer history of residency in Québec, going back to the early 20th century. Beginning in 1955, many women came to Québec from Jamaica and Barbados under the West Indian Domestic Scheme. According to accounts from that period, a good number of them later moved to Toronto and Vancouver.¹¹ Succeeding waves of immigration from this region also headed en masse for the Anglophone provinces where there were already well-organized communities, particularly in Toronto, and where they could use their English-language skills.

⁹ These statistics are derived from the census questions on ethnic origin. However, they should be interpreted with care. Everyone from the Caribbean is not necessarily a member of a black community (e.g. Guyana, Cuba). Conversely, a number of black persons could have reported their ethnic origin without identifying themselves as black. It is impossible to arrive at a perfect match between data on ethnic origin and data on visible minorities.

¹⁰ Conseil des communautés culturelles et de l'immigration, *L'immigration et le marché du travail — Un état de la question* (Immigration and the labour market — A review), Montréal, 1993.

¹¹ D. Williams, D. W., *Blacks in Montreal, 1628-1986: An Urban Demography*, Cowansville: Editions Yvon Blais, 1989

Immigration movements increased substantially in the 1960s, when priority was given to the most educated applicants. As of 1975, immigrant educational levels began to drop significantly¹² as the numbers of selected workers fell in favour of family reunification applicants. This trend continues today. Youth educated in Québec are now more bilingual, but many of their elders are still unilingual Anglophones. This explains why Anglophone West Indians in Québec tend to be more isolated.

The communities from Sub-Saharan Africa are the least known. Many immigrants from Ghana, the former Zaire, Somalia and Rwanda arrived in the 1990s following the political upheavals sweeping the African continent. Under these circumstances, and given the difficult economic situation in the early 1990s, it has been harder for these immigrants to achieve economic integration. Sub-Saharan African immigrants are, however, relatively young and well educated. Many of them, in fact, immigrated after studying in Québec universities.

¹² Uli Locher, "Les problèmes au statut doublement minoritaire : le cas des Antillais anglophones de Montréal," (The problems of double minority status: the case of Anglophone West Indians in Montreal) *Anthropologie et sociétés*, Vol. 8, No. 2, 1984.

FIRST ORIENTATION: SUPPORTING ECONOMIC SUCCESS

Successful economic integration is the key factor to individual and community development. It determines the ability of individuals to access the services they need, enjoy a good quality of life, participate in social and political life and develop a sense of belonging to their environment.

A significant number of people from Québec's black communities have trouble entering the labour market, finding a job that corresponds to their qualifications or starting a business. These challenges are numerous and vary from one community to the next. They include employability, under-employment, recognition of professional qualifications, knowledge of the labour market and the ability to build a useful network of professional contacts.

Economic diversification is also an important element. Communities that occupy varied positions are less vulnerable to economic fluctuations. The presence of dynamic minority-owned businesses promotes employment in minority communities because of their managers' greater openness.

The labour market will continue to evolve in coming years as large numbers of workers leave the work force. Immigrants and visible minorities must be able to take their place in the economy and on the changing job market.

Two strategic choices can therefore be made to help black communities achieve economic success. The first is to ensure their integration into the labour market; the second is to support economic diversification through business development.

Strategic choice: Improve labour market integration

Findings

- At 17.1%, the unemployment rate in the black communities is twice that of the general population.
- Some 57.3% of the black population has worked part-time or full-time part of the year, compared to 46.6% for the overall population.
- The average income in the black communities is \$19,451, versus \$27,125 for the general population, and the proportion of low-income families is more than twice the Québec average.

These figures reflect a number of different realities.

Many Québec-born youth have little education and need specialized training or support initiatives in the form of training periods or mentorship to develop their employability and achieve employment integration. Young Anglophones from visible minorities can benefit from training that includes a period of francization in the workplace.

While not a problem specific to black communities, obtaining recognition of diplomas and professional experience acquired abroad is difficult for newcomers. In general, new immigrants find it harder to access the job market today than their counterparts did in the early 1980s.¹³ Their skills may need to be upgraded and they may require information about the labour market.

The difficulty of finding jobs that correspond to one's qualifications and skills is not due to cyclical variations. A 1998 study indicates that after two decades in Canada, the wages of most immigrant groups, with the exception of black and Asian communities, had caught up with those of the rest of the population.¹⁴ Members of the black communities generally face prejudice and direct and systemic discrimination when looking for employment.

In the 1990s, Québec began to set up equal access employment programs to eliminate systemic barriers and remedy under-representation in employment, particularly in the public service, the public sector (education, health, municipalities) and businesses awarded government contracts.

Analysis of relevant findings indicates that visible minorities have made some employment gains in the private sector, sometimes even in periods of restructuring and downsizing.¹⁵ Representation has remained stable in the public service, where in 2004, 2.5% of regular public servants were members of the cultural communities, compared to 2% in 1996.

Measures

A number of large corporations have decided to take advantage of the potential offered by the cultural communities, including the black communities. Analysis of these new practices shows that minority employment gains depend first and foremost on a firm commitment from senior management and the integration of this goal into the organization's management. The commitment to this goal must be permanent and planned. Recruitment practices are particularly crucial. Small and medium-sized businesses are, however, lagging behind in this respect.

Black communities may also benefit from a number of programs and initiatives established to improve employment integration for visible minorities. For example, Emploi-Québec is focusing more specifically on immigrants and members of visible minorities attempting to enter or re-enter the job market since these individuals are at risk of under-employment, long-term unemployment, exclusion or poverty. According to preliminary statistics for 2004-2005, foreign-born individuals account for close to 15% of new participants in Emploi-Québec's initiatives and activities. In Montréal, persons born abroad represent almost 40% of participants in active programs. No data is available about the proportion of members of the black communities among this clientele.

¹³ René Morissette and Garnett Picot, *Low paid work and economically vulnerable families over the last two decades*, Business and Labour Market Analysis Division, Statistics Canada, 2005.

¹⁴ Dereck Hum and Wayne Simpson, *Wage opportunities for visible minorities in Canada*, Labour Dynamics Working Paper Series, Statistics Canada, 1998.

