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# 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.



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## A Message From The Team

Like most newsletters, the SEMAJI' Newsletter should be accessible, informative, and engaging. It is the voice of BCRC, albeit a whisper in the midst of many voices in our community. It introduces you to the incredibly diverse thought, philosophy and action that impact our community every day. Through this newsletter, we offer a glimpse into our organization, while we use this monthly to stimulate our outreach. It is an update of the community's activities, but it can also be created by you. Enjoy this edition, and look out for our Community News Updates that will present information on the status, needs and priorities of the English Speaking Black Communities of Montreal.



## In The Know Too (2) Project Update

The "In The Know Too (2)" workshop series was developed in December 2020 by BCRC, to provide access to learning opportunities that can enhance legal literacy among Black and visible minority youth in Greater Montreal. Through different strategies and in different spaces, the BCRC team is working to make a change and to have an impact on English-speaking Black communities across Québec. To take this passion and commitment and channel it into a project, we created a series of legal workshops designed to familiarize youth with their legal rights and responsibilities. The project consists of an improved version of our previous In The Know project, with updated workshops given to new cohorts of youth and individuals in the community so that they can be "In The Know" too about their rights and responsibilities in the different spheres of our society. The In The Know Too (2) workshop series provides youth the opportunity to share their insights and experiences. These interactive workshops focus on rights and responsibilities as outlined in the Youth Protection Act, with emphasis on how to navigate various situations such as loitering, graffiti, complaints, local and municipal bylaws and criminal activity online. In addition, the workshops are designed to enhance youth's capacity to confront racism both in their daily lives and in the legal system.

### **Workshop themes:**

- Home a Safe Haven: Youth Safety at Home,
- Be the Change: Arrêt Racism,
- Closer to Home: Bit by Bit via Public Transit,
- The Truth About Forever: Drug and Alcohol,
- Let's Talk About It & Be on the Safer Side : Youth Sexual Education
- It's Never Your Fault without a "YES" It's a "NO" : Sexual Assault,
- Digital Youth: Power and Danger of Internet and Social Media Platforms,
- No school Jitters: Say "NO" to Bullying,
- It is OK to Speak Up: Know Your Right in Workplace,
- The Justice System: Police and Crime,
- How to interact with the Police?

## In The Know Too (2) Project Update

### Getting into the Next Level:

#### School Workshops

Our project activities have reached out to at least 160 students from diverse backgrounds with varied economic and social circumstances. Overall, they have been giving us a very enthusiastic response and engaged in lively and deep discussion amongst them and with the In The Know Too (2) team as well. All the groups have been given the opportunity to share their thoughts in the open and safe environment. The COVID-19 crisis has resulted in a significant increase in online workshops. In order to measure student engagement, feedback from students and the teachers is requested at the end of each workshop. With the aim of taking into account the reality of teenagers, power dynamics, Black and visible minority communities and their lived experiences, a subject matter expert (lawyer) accompanies the In The Know Too (2) team, responds to student's questions and helps them navigate their experiences. Majority of students (86%) stated that attending the workshop is a useful or valuable experience for them, and that they would recommend that their friends and classmates attend future workshops. Additionally, during our workshops, some students mentioned that they gained valuable experience and knowledge related to their legal rights and responsibilities. The teachers are also satisfied and have found the workshops useful for the students. From the teacher's reviews, it was clear that the students appreciated the materials, contents and presentations.

# In The Know Too (2) Project Update

## Anti-Racism Workshops

Most notably, our workshops on Anti-Racism have been identified by teachers as being particularly informative and important. As our “Anti-Racism” workshop builds hype, In The Know Too (2) Team was invited to schools to present the workshop to 80 students.

## Community Forum

Recent events have brought the issue of systemic racism and racial profiling to the forefront and in response, In The Know Too (2) team at BCRC hosted a forum on racial profiling and anti-racism that was held virtually on March 29, 2021. Our goal was to raise awareness and to provide a safe and supportive space for school and community leaders to have important conversations about race. It provided an opportunity for open discussion with residents and community leaders from across Quebec.

