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MAY 2020 | VOL. 25

SEMAJI

THE OFFICIAL NEWSLETTER OF BCRC

BCRC is a growing, resource-based organization that strengthens community capacity by providing professional support to organizations and individuals in need.



It is okay not to be okay

With the recent news coming from the USA it is absolutely okay not to be okay right now. We can only imagine the fear and rage people are going through with the recent murders of #georgefloyd, #ahmaudarbery and #breonnataylor.

The injustice in these events can cause you to feel hopeless and enraged, and you are allowed to feel this way! Feel your feelings and acknowledge the hurt you and others are experiencing. Allow yourself to not be okay. It is a time for us all to unite, no matter your colour, unite in the love and support you feel for those who have passed and stand up for the right to be human! ☐☐☐☐☐ #blacklivesmatter

If you need help and feel the need to talk, here's a list of mental health professionals of colour in Montreal. It includes information such as: the name of the professional, their professional title, their services, whether they are currently taking new clients, their email, their phone number, their ethnicity, their language(s), whether they identify as LGBTQ, whether they require a referral, their address, the accessibility of their space, their cost and whether insurance is accepted (in this order).

<https://bipocmentalhealth.tumblr.com/list>
Stay home & Stay safe!

INSIDE THIS ISSUE:

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Instagram: @mr.koa

Montrealer, Nicholas Johnson named valedictorian of Princeton University's Class of 2020

In addition to having been crowned first of his promotion at the famous Princeton University, in the State of New Jersey, a young man from Montreal has just made history by becoming the first black to receive this nomination by the university, in 274 years of history.

In a statement released by Princeton University, Nicholas Johnson, who studies operations research and financial engineering, said he appreciated the encouragement received throughout his career at this highly regarded institution. "The university's support, its opportunities such as international internships and immersion trips to Peru, Hong Kong and the United Kingdom have been particularly important," he said.

Johnson study has concentrated essentially on sequential decision-making under uncertainty, optimization, and the ethical considerations that must be made given the increasing role of algorithmic decision-making systems. His senior thesis, "Sequential Stochastic Network Structure Optimization with Applications to Addressing Canada's Obesity Epidemic," focuses on developing high-performance, efficient algorithms to solve a network-based optimization problem that models a community-based preventative health intervention designed to curb the prevalence of obesity in Canada.

His final thesis focused on the of algorithms to reduce obesity in Canada using an approach based on community prevention.

In an interview with CNN, the Montrealer said he was proud to be the first black to receive this honour and that he hoped that this success would inspire young black students.

Among his academic honours, Johnson is a recipient of the Class of 1883 English Prize for Freshmen in the School of Engineering, a two-time recipient of the Shapiro Prize for Academic Excellence, and co-recipient with Sommers of the Class of 1939 Princeton Scholar Award. He was elected to Phi Beta Kappa in fall 2019 and to Tau Beta Pi in 2018, where he served as president of the Princeton Chapter in 2019. Johnson is a graduate of Selwyn House School and attended Marianopolis College, both in Westmount, Quebec.

To see the interview, click the link below: A proud moment for Canada: Princeton's first black valedictorian is a Montrealer

<https://montreal.ctvnews.ca/a-proud-moment-for-canada-princeton-s-first-black-valedictorian-is-a-montrealer-1.4935153>



Black in Quebec

Progress Report

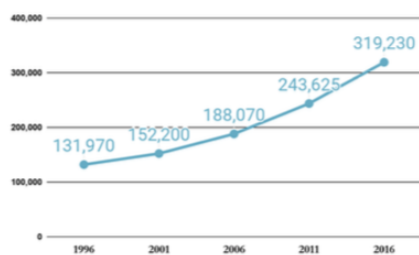
by John Davids and Xiaoyan Fang, Black in Quebec team

May 2020

The Black in Quebec project seeks to further our understanding with respect to the vitality of the English-Speaking Black Community (ESBC) in Quebec. This **Progress Report** identifies differences between the Black community and other sub-populations in Quebec with respect to their well-being. Secondly, it identifies gaps in the collection of data pertaining to the social, economic, and psycho-social status of the ESBC.