¹⁵ Commission des droits de la personne et des droits de la jeunesse, *Les programmes d'accès à l'égalité au Québec (Equal access programs in Québec)*, *Bilan et perspectives*, 1998.

Among other recent measures, from 1997 to 2000, the fund for visible minority youth (Fonds pour les jeunes des minorités visibles) enabled 30 organizations to adapt their employment aid and entrepreneurship tools to the specific needs of visible minority youth. An assessment of this fund indicates that 69% of these organizations' clientele was drawn from the black communities. This program was taken over by the Fonds jeunesse Québec.

In 2004, the Ministère de l'Emploi et de la Solidarité sociale, with the participation of the Ministère de l'Éducation, du Loisir et du Sport, the Ministère de l'Immigration et des Communautés culturelles and the City of Montreal, established Québec pluriel, a series of pilot projects to facilitate the social and employment integration of 16 to 24 year olds from cultural communities or visible minorities. The project is geared toward developing actions tailored to the needs of the target youth and communities. Three of the seven job integration projects are aimed particularly at young people from the black communities. Three other projects to encourage young people to pursue their education and stay in school reached a majority of young black community members.

In May 2005, the Ministère de l'Immigration et des Communautés culturelles established a program to encourage SMEs to hire immigrants and visible minorities (Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi - PRIIME). Developed and managed by Emploi-Québec, this program will help members of visible minorities acquire work experience in their field and thus improve their employability.

In addition, immigrant members of black communities can access a number of Emploi-Québec programs adapted to their needs, including work integration training. They can also participate in projects set up by the Ministère de l'Immigration et des Communautés culturelles and its partners to facilitate access to regulated trades and professions. These projects are just a few of the initiatives presented in the Action Plan, *Shared Values, Common Interests*, released in May 2004. Since the results have been fairly limited so far, other alternatives should be considered.

Questions

- How can we support people who need assistance to integrate the labour market?
- What projects should be developed and with which partners?
- How can we promote, in collaboration with various socioeconomic players, the integration of members of the black communities in employment or business networks?
- What concrete steps should be taken to promote the representation of members of the black communities in management and high-profile positions?

Strategic choice: Develop entrepreneurship

Findings

In Québec,

- few businesses are established by members of the black communities;
- the black communities lack an entrepreneurial tradition;
- it is very difficult to start-up and finance new businesses; and
- business assistance networks are inadequate.

Studies show that the success of ethnic businesses depends on access to financial and human resources and markets, entrepreneurial motivation and the effectiveness of the entrepreneurial strategies implemented. The quality of the networks established is crucial to this success.¹⁶ Knowledge of the market and management skills are also particularly important.

Entrepreneurship and self-employment are not very well developed in the black communities. Their members are mainly shopkeepers and small service business owners whose clientele often comes from their own community.

Immigrants who start up businesses frequently rely on the capital they manage to raise through relatives and ethnic networks.¹⁷ Because of the black communities' economic problems, securing funding for business start-ups within these communities can prove arduous. The lack of financial guarantees also compromises financing through financial institutions.

The black population, especially immigrants, needs support in acquiring market knowledge and management skills. Business management practices in a developing country are very different from those prevalent in a modern and diversified society. Furthermore, to ensure their success, members of black communities must break out of their social isolation and develop their networks, both inside and outside their community.

Measures

From 1993 to 2002, the Mathieu Da Costa Business Development Corporation supported business start-ups in the black communities. The corporation promoted business training, the development of entrepreneurs' business networks, the exchange of expertise and information among businesses, financial institutions and other organizations operating in the business community, as well as those involved in job creation for members of black communities.

¹⁶ G. A. Brenner et al, *Entreprises ethniques et identité du partenariat : une étude comparative entre Chinois, Italiens et Indiens/Sikhs au Canada* (Ethnic businesses and partnership identity: a comparative study among Chinese, Italians and Indians/Sikhs in Canada), Cahiers de recherche de la Chaire d'entrepreneurship Maclean Hunter, Hautes études commerciales, Université de Montréal, 2002.

¹⁷ Denise Helly and Alberte Ledoyen, *Immigrés et création d'entreprises : Montréal 1990* (Immigrants and business creation: Montréal 1990), Institut québécois de recherche sur la culture, Québec, 1994.

Questions

- What are the principal needs of members of black communities interested in starting up a business or becoming self-employed?
- How can economic support networks be developed for the black communities, both within these communities and within society as a whole?
- Are current resources adapted to these communities' needs?

SECOND ORIENTATION: CONSOLIDATING FAMILY STRUCTURES AND SOCIAL SUPPORT

Successful social integration rests on economic integration. Poverty, unemployment, poor working conditions and lack of social support generate family tensions, which in turn can lead to family break-ups and spousal or parental violence. It also has repercussions on the behaviour and academic success of young people. The clusters of issues affecting the groups struggling with these difficulties are often complex and acute.

In fact, because of their circumstances, parents of poor families are more isolated, have less control over their living conditions and are more vulnerable to stress. For immigrants, especially newcomers, this stress is exacerbated by their having to adjust to a different social and institutional environment. Poor families are less able to cope and resolve the social problems that accompany economic marginalization than families who have adequate financial resources and a strong social support network. Challenges linked to poverty rather than to skin colour cannot, however, be viewed in a vacuum. The situation as a whole must be considered in order to respond to these challenges. How are the various realities of being black, poor, male, female or a child experienced and what avenues should be explored?

The family environment also impacts on the quality of family relations and the social integration of household members. Housing, particularly its cost, quality and appropriateness to family needs, directly affects living conditions, stress in particular, intimacy, the availability of sufficient room to do homework, etc. The social environment and the type and quality of the specific resources available in the neighbourhood can also help families integrate socially.

To ensure the successful integration of black communities and immigrants, we must enhance families' ability to solve their problems by providing adequate support. Their most vulnerable members, i.e. women and children, should be able to easily access programs developed for them. In more general terms, they must be assured of adequate housing and living conditions.

Three strategic choices are proposed to help achieve these objectives. The first is to ensure the social success of black youth; the second is to improve the integration of women and families; and the third is to provide families with a residential environment conducive to family life.