The forum included specific guidance from experts in supporting the community in identifying covert racism, racial profiling and inequitable practices. Participants heard from Peter Flegel, the Executive Director of the Government of Canada’s Federal Anti-Racism Secretariat, on systemic inequities, prevention and perspectives on solutions. Participants also heard from Alain Babineau, who is regularly called upon to comment as a law enforcement analyst. Babineau addressed police management, accountability and the use of alternative dispute resolution in law enforcement to mitigate internal and external conflicts. Furthermore, Alix Adrien, Vice President for the Canadian Alliance of Black Educators (CABE), gave an overview of racial profiling in education.

About 70 participants joined the forum to hear from speakers, participate in open discussions about racial profiling in both education and community, and hear about lived experiences in Quebec. Common themes from this discussion included the mental health impacts of racism, racial profiling, racism in the workplace, not feeling secure and welcomed in communities, and the lack of representation in organizations and in leadership positions. In addition, participants emphasized the need for investment in anti-racism programs, and more importantly moving beyond conversations to action. They are appreciative of the vital work being done by grassroots organizations, many of whom participated in the forum.

## In The Know Too (2) Project Update

### What to Expect Next

This project will broaden engagements beyond Schools and into the wider English speaking community. BCRC expects that these youth-focused legal education workshops will have an empowering effect so that they can understand how to handle themselves, and know who to turn to for assistance and advice. We believe that as a part of the BCRC team and In The Know Too (2) project we have the responsibility to provide educational resources regarding how we can improve our community and best prepare our youth in decreasing racism and inequities in both schools and community.

### Some future events to look out for:

1. Hold 10 interactive community-based workshops (content and presentation for youth from 18 to 30 years old). Our workshops continue our previous efforts to deal with the long-term problems between Blacks and the police/security forces. These free sessions provide an accessible and safe learning space for youth in the community to ask questions, receive support and demystify the process. The workshops are developed based on needs identified by BCRC and its partners.
2. Organize A "Hate and Crime" Symposium with SPVM for both youth and community
3. Organize the second Community Forum on Racial Bias in Community and Social Media

Also, we will be partnering with QCGN on their "Access to Justice Project" to address barriers to employment, justice and/or social participation for racialized communities and Indigenous Peoples by sharing data, materials and resources. Considering the current issues surrounding the policing of Black and other racialized individuals across Quebec and the resurgence of the Black Lives Matter movement, we believe that this revamped and updated project is necessary now more than ever. By the end of our project, we strongly believe that our participants will be "In The Know Too (2)" about their legal rights and responsibilities.

**The 2021 Community Vitality Survey**  
**L'enquête 2021 sur la vitalité des communautés**

Visit our website to take the survey (ages 18+):

Veuillez consulter notre site web pour répondre à l'enquête (18 ans +):

[www.bcrcmontreal.com](http://www.bcrcmontreal.com)

Education Economic Health Psycho-social Socio-cultural



English



Français



**Black In Quebec Launches Data Centre**

The Black in Quebec team has recently launched its Data Center on the project webpage. Visitors can read the Data Guide to see what data the project team has available for distribution and can make a request for data on our webpage. Over the coming weeks, more data will be added to our online center [HERE](#)

[A reminder to complete their survey by clicking here](#)

Black in Quebec

[f @blackinquebec](#)

[@bcrcmtl](#)

The project team recently received data from Statistics Canada. The data is sourced from the monthly Labour Force Survey and this Infographic is part 2 of a 2-part series. Part 2 focuses on Visible Minority Quebecers as part of a provincial theme. The data is from September 2020 to March 2021.