Sources of graphs and data in this infographic:
McIntosh and Masella, 2019
2001, 2016 Census data

Black Population in Quebec, 1996 - 2016



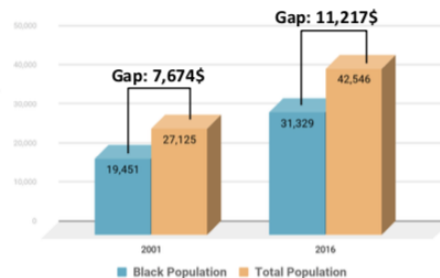
In 2016, among the Black population in Quebec (319,230),

57,781

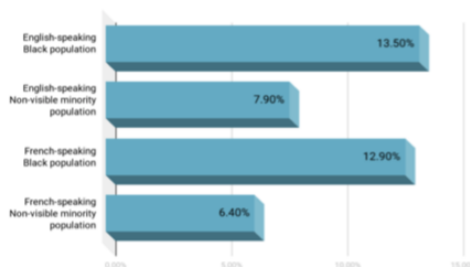
are within the English-speaking Black population.

Average Income of Black Communities and Total Population in Quebec, 2001 & 2016

Between 2001 and 2016, the Average Income increased for both the Black population and the Total population. However, the **INCOME GAP** between the Black population and the Total population has grown even BIGGER.

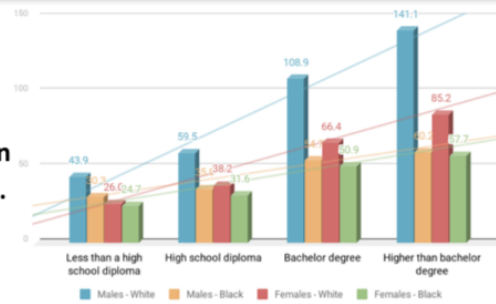


Unemployment Rate by Language Group and Visible Minority Group in Quebec, 2016

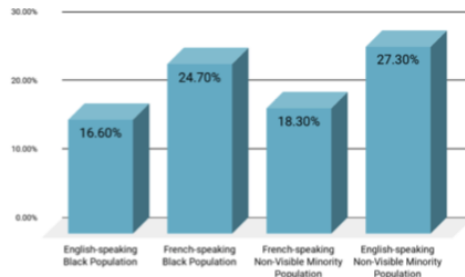


The **UNEMPLOYMENT RATE** is **TWICE** as much for the English-speaking and French-speaking Black populations compared with the English-speaking and French-speaking Non-Visible-Minority populations.

In Canada, as Educational Attainment **INCREASES**, the **Gaps of Average Income** between the White population and the Black population **INCREASES**.



University Degree at Bachelor’s Level or Above by Language Group and Visible Minority Group in Quebec, 2016



1 out of 6 members of the English-Speaking Black Population in Quebec has a University Degree



Socio-Cultural Challenges

Despite having a presence in Quebec for four or more centuries, and contributing greatly to the rich complex history of Quebec, there are still barriers to the inclusion of English-Speaking Black Community (ESBC) in the wider socio-cultural life of Quebec. As *both* a linguistic and racial minority, the ESBC faces many different kinds of social exclusion specific to their community. This is manifested through systemic racism, individual prejudice, disenfranchisement, a lack of credible representation and recognition of the contribution of ESBC in Quebec and a hesitancy to even study the subject of blackness in Quebec through a critical lens.

Gaps in Information due to Data Collection

Race-based data has rarely been collected among surveys carried out in Quebec and in Canada. In Quebec, many organizations and individuals believe that specific subgroups of the population, including the English-speaking Black Community, have been disproportionately affected by this current COVID-19 crisis. However, the race-based data is not being collected, which exacerbates the **obstacles in accessing accurate information** about issues and challenges facing certain subgroups of the population. The collection of race-based data in regards to the COVID-19 crisis, has been undertaken by a number of countries (ie. USA, UK) and also province within Canada (ie. Ontario) with many initial observations suggesting that black populations within them have been affected disproportionately. Thus, the call for more data here, is ever more urgent and necessary if we are to design strategies which aim to alleviate the risks facing the ESBC.