Strategic choice: Ensure the social success of black youth

Findings

- The unemployment rate among youth from black communities is almost twice that of young Quebecers as a whole and their incomes are lower.
- Many of these young people experience academic delay; the high-school graduation rate for young blacks is 17% lower in the Francophone system and 10% lower in the Anglophone system than it is for Québec students as a whole in those sectors.¹⁸
- They are over-represented in Montréal youth centres, primarily due to social assistance issues.
- A number of young people under age 18 are in youth centre rehabilitation units because of their association with criminal groups.

¹⁸ Marie McAndrew and Jacques Ledent, *op. cit.*

Young people from black communities encounter particular difficulties on the labour market. The unemployment rate for young blacks age 15 to 24 is 23.5%, compared to 13.2% for all young people in the same age group.

Businesses' lack of openness to young blacks must be a factor here since even second-generation college and university educated young people have more difficulty finding work than other young Quebecers.

Other problems also affect a number of young people in these communities. For example, some of them experience important academic delays that compromise their chances of earning a diploma. These delays constitute an additional obstacle and are a factor inducing lack of motivation.

It is not easy for many young people to integrate into their school environment. They feel excluded and discriminated against, both by their peers and by school staff.

Their parents' lack of economic success can also sap young people's motivation and add to their conviction that education will not bring them the social mobility they desire. In addition, some parents' failure to integrate into Québec society both socially and economically undermines their image as first positive role models and transmits a negative vision of the future to their children.

The difficult economic situation and, in the case of newcomers, the problems of adapting to their new environment, create considerable stress for some parents and limit their availability and ability to supervise, guide and support their children as they face problems at school or search for employment.

In addition, some parents' authoritarian views on education, which go against the values promoted by Québec institutions, can create a generation clash since young people are also socialized through the values imparted in school. This is another factor that can complicate parent-child relations.

Social services are particularly active in the black communities to attempt to compensate for some families' inability to provide appropriate parental guidance. While these efforts are laudable from a protection perspective, they reinforce young people's perception that their parents are incompetent and undermine their self-esteem, at least in relation to the rest of society.

For young people exposed to all these risk factors – academic delay, family communication problems, poverty, and their parents' difficult adaptation to Québec society – the situation is especially complex and intervention becomes a sensitive issue. These young people seem to think the solution lies in dropping out of school and hanging around with marginalized youth who replace their families and give them a positive image of themselves. As a result, they make temporary and precarious employment choices, which in turn broaden the gap between them and the rest of the population and do not prepare them to play a positive role when they start their own families.¹⁹

¹⁹ *La lutte au décrochage scolaire chez les jeunes issus de l'immigration : un suivi multidimensionnel accompagné de la conscientisation et de la mobilisation de tous les acteurs* (Preventing school drop out among immigrant youth: a multidimensional review accompanied by conscious-raising and motivation for all players), Summary of the proceedings of conference held on November 18, 2004. See Guy Drudi, *Enjeux et réalité socio-scolaire des jeunes issus de l'immigration* (Socioacademic challenges and realities facing immigrant youth), pp. 20-29.

Young people will soon have to fill the positions left vacant by the massive retirement of the baby-boomer generation. Yet many youth from black communities have to contend with a number of very real handicaps owing to employers' lack of openness towards them, their ensuing loss of interest in pursuing an education, a problem aggravated in many cases by family problems tied to poverty. They could become another lost generation. This situation is even more worrying given that young people under age 25 account for almost half of the black population. It is imperative to quickly put an end to the dynamic of exclusion penalizing many of these young people, and to ensure that they have access to the same opportunities as other young Quebecers, so that the whole of society can tap into this increasingly indispensable labour pool.

Measures

In 2004, to promote the harmonious integration of members of cultural communities, the Ministère de la Santé et des Services sociaux set up a provincial committee to provide services to these communities. The committee addressed the need to adapt health and social services to Québec's diverse cultural elements, including the black communities.

A number of initiatives for young people have already been implemented. The Centre jeunesse de Montréal produced a practitioners' kit containing tools to help practitioners understand their clientele, together with tools specifically designed for this clientele. The Centre also established and supports a committee for the prevention of intrafamily violence (Comité de prévention de la violence intrafamiliale), which brings together stakeholders and representatives from the Haitian community, a major clientele in the Montréal region. Partnership with community organizations also led to the development of a number of programs, including a program on parenting skills and corporal punishment.

Following Marie McAndrew's research on academic achievement among young blacks, carried out in collaboration with the Ministère de l'Éducation, du Loisir et du Sport, the Ministry informed stakeholders in the Montréal school system and initiated a dialogue with them and with black Francophone and Anglophone communities to identify possible avenues for improvement.

Questions:

- What steps should be taken to give young people from the black communities genuine opportunities to succeed academically and develop the skills they need for successful economic integration?
- What can be done to promote communication between young people and their families?
- What can be done to ensure young people are better integrated in youth social, economic and cultural networks?
- What steps can be taken to deter delinquency and criminal behaviour among black youth?

Strategic choice: Improve the social integration of women and families

Findings

- Almost one-third of families of Caribbean origin are single-parent families.
- Black women raising their children alone often live in poverty and have little support.
- Many women in the black communities are subject to physical and psychological violence.

Poverty is more prevalent among black women than amid other women in Québec; their average income is only \$17,960, compared to \$21,286 for Québec women as a whole. The average income for all Quebecers of both genders is \$27,125. Furthermore, the unemployment rate is 16.9% for women in the black communities, versus 7.7% for Québec women in general.

Although available data does not provide details about income distribution by family, it does show that, while for the population as a whole, 14.6% of persons living with relatives belong to low-income families, among black persons, this percentage rises to 40%. This situation may be partly explained by the large numbers of single-parent families whose main income earner is female, as is the case, for example, for 88.7% of families of Caribbean origin, compared to 77% for individuals born in Canada.²⁰

Women often hold the most precarious and lowest-paying jobs and find themselves marginalized. Some have to hold down several jobs to support their families. Because they invest so much time and energy in surviving economically and looking after their families, they have very little contact with Québec institutions and are unfamiliar with the services they offer.²¹

Measures

The studies on the situation of women from black communities are few and do not allow an in-depth analysis of the various discriminations they encounter. Beyond noting that they experience prejudice as women and as blacks and, for part of them, because they are poor single-parent women or immigrants, the manifestations and impact on their life of these compounded forms of discrimination remain difficult to verify.