By John Davids, Xiaoyan Fang and Shania Bramble, Black In Quebec

Despite fluctuations, from Sept 2020 to Mar 2021, Visible Minority communities have **maintained a significantly higher unemployment rate** compared to the Non-visible minority (or Indigenous) community in Quebec

Quebec, unemployment rate, visible minority status

Unemployment rate by visible minority status, 3-month moving averages, unadjusted for seasonality, Quebec, September 2020 to March 2021

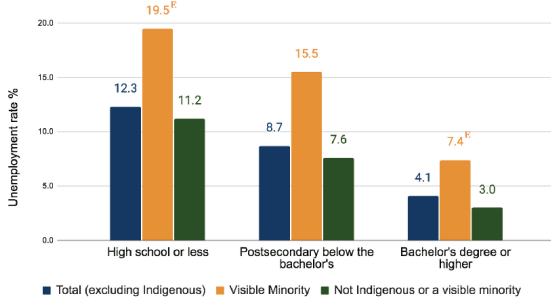
Month	Total (excluding Indigenous)	Visible Minority	Not Indigenous or a visible minority
September 2020	8.3	12.4	7.0
October 2020	7.5	9.8	6.6
November 2020	6.7	10.0	6.1
December 2020	6.7	11.7	6.0
January 2021	7.6	12.5	6.7
February 2021	7.7	12.3	6.7
March 2021	7.9	12.3	7.0

<https://mailchi.mp/31a034533250/semaji-june-2021>

6/15

## Quebec, unemployment rate & education, March 2021

Unemployment rate by visible minority status and educational attainment, 3-month moving averages, unadjusted for seasonality, Quebec, March 2021



Notes: E: Use with caution; Coefficient of Variation greater than 16.5%

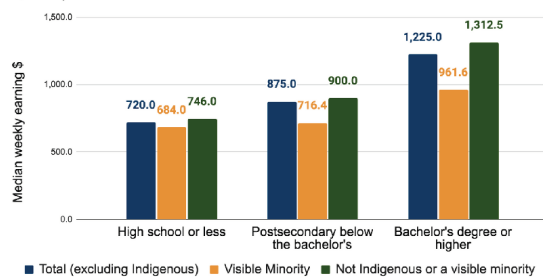
Individuals in the Visible Minority communities are around twice as likely (or more) to be unemployed than those in the Non-visible minority (or Indigenous) communities across all levels of education.



Visible Minorities in Quebec earn a lower median weekly income compared to the Non-visible minority (or Indigenous) community (March 2021) across different levels of education.

## Quebec, median weekly earnings & education, March 2021

Median weekly earning of employed employees by visible minority status and educational attainment, 3-month moving averages, unadjusted for seasonality, Quebec, March 2021



To request the data, visit our data centre at <https://tinyurl.com/blackinquebec>



**Blackin**  @blackinquebec  @bercm1l

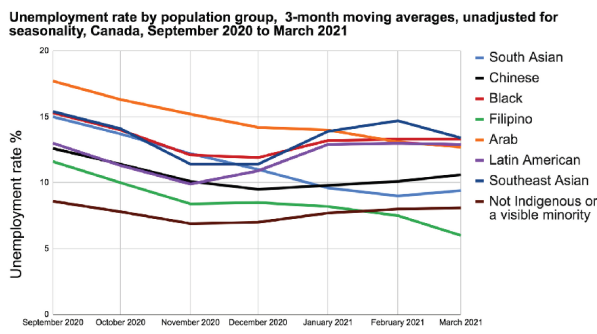
The project team recently received data from

# Quebec

Infographic to part 1 of our 2-part series that focuses on Black Canadians as part of a national theme. The data is from September 2020 to March 2021.