This fact sheet portrays some of the many challenges facing the English-Speaking Black Community in Quebec. They pertain not only to situations facing the ESBC but also to the inadequacy of the information regarding the state of well being of the ESBC. This infographic is part of a project that aims to improve the collection of data pertaining to the ESBC and to present it in a critical and meaningful way to users.

To read the full Analysis of Gaps please join our community network.

Project Website:
<https://bcrmontreal.com/portfolio-item/black-in-quebec/>

For any questions or future interest, please contact:
researcher@bcrmontreal.com
ra@bcrmontreal.com

Find us on Facebook:
Black in Quebec

CURRENT NEWS

Hello,

You will find below an invitation from Statistics Canada to participate in a crowdsourcing collection initiative on

[Subscribe](#)[Past Issues](#)[Translate ▼](#)**Invitation from Statistics Canada:**

Statistics Canada is collecting data on Canadians' trust in others during the COVID-19 pandemic.

Your participation is important: Your voice matters

Tell us how the COVID-19 pandemic has impacted your level of trust in government, in businesses, and in others, and share your views regarding the reopening of workplaces and public spaces.

Please take a few minutes to participate in this crowdsourcing data collection, and feel free to forward this email to others—the more people participate, the better the data.

Results will be used by government organizations such as the Public Health Agency of Canada and Employment and Social Development Canada, and other types of organizations, to evaluate the delivery of health and social services and economic support, and to ensure best practices are adopted when reopening workplaces and public spaces.

Participating is easy and secure

Select the following link to participate: www.statcan.gc.ca/COVIDtrust-questionnaire

This survey is conducted under the authority of the *Statistics Act*, which ensures that the information you provide will be kept confidential, and used only for statistical and research purposes.

Keep checking back

In order to collect information on specific topics related to the impacts of the pandemic, the questionnaire will change on a regular basis. Visit www.statcan.gc.ca/COVID-series-e to complete the various questionnaires. Your opinion matters to us!

For general enquiries and technical assistance

Contact us Monday to Friday (except holidays), from 8:00 a.m. to 7:00 p.m. (Eastern Time):

- 1-877-949-9492 (TTY: 1-800-363-7629)
- infostats@canada.ca

desta

#dareevery soul to achieve

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To our DESTA community:

How are you holding up during this pandemic? **We want to hear from you.** Let us know what's going well and what your current challenges are. DESTA wants to ensure that we are providing the right support to our community at this time. If we're not able to address your challenges directly, then we can surely point you in the right direction with our extensive network of resources.

We're all in this together and we will get through this.

Information and resource sharing is key at a time like this, so the DESTA team has put together a list of **resources** that is relevant to our community. This is an evolving resource page, so please do not hesitate to reach out and let us know how we can improve it.

Although our location remains closed at this time, in response to health safety measures imposed by the government, we are still offering our services by phone, online and through email.



EDUCATION resources:

Our tutoring services are currently available online and our DEAL distance education program is still running. Contact scott@destabyn.org for more info or call (514) 664-5042 ext. 1009

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**EMPLOYABILITY resources:**

Our skills training programs will soon be available online. For employment support and resources, contact milo@destabyn.org or call (514) 664-5042 ext. 1008

**ENTREPRENEURSHIP resources:**

In partnership with CEDEC, we will be offering individual business coaching for Entrepreneurs as well as a tailored COVID-19 Business Response Program. Contact Cassandra at execdirector@destabyn.org for more info or call (514) 664-5042 ext. 1007



DestaNation Tech is an employability program at DESTA which aims to address and help participants overcome employment barriers faced by English-speaking Black youth in Montreal. The program includes Skills Training Workshops, Job Placement Services, Entrepreneurial Support, Networking Initiatives and more.

This program is being re-designed to adjust to the COVID-19 reality and we will be relaunching the program this summer! Stay tuned...

RE-ENTRY support services:

We are still offering support with housing, employment, legal issues and more by phone and email through

FOOD SECURITY resources:

In collaboration with Union United Church and The Little Burgundy Coalition, we are helping to bring food resources to the community.