The Government of Québec has prepared an intervention policy and action plan on spousal violence that provides support for victims of violence. Women from black communities may also benefit from this support.

²⁰ Xavier Leloup, op cit.

²¹ Maud Pontel, *Femmes noires et alors? Des Québécoises d'origine haïtienne disent la violence* (Black women and so what? Québec women of Haitian origin talk about violence), Bureau de la communauté haïtienne de Montréal et Service au collectifs de l'Université du Québec à Montréal, 2004.

Questions

- What initiatives are likely to strengthen the family fabric?
- What measures could improve women's economic situation?
- What support measures could promote the integration of women from black communities into society as a whole?

Strategic choices: Provide families with a residential environment conducive to family life

Findings

- The percentage of low-income black households is double that of the Québec population as a whole.
- Over one-third of black households of Caribbean origin (36.2%) must spend more than 30% of their income on housing, compared to 22% for the general population.

Available housing data clearly reflects the economic difficulties experienced by certain black communities. Only 33.8% of households of Caribbean origin and 26.6% of Sub-Saharan African households own their own home, compared to 59.2% for Canadian-born households.²²

Some 43% of households of Sub-Saharan origin and 42.8% of those of Caribbean origin are low-income, versus 22.8% for Québec households overall. These figures are partially explained by the recency of immigration from Sub-Saharan Africa and the large percentage of female single-parent families among populations of Caribbean origin.

It is thus no surprise that households in black communities devote a large portion of their income to housing: over 50% for 17.3% of Caribbean households and 25.1% of Sub-Saharan African households, compared to 10.3% for Québec households as a whole.

The quality of the dwellings occupied by black households is inferior to that of the housing units inhabited by the rest of the population. Hence, of all housing units in Québec, 7.7% are in need of major repairs while 26.2% require minor repairs. These percentages, however, jump to 11% and 31.6% when only the dwellings occupied by members of the black communities are considered.²³ This in turn impacts on their quality of life.

There is still significant discrimination on the housing market, especially on the part of small landlords. In 1998, a study by the Commission des droits de la personne et des droits de la jeunesse testing landlords' behaviour *in situ* found that one-third of black Francophones and 15% of black Anglophones had been victims of overt discrimination when looking for housing. There is no indication that the situation has improved. In all likelihood, the present housing shortage exacerbates housing problems for black households, especially for single parents or large families, which are vulnerable by reason of income and family circumstances.

²² Unless otherwise indicated, all the data in this section is from the above-mentioned study by Xavier Leloup.

²³ Xavier Leloup, *op.cit.*, p.130. Special Compilation, Census of Canada, 2001, Statistics Canada, for the Société d'habitation du Québec, calculations and presentation by Xavier Leloup.

Measures

As a result of these difficulties, many black households live in social and low-rent housing. The City of Montréal has established various community development projects to promote the integration of immigrants and encourage them to participate in neighbourhood life. These projects have not proven to be very successful. People who live in severe poverty and have to cope with difficult family relations, with all the accompanying social problems, do not participate much in community life and seldom use the resources available to them.

Questions:

- What steps can be taken to improve housing conditions?
- Which community or institutional resources can provide appropriate social support to families and foster a residential environment conducive to family life?

THIRD ORIENTATION: DEVELOPING SOCIAL CONDITIONS FOR SUCCESS

The successful integration of black communities depends on the positive reception and support they receive from the general public, as well as from public, private and community institutions. Prejudice and discrimination are major obstacles not only to these communities' successful integration, but also to their active and dynamic participation in Québec society. The support of all private, public and community organizations will be required to eliminate these barriers.

Unfortunately, Québec society's welcome and support are not a given. While some Quebecers are open to these communities and to cultural communities in general, others continue to maintain negative attitudes, seeing black community members, even in the second and third generation, as immigrants who have contributed little to Québec.

Attitudes towards blacks are still too often characterized by distancing, exclusion, distrust or even rejection. For some, this distrust serves as an excuse for practices like the undue surveillance of members of these communities in stores and public areas. Discrimination and rejection permeate all aspects of life, such as work, housing, services, and so on.

Not all Quebecers are prejudiced or react negatively to black communities. Nor are all members of these communities affected in the same way. More educated individuals, who belong to social and economic networks with a certain level of economic, professional and social authority, are less likely to be affected by base prejudices and direct discrimination. However, the impact on the more vulnerable social strata of the black population — those that are poor, have little education and are marginalized — can be dramatic. Prejudice and discrimination compound their marginalization, making them less and less able to solve their problems. They do not trust the institutions mandated to support them and tend to rely only on their own community, thereby narrowing their frame of reference. In some instances, they may even internalize the negative image they perceive in the eyes of their fellow citizens.

The following three strategic choices are set forth as topics for consideration: raise public awareness of the black communities' contribution to the development of Québec; promote the exercise of their rights and effectively fight discrimination; and increase black communities' participation in Québec community life.

Strategic choice: Raise public awareness of the black communities' situation and their contribution to the development of Québec

Findings

- The teaching of history largely ignores the contribution of the black population to the settlement and development of Québec.
- Accordingly, members of black communities, even those who were born in Québec, are primarily viewed as immigrants.
- There is no social recognition of the contribution black communities have made to the development of Québec.

Québec's black communities are generally perceived as immigrants with no relation to Québec history and culture. This view was shaped by several factors. Although the black population has contributed to the development of several regions of Québec, it generally chose to settle in the Montréal area. Since many Québécois never meet members of the black communities in their immediate environment, their perception is largely forged by the media. The news focuses on wars and the extreme poverty of black populations in developing countries, while some American movies project a negative image of black minorities in the US.