By John Davids, Xiaoyan Fang and Shania Bramble, Black In Quebec

## Canadian unemployment rate, population groups

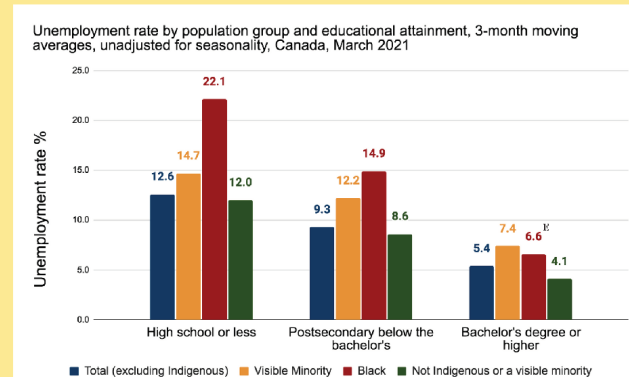


Across Canada, the unemployment rate has differed by visible minority group from Sept 2020 to Mar 2021. The **Black, South East Asian, Arab, and Latin American** communities have faced a relatively higher unemployment rate compared to other groups.



## Unemployment Rate and Education

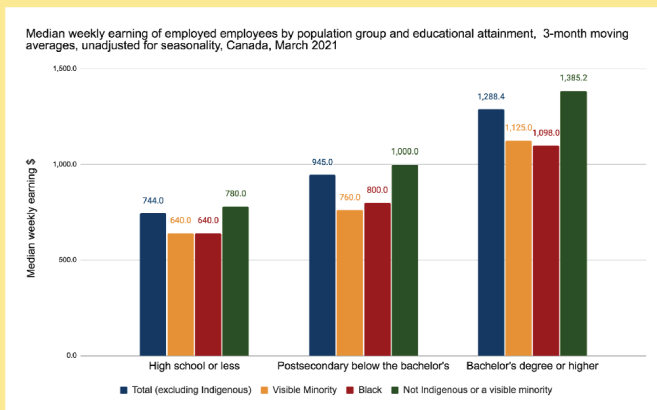
Individuals in the Black community who have a high school diploma or less are **nearly twice as likely to be unemployed** compared to the Non-visible minority (or Indigenous community). Irregardless of level of education, Black and Visible Minority Canadians face higher rates of unemployment.



Notes: E: Use with caution; Coefficient of Variation greater than 16.5%

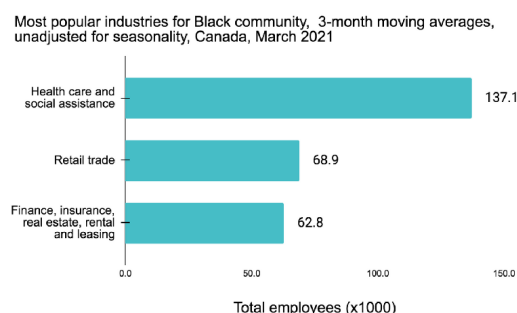
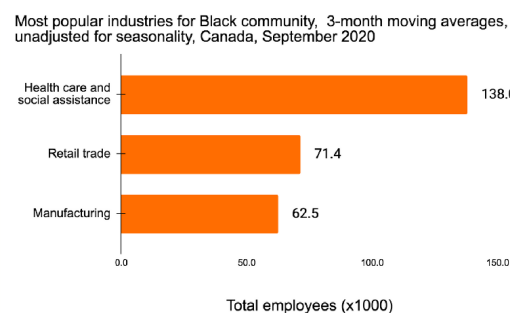


## Median weekly Earning + Education, March 2021



Irregardless of education level, Visible Minority & Black Canadians earn less of a median weekly income compared to the Non-visible minority (or indigenous) population group with the same level of education. **As education progresses, this income gap grows.**