Contact amanda@destabyn.org for more info or call (514) 664-5042 ext. 1002

JOB OPPORTUNITIES



OFFRE D'EMPLOI ADJOINT.E À L'ADMINISTRATION

La Corporation de développement communautaire de Côte-des-Neiges a pour mission de regrouper les organismes communautaires du quartier, afin de favoriser entre eux la solidarité et la concertation dans une perspective d'améliorer la qualité et les conditions de vie de la population et de lutter contre la pauvreté, la discrimination et toute forme d'exclusion. Nous sommes à la recherche d'un.e adjoint.e à l'administration pour un contrat de 4 mois (juin à septembre).

TÂCHES

- Payes et paiement des déductions à la source
- Suivi assurances collectives
- Factures et facturation
- Suivi des petites caisses
- Suivi des feuilles de temps
- Dépôts
- Tenue de livres
- Réclamations et paiements TPS-TVQ
- Suivi des dépenses et revenus, flux de trésorerie et suivi des prévisions budgétaires
- Préparation de la fermeture annuelle des livres
- Production de rapports sur demande (projets, état des résultats, etc.)
- Toute autre tâche connexe

EXIGENCES

- Excellente maîtrise du logiciel SAGE
- Connaissance du milieu communautaire
- Capacité à travailler sous pression
- Sens du détail, minutie et rigueur
- Excellent français

CONDITIONS

- 21 heures par semaine
- Contrat de 4 mois (juin à septembre)
- Salaire selon l'échelle de l'organisme

Les personnes racisées et les personnes immigrantes sont fortement encouragées à postuler. Pour postuler, svp envoyez votre curriculum vitae accompagné d'une lettre de présentation à l'intention de Jennifer Auchinleck à l'adresse suivante : coordination@conseilcdn.gc.ca

Date limite pour postuler : le 2 juin 2020 à 17h. Date d'entrée en fonction : Dès que possible.

Veillez prendre note que seulement les personnes retenues pour une entrevue seront contactées.



SUMMER INTERNSHIPS

Research and Development

Finance and Administration

Open Canada-wide

@apathyisboring



WE'RE HIRING!

DAY CAMP COUNSELLORS

Job Openings

Early Childhood Program Director

The Early Childhood Program Director will oversee the management and development of programs and services designed to meet the needs of families with young children, from birth until school age (5 years). She/He will provide leadership and work collaboratively

[Subscribe](#)[Past Issues](#)[Translate ▼](#)**Day Camp Counsellor**

Under the supervision of the Program Director, the **Day Camp Counsellor** develops and implements daily socio-recreational activities during the summer Day Camp while ensuring the social enrichment and safety of the program participants. He/she promotes an environment conducive to team work.

Click [here](#) for more details.



PROJECT 10 IS LOOKING TO HIRE A

QTBIPOC OUTREACH AND ARCHIVING COORDINATOR FOR FULL CIRCLE

Must be:

- eligible for Canada Summer Jobs funding
- a passionate event organiser & promoter
- excited to help build fun learning & community building spaces for young QTBIPOC

Deadline: June 14, 2020 at 11:59pm

Project 10 is hiring positions funded by Canada Summer Jobs:

Summer Activities Coordinator

Are you a fun-loving person with interest or experience in active listening and coordinating events? This may be the job for you!

- Find out details (including how to apply) [here](#)
- Deadline 31 May 2020 at 11:59pm

Summer Outreach Coordinator

[Subscribe](#)[Past Issues](#)[Translate ▼](#)

- Find out details (including how to apply) [here](#)
- Deadline 31 May 2020 at 11:59pm

Outreach and Archiving coordinator for Full Circle (an intergenerational mentorship program by and for QTBIPOC youth)

Are you a **passionate event organiser and promoter** excited to help build **fun learning and community building** spaces for young QTBIPOC ?