The relative importance of Caribbean or African immigrants among the black population, together with the exclusion of blacks from history books, supports this mistaken impression that all blacks are immigrants.

Even when members of black communities are born in Québec and publicly affirm their sense of belonging to their birthplace, attitudes among the population as a whole do not necessarily change. Some people continue to be xenophobic and keep their distance from "immigrants."²⁴ This distance remains significant even for young people socialized in Québec, as evidenced by their forming circles of friends based on ethnic origin. And these barriers can persist right up to adulthood.²⁵ The solidarity felt by mainstream Québécois does not necessarily extend to the black communities because of the perceived cultural distance between them and a mutual lack of understanding. These attitudes deprive society of the potential and the social and cultural assets the black communities can offer.

²⁴ Denise Helly and Nicolas Van Schendel, *Appartenir au Québec — Citoyenneté, nation et société civile* (Belonging to Québec — Citizenship, nation and civil society), Presses de l'Université Laval et Institut québécois de recherche sur la culture, 2001.

²⁵ M. Labelle, D. Salée and Y. Frenette, *Incorporation citoyenne et/ou exclusion? La deuxième génération issue de l'immigration haïtienne et jamaïcaine* (Citizen incorporation and/or exclusion? Second-generation Haitian and Jamaican immigrants), Centre de recherche sur l'immigration, l'ethnicité et la citoyenneté, Université du Québec à Montréal, published by the Canadian Race Relations Foundation, 2001; Anne Laperrière, "Dépasser le racisme? L'expérience contrastée de jeunes Montréalais d'origine haïtienne," (Beyond racism? The contrasted experience of young Montrealers of Haitian origin)," *Revue européenne des migrations internationales*, Vol. 14, No. 1, pp.121-139, 1998.

These perceptions of social and cultural distance and exclusionary behaviours also prevent some members of the black communities from forging a sense of belonging to Québec, especially those who are more likely to be excluded and marginalized and who have little hope that their lives will improve. Young victims of exclusion, in particular, are more inclined to recognize themselves in the negative role models presented in the American media, often to the despair of their parents.

This situation, however, is not immutable. A number of black public personalities, singers, writers, TV hosts, athletes and stand-up comedians, have become an integral part of the Québec cultural landscape and serve as models for all young Quebecers. In fact, they have become such familiar faces that many people no longer pay any attention to their origin or colour. In time, more and more people may come to minimize difference and see what we have in common. Nonetheless, we must create opportunities for mutual understanding and intercultural contacts and be committed to developing positive relations.

Measures

Certain events, like Black History Month, showcase the contributions blacks have made to Québec society. The program supporting civic and intercultural relations set up by the Ministère de l'Immigration et des Communautés culturelles has funded various projects to inform and raise the general public's awareness about the experiences of black communities in Québec. Other projects aim at informing members of the black immigrant communities about Québec's values and realities.

In 1995, the Ministère de la Culture et des Communications and the City of Montreal developed an intercultural program, geared towards professional artists and audience development rather than festivals or community activities.

That same year, the Ministère de l'Éducation, du Loisir et du Sport, in conjunction with the Ministère de l'Immigration et des Communautés culturelles, prepared *'La présence des Noirs dans la société québécoise d'hier et aujourd'hui'*, a document on past and present black communities in Québec, which was widely distributed in schools. As part of its integration and intercultural education policy, the Ministry also supports various projects promoting communication, intercultural contacts and meetings between youth of different origins.

Questions

- What are some promising solutions to promote better knowledge of Québec's black communities and help forge closer ties between them and other Quebecers?
- What initiatives would foster better collaboration on common projects to develop a feeling of solidarity among all Quebecers?
- What actions or activities should be instituted to better inform the public about the black communities' assets and contributions to Québec society?

Strategic choice: Promote the exercise of rights and effectively fight discrimination

Findings

- Discrimination is prevalent in all spheres of everyday life.
- It prevents black communities from fully enjoying their rights and freedoms like other citizens.
- It generates feelings of victimization among black communities.

Prejudice and discrimination can be present in all spheres of everyday life. While discrimination can be conscious and deliberate, it frequently stems from habits or practices that people do not realize are unfair and discriminatory.

Discrimination can be expressed in the form of repeated offensive remarks or tasteless jokes that have the same impact as psychological harassment. However, systemic discrimination enshrined in institutional practices has even more serious social consequences since it prevents citizens of black communities from receiving fair treatment in terms of services.

Criticism has been levelled at the police for its use of racial profiling, i.e. targeting a specific group for surveillance or questioning based on the belief that this group is more likely to be engaged in delinquent or criminal behaviour. In addition, a number of young people have complained of similar attitudes among bus drivers and department store security guards.

Some teachers have also been accused of more or less overt discrimination, particularly towards their weakest students.²⁶ In point of fact, there are numerous examples of prejudice and insidious discrimination that affect the quality of life among black communities.

Feeling victimized and excluded, many people in the black communities withdraw from social, community and political life and fall back on their community of origin. Such a situation can only cripple the social and democratic life of these communities and that of Québec society as a whole.

Measures

Various social players have made substantial efforts to remedy this situation. For example, government and community partners are working together to find solutions within the task force on racial profiling, co-chaired by the Ministère de la Sécurité publique and the Ministère de l'Immigration et des Communautés culturelles. Each year, events such as Action Week Against Racism, are organized to raise public awareness. For many years now, the Ministry has also been supporting projects to combat racism and discrimination through its civic and intercultural relations program (Programme d'appui aux relations civiques et interculturelles).

²⁶ Anne Laperrière, op. cit.

Under the Charter of Human Rights and Freedoms, the Commission des droits de la personne et des droits de la jeunesse du Québec is mandated to investigate cases of discrimination or harassment based on colour or ethnic origin and to take appropriate action to remedy the situation. To this effect, the Commission may negotiate a settlement, refer the dispute to arbitration or apply to the Human Rights Tribunal. In 2003-2004, the Commission received 183 new cases of discrimination or harassment based on race, colour, ethnic or national origin.²⁷ However, evidence suggests that this is merely the tip of the iceberg and that most victims of human rights violations do not file a complaint.

Questions

- What interesting initiatives in your milieu could be adopted by other private or public community organizations?
- What type of initiative or project is currently lacking to effectively fight prejudice and discrimination?
- Are the existing remedies for fighting discrimination effective. If so, could they be used to more advantage? If not, why not?
- What are some support measures that could assist victims of discrimination?

²⁷ Commission des droits de la personne et des droits de la jeunesse, *Rapport d'activités et de gestion 2003-2004*.

Strategic choice: Promote a better participation of black communities in Québec community life

Findings

- Black communities do not sufficiently participate in social, community and political life in Québec.
- Some groups lack the requisite knowledge and skills to play a positive social role.
- A number of civil society organizations have not made an effort to integrate members of ethnocultural communities, including black communities, in their organization.

Some organizations are indifferent to the experiences of vulnerable members of the black communities and tend to leave the search for solutions to the communities themselves. Others have made an effort to integrate their black fellow citizens and take their situation and particular problems into account in their policy directions and practices.

Opinions vary as to how to encourage black communities' participation in organizations involved in developing solutions to their problems, as well as in more general discussions and initiatives that shape Québec's economic and social development and affect the future of all its citizens.

Some members of black communities, who have had unpleasant experiences with public, community or private institutions, suggest that the communities themselves handle any problems and consolidate their community structures.

Many individuals and organizations outside the community reject this option, which they believe would contribute to marginalizing the black communities further if it became widespread. Some even refuse to invite "ethnic" organizations to their consultation tables on the grounds that only inclusive approaches should be developed.²⁸

According to researchers and observers, experience in Québec and elsewhere tends to support both approaches, as long as they lead to positive actions that could improve the integration of members of ethnocultural communities.

Thus, to enable black communities to play a more dynamic role, efforts should be concentrated on helping them develop organizational skills and effectively interact with outside organizations. Public, community and private organizations should also be encouraged to develop or consolidate partnerships with black community organizations with the objective of working together to tap into the potential of all Quebecers.

There are already numerous instances of this kind of collaboration in Québec. Perhaps what is needed now is to share and discuss these experiences in order to find ways to improve our initiatives and actions.

²⁸ Annick Germain, Paper presented at the conference, *The Opportunity and Challenge of Diversity: A Role for social Capital?*, organized by the Organization for Economic Cooperation and Development (OECD) and the Policy Research Initiative of the Government of Canada, Montréal, November 23 to 25, 2003.

Measures

The above-mentioned civic and intercultural relations program (Programme d'appui aux relations civiques et interculturelles) supports training for members of cultural communities to help them better understand Québec institutions and values. This program helps immigrants more effectively integrate into Québec society and promotes the greater participation of cultural communities.

Questions

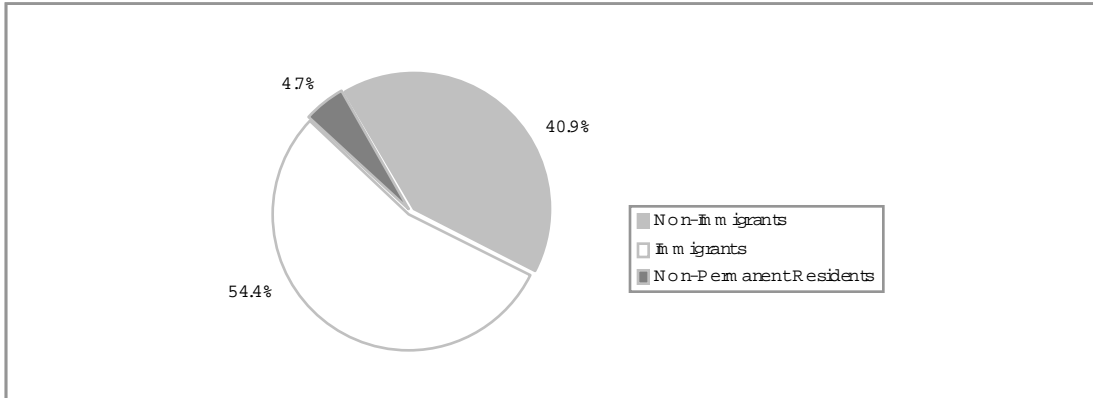
- What specific needs of black communities are public, private and community institutions least aware of?
- What actions could the government take to promote the services and programs intended to respond to black communities' needs?
- Are black communities sufficiently familiar with government programs and services to use them effectively?
- What initiatives could serve as models and breathe new life into existing organizations?
- What can be done to improve the integration of members of black communities into influential economic, social and cultural networks so that Québec society can benefit from their experience and their commitment to working for the common good?
- What initiatives or actions could be taken to develop the empowerment of black communities?