- Find out details (including how to apply) [here](#)
- Deadline June 14 2020 at 11:59pm

To be eligible, all applicants must:

- be between 18 and 30 years of age at the start of the employment;
 - be a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment;
 - and, have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations.
-

PROJECT 10 IS LOOKING
TO HIRE A

SUMMER ACTIVITIES COORDINATOR

Must be:

- eligible for Canada Summer Jobs funding
- fun loving,
- skilled in active listening
- know how to coordinate events

Deadline: May 31, 2020



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Are you a queen of social media with big marketing ideas for a small non-profit and comfort translating to french? Check this one out!

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PROJECT 10 IS LOOKING
TO HIRE A

**COMMUNICATIONS
COORDINATOR**

Must:

- eligible for Canada Summer Jobs funding
- be queen of social media
- have big marketing ideas for a non-profit
- be comfortable translating to French

Deadline: May 31, 2020

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- and, have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations.



Job Title	Street Workers (2 positions)
Type of Position	Full-Time (34 hours/week) 3 year contract, funding allowing Ideal start date: July 2020
Hourly Salary	\$18.00/hr 3 weeks days vacation in first year, 4 in subsequent years
Benefits	Health days Health insurance
Application Deadline	June 16th 2020 at 5:00pm

please note that while all interviews will be conducted via videoconference, Street Workers are expected to work outside and with people

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Head & Hands envisions a society where all youth are participants and are inspired by the endless possibilities available to them. Our mission is to work with youth to promote their physical and mental well being. Our approach is preventative, non-judgmental, and holistic with a fundamental commitment to providing an environment that welcomes youth without discrimination. We facilitate social change and the empowerment of youth based on their current needs within our community and society at large.

ABOUT HEAD & HANDS AND THE STREET WORK TEAM

Since 1970, Head & Hands has been helping youth harness their potential to create healthy, vibrant, and caring communities. We envision a society in which all young people are full participants, inspired by the endless possibilities available to them.

The Street Work program uses a harm reduction approach to engage with street-involved youth/youth at risk of street involvement. Street workers at Head & Hands adhere to the Street Workers **code of ethics** and act as a bridge between individuals and services at Head & Hands, institutional, and community partners.

Street workers have to be able to talk to and co-exist with a great diversity of people including those whose views or experiences they do not share. They will be privy to stressful, dangerous, or disturbing experiences and must be ready to assist and support the people having those experiences to the best of their ability. Most importantly, Street workers must be able to make peace with the limits of their control in these situations.

The Street Work team will be comprised of two street workers and a site fixe worker as well as a Coordinator. The street workers will divide the territory geographically.

RESPONSIBILITIES INCLUDE:

Street Work

- Maintain a regular, physical presence in NDG spaces frequented by youth such as community centers, metro stations, schools, parks, motels, bars, group homes, etc. (upwards of 20 hours a week)
- Build relationships with local street-involved youth/youth at risk of street involvement and those who work with them

Accompaniments

- Accompanying clients to institutions, appointments (ex: police station, psychiatrist office, hospital)

Community Outreach / Referrals

- Serve as a member of l'ATTRUE-Q (<http://attrueq.org/rocqtr/>)
- Coordinate referrals & liaise with other organizations to build a strong network for Street Work (incl. shelters, detox, etc)

Training

- Regularly attend training, workshops, and classes to improve skills & knowledge

Head & Hands Duties

- Attend weekly staff meetings (Thursdays 1:00 pm – 4:00 pm)
- Attend the Head & Hands Annual General Meeting
- Attend 2-3 additional Head & Hands events per year

REQUIREMENTS & ASSETS

Requirements:

- Understanding of the chronic strain or stress of being marginalized, including racism, homophobia, transphobia, poverty, living with a disability, transmisogyny

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- Active listening, crisis intervention, and crisis de-escalation skills
- Understanding of the specific issues facing youth and commitment to working with youth
- A commitment to **harm reduction** and **anti-oppression** principles
- Commitment to Head & Hands' mission and approach
- Ability to work autonomously as well as in a team
- Strong commitment to self-care, strong stress management skills
- Able to convey caring and non-judgment
- High tolerance for difference and discomfort
- Demonstrable strength in time-management and organizational skills

Assets:

- Experience and/or post-secondary education in at least one of the following areas: health promotion or research, social work, counseling, street work
- Experience working with youth
- Experience working in a community organization and/or non-profit
- Experience working in a collective structure
- Experience working with Batshaw and/or DPJ
- Experience working in a collective and/or non-hierarchical structure

APPLICATION PROCESS


Please apply by submitting your CV and cover letter to lizstreetwork@headandhands.ca, and including "Attn: Site Fixe" in the subject line. Applications can also be submitted in person at 3465 Benny Avenue. Guidelines for preparing your CV and cover letter are available [on our website](#). No incomplete applications will be accepted.