The Full Participation of Black Communities in Québec Society

Appendices

APPENDIX 1

Black communities in Québec Distribution by immigrant status and place of birth

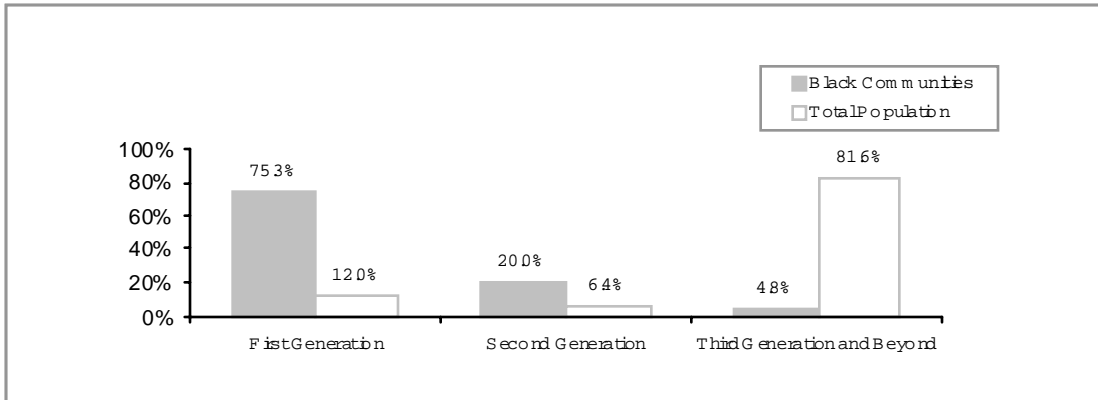


	Number	% of black population
Non-immigrants	62,250	40.9%
Born in Québec	59,285	39.0%
Born elsewhere in Canada	2,970	2.0%
Immigrants	82,845	54.4%
United States	1,015	0.7%
Central and South America	1,405	0.9%
Caribbean and Bermuda	61,645	40.5%
Europe	1,430	0.9%
United Kingdom	320	0.2%
Northern and Western Europe	915	0.6%
Eastern Europe	85	0.1%
Southern Europe	115	0.1%
Africa	17,090	11.2%
Asia	185	0.1%
West Central Asia and the Middle East	55	0.0%
Eastern Asia	30	0.0%
Southeast Asia	25	0.0%
Southern Asia	70	0.0%
Oceania and other	80	0.1%
Non-permanent residents	7,100	4.7%
Total population	152,195	100.0%

Source: Statistics Canada, 2001 Census, 97FOO10XCB2001044

APPENDIX 2

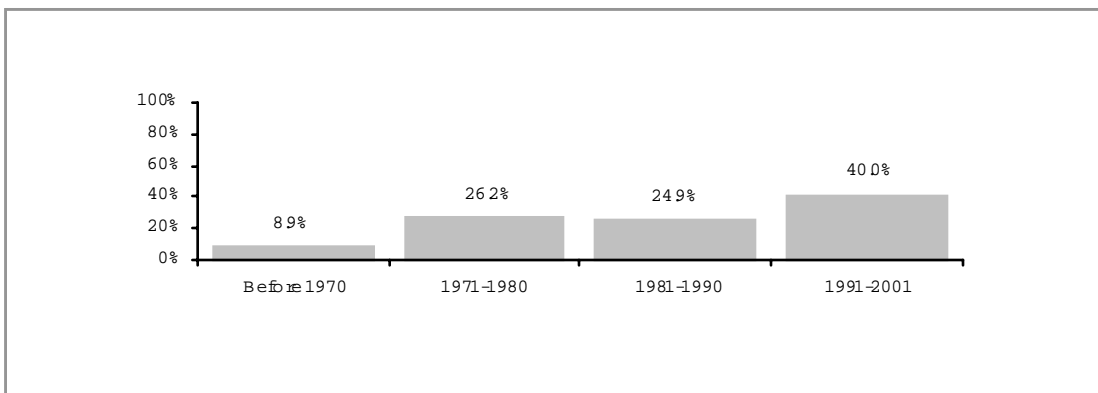
Black communities in Québec Total population 15 years of age and older by generation status



Source: Statistics Canada, 2001 Census, 97FOO10XCB2001044

APPENDIX 3

Black communities in Québec Black immigrants by period of immigration



Source: Statistics Canada, 2001 Census, 97FOO10XCB2001044

APPENDIX 4

Black communities in Québec Distribution by age group

Age group	Black population		Total population	
	Number	%	Number	%
Under 15 years	43,060	28.3%	1,293,230	18.1%
15-24 years	28,375	18.6%	945,615	13.3%
25-34 years	24,885	16.4%	916,640	12.9%
35-44 years	20,525	13.5%	1,236,450	17.4%
45-54 years	16,810	11.0%	1,102,190	15.5%
55-64 years	10,300	6.8%	753,400	10.6%
65 years and over	8,240	5.4%	878,060	12.3%
Total	152,195		7,125,580	

Source: Statistics Canada, 2001 Census, 95FO363XCB2001004

APPENDIX 5

Black communities in Québec Distribution by census metropolitan area

Census metropolitan area	Number	Percentage
Gatineau	3,310	2.2%
Montréal	139,305	91.5%
Québec	3,640	2.4%
Sherbrooke	1,040	0.7%
Trois-Rivières	515	0.3%
Black population in rest of territory	4,385	2.9%
Total black population	152,195	100.0%

Source: Statistics Canada, 2001 Census, 97FOO10XCB2001002

APPENDIX 6

Black communities in Québec Total population 15 years and over by highest level of schooling

	Black communities		Total population	
	Number	%	Number	%
Total population 15 years and over	109,140		5,832,350	
Less than high school graduation certificate	32,115	29.4%	1,848,930	31.7%
High school graduation certificate only	13,405	12.3%	999,205	17.1%
Some postsecondary education	15,080	13.8%	504,360	8.6%
Trades certificate or diploma	10,800	9.9%	629,355	10.8%
College certificate or diploma	17,115	15.7%	847,675	14.5%
University certificate or diploma below bachelor's degree	4,550	4.2%	188,665	3.2%
University degree:	16,075	14.7%	814,155	14.0%
Bachelor's degree	10,155	9.3%	561,135	9.6%
University certificate or diploma above bachelor's degree	1,600	1.5%	81,205	1.4%
Master's degree	3,290	3.0%	144,475	2.5%
Earned doctorate	1,030	0.9%	27,340	0.5%

Source: Statistics Canada, 2001 Census, 97FOO10XCB2001045

APPENDIX 7

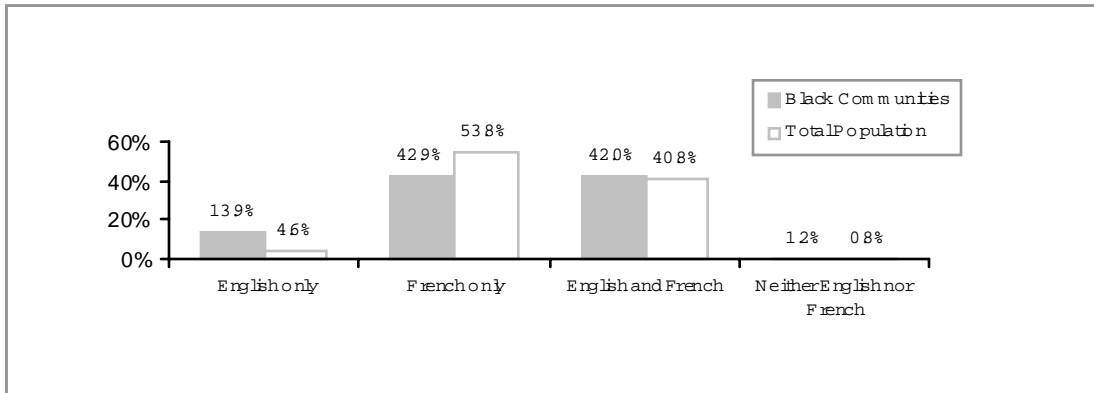
Black communities in Québec Total population 15 years and over by major field of study