As an organization that works to facilitate social change and the empowerment of diverse communities of youth, Head & Hands recognizes that experiencing marginalization and oppression often brings both challenges and valuable skills and perspectives.

We recognize that these skills are often undervalued and unacknowledged in professional settings, despite being highly transferable to the work we do. If you have questions about representing non-traditional skills and experience within your application, please get in touch for support in framing what you have to offer in a way that's identifiable within the Qualifications and Assets described above.

People of color, people with disabilities, women, two-spirited and queer people, trans people and other candidates who experience marginalization are strongly encouraged to apply and to self-identify in your cover letter. We are committed to creating a workplace as diverse as the communities we serve, and to supporting our staff with ongoing career development opportunities.

Applications are due before 5:00pm on June 16th 2020. Only those candidates selected for an interview will be contacted
<https://headandhands.ca/join-our-team/1396-2/?fbclid=IwAR2LmDH429cWbJBw-6maFZGX6dMj28RgParwmY0ZtEHlgy6X3IYrFzoLPZ4>



It's really HOT!

Your health can deteriorate quickly.

To protect yourself from the effects of heat:

- Drink lots of water before you feel thirsty
- Close the curtains or blinds during the day and open the windows, if possible, when it's cool at night
- Spend a few hours a day in an air-conditioned or cool location

If you're not feeling well or have health-related questions, call Info-Santé 811 or speak to a nurse or doctor.

In an emergency, call 9-1-1.

Learn more at: [Québec.ca](https://quebec.ca)

Votre gouvernement Québec




It's really HOT!

Precautions to take for children

During very hot weather, the health of a child under 5 years old can deteriorate quickly.

Make sure to:

- Have the child drink water regularly and carry a water bottle if possible
- Cool the child's skin with a wet towel several times a day
- Have the child take a cool bath as often as needed
- Have the child spend a few hours a day in an air-conditioned or cool location
- Plan the child's outside activities ideally before 10:00 am and after 4:00 pm
- Dress the child in light-coloured clothing
- Cover his or her head with a wide-brimmed hat

For babies who are nursing, let them nurse on demand. It's perfectly normal for them to nurse more often. For babies who drink formula, offer it more often. For babies over six months, offer small amounts of water after or in between feedings.

Never leave a child or baby alone in a car or poorly ventilated room, even for a few minutes.

Important signs to watch for:

- less urine or dark urine
- dry skin, lips or mouth
- headache, vomiting or diarrhea
- abnormal, pale or red skin colour
- circles under the eyes and eyes may appear sunken
- elevated body temperature, 38.5°C or higher (rectal)
- unusually agitated, irritable or confused
- difficulty breathing
- drowsiness, increased sleep and difficult to wake up

Does your child present one or more of these signs? Do you have any health-related questions? Call Info-Santé by dialling 811 or speak to a nurse or doctor.

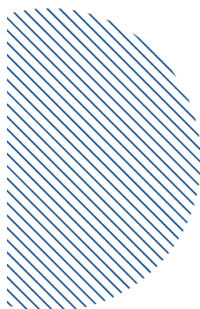
In an emergency, call 9-1-1. Learn more at: [Québec.ca](https://quebec.ca)

Votre gouvernement Québec

How do I submit articles to the Semaji newsletter?

How do I submit articles to the Semaji newsletter?
Articles for submission are accepted 7 days prior to publication. Issues are published every first of the month.
Send articles to: communications@bcrcmontreal.com.
If you are submitting photos please send a jpeg with credit.

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