	Black communities		Total population	
	Number	%	Number	%
Total population 15 years and over	109,140		5,832,350	
No postsecondary qualifications	60,600	55.5%	3,352,490	57.5%
Educational, recreational and counselling services	3,670	3.4%	262,210	4.5%
Fine and applied arts	2,405	2.2%	153,160	2.6%
Humanities and related fields	3,435	3.1%	192,985	3.3%
Social sciences and related fields	6,525	6.0%	232,930	4.0%
Commerce, management, and business administration	10,770	9.9%	570,290	9.8%
Agricultural, biological, nutritional and food sciences	2,525	2.3%	126,860	2.2%
Engineering and applied sciences	2,005	1.8%	102,260	1.8%
Applied science technologies and trades	7,205	6.6%	502,555	8.6%
Health professions and related technologies	7,330	6.7%	234,025	4.0%
Mathematics, computer and physical sciences	2,395	2.2%	91,250	1.6%
No specialization	280	0.3%	11,340	0.2%

Source: Statistics Canada, 2001 Census, 97FOO10XCB2001045

APPENDIX 8

Black communities in Québec Knowledge of official languages



Source: Statistics Canada, 2001 Census, 97FOO10XCB2001044

APPENDIX 9

Black communities in Québec Economic characteristics (population 15 years and over)

	Black communities		Total population	
	Number	%	Number	%
Total population 15 years and over	109,140		5,832,350	
In the labour force	72,085	66.0%	3,742,485	64.2%
Employed	59,780	54.8%	3,434,265	58.9%
Unemployed	12,305	17.1%	308,220	8.2%
Worked full year full time (2000)	29,665	42.7%	2,035,000	53.4%
Worked part year (2000) full or part time	39,840	57.3%	1,778,090	46.6%
Population 15 years and over without income	10,845	9.9%	326,105	5.6%
Population 15 years and over with income	98,290	90.1%	5,506,245	94.4%
Average income (\$)	19,451		27,125	
Median income (\$)	15,036		20,665	
Low-income persons living with families*	52,120	39.7%	872,340	14.6%
** Low income persons living alone	19,940	64.2%	473,145	43.8%

* These are nuclear or extended families.

** These are persons who do not live with family members. They may have their own dwelling, be lodgers or cohabit.

Source: Statistics Canada, 2001 Census, 97FOO10XCB2001046 et 97FOO10XCB2001047

APPENDIX 10

Black communities in Québec Place of birth of black immigrants

Place of birth	Number	%
United States	1,015	1.2%
Central and South America	1,405	1.7%
Caribbean and Bermuda	61,645	74.4%
Europe	1,430	1.7%
United Kingdom	320	0.4%
Northern and Western Europe	915	1.1%
Eastern Europe	85	0.1%
Southern Europe	115	0.1%
Africa	17,090	20.6%
Asia	185	0.2%
West Central Asia and the Middle East	55	0.1%
Eastern Asia	30	0.0%
Southeast Asia	25	0.0%
Southern Asia	70	0.1%
Oceania and other	80	0.1%
Total Black immigrants	82,845	100.0%

Source: Statistics Canada, 2001 Census, 97FOO10XCB2001044

The Full Participation of Black Communities in Québec Society

*Appendices 11 and 12
Registration forms*

Name:

Title (where applicable):

Age:

Mailing address:

E-mail address:

Telephone No.:

Please check the orientations and strategic choices that you would like to respond to:

FIRST ORIENTATION: SUPPORTING ECONOMIC SUCCESS

Strategic choices

- Improve labour market integration
- Develop entrepreneurship

SECOND ORIENTATION: CONSOLIDATING FAMILY STRUCTURES AND SOCIAL SUPPORT

Strategic choices

- Ensure the social success of black youth
- Improve the social integration of women and families
- Provide families with a residential environment conducive to family life

THIRD ORIENTATION: DEVELOPING SOCIAL CONDITIONS FOR SUCCESS

Strategic choices

- Raise public awareness of the black communities' situation and their contribution to the development of Québec
- Promote the exercise of rights and effectively fight discrimination
- Promote a better participation of black communities in Québec community life

Please send this form, **no later than October 14, 2005**, by fax at (514) 864-3629 or to the following address:

Secrétariat du Groupe de travail sur la pleine participation
à la société québécoise des communautés noires
Ministère de l'Immigration et des Communautés culturelles
360, rue McGill, bureau RC-09
Montréal (Québec) H2Y 2E9

* For questions about the consultation process, please call (514) 864-3576 or toll free at 1 877 620-8600.

Name of representative:

Title (where applicable):

Organization name:

Organization mailing address:

Organization e-mail address:

Organization telephone No.:

Area of activity of organization:

Please check the orientations and strategic choices that you would like to respond to:

FIRST ORIENTATION: SUPPORTING ECONOMIC SUCCESS

Strategic choices

- Improve labour market integration
- Develop entrepreneurship

SECOND ORIENTATION: CONSOLIDATING FAMILY STRUCTURES AND SOCIAL SUPPORT

Strategic choices

- Ensure the social success of black youth
- Improve the social integration of women and families
- Provide families with a residential environment conducive to family life

THIRD ORIENTATION: DEVELOPING SOCIAL CONDITIONS FOR SUCCESS

Strategic choices

- Raise public awareness of the black communities' situation and their contribution to the development of Québec
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*Immigration
et Communautés
culturelles*

Québec 