## Which Industries do most Black community members work in?

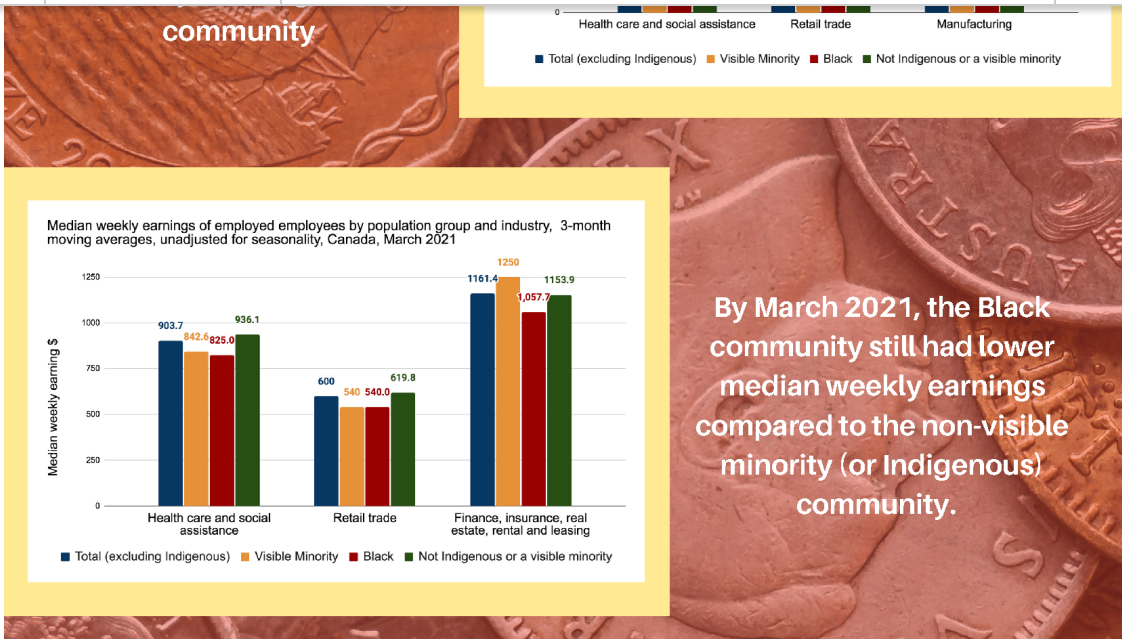


## Top 3 in 2020 VS Top 3 in 2021



In September 2020, the Visible Minority and Black communities had lower median weekly earnings across the popular industries of employment,





By March 2021, the Black community still had lower median weekly earnings compared to the non-visible minority (or Indigenous) community.

29.1%

## Black youth and young adults aged 15 to 24

who were in the labour force were unemployed during the first quarter of 2021. This is nearly double the unemployment rate of the non-visible minority (or Indigenous) population of the same age group (15-24).



To request the data, visit the Black in Quebec webpage at:  
<https://tinyurl.com/blackinquebec>



## Opportunities



### **BCRC Innovation to Immigration History Book Project**

The BCRC's Innovation to Immigration History Project is getting ready to launch in June and we are looking for 15 English speaking Black youth to join us in the creation of a History book.

As an intern you will have the opportunity to be the author, contributing a chapter in the book and you will be under the supervision of an editorial team.

The book will be based on the evolution of key English Speaking Innovative organizations that have come into being in response to the challenges of settlement, development and full participation of English speaking Blacks in Quebec.

# Opportunities

## BCRC Innovation to Immigration History Book Project

Throughout the project the interns will attend workshops that will include topics such as:

- \*Introduction to Authorship
- \*Archiving and Sourcing
- \*Research Methods

All of which would be covered by professionals in the fields of Authorship, Publishing, and Black History.

If you are an English-speaking Black youth, who wants to learn news skills, while exploring the History of the English speaking Black Community of Montreal, Quebec this project is for you!

### Requirements:

- Be an English Speaking Black Youths
- Be between the ages of 18- 35 years old
- Aspiring Writers, or interested in Black history
- No writing experience needed
- Ability to commit to the project for 9 months from July 2021- March 2022

[Click Here to Apply](#)

## Upcoming Events



**When:** Thursday, June 10, 2021, 12 p.m. – 1:40 p.m.

**Where:** Online using Zoom. Link will be emailed to registered participants.

**Language of event:** English.

Exciting new videos and thought-provoking presentations created by six community groups over the past year will be debuted. These projects, involving hundreds of English-speaking Quebecers of all ages from around the province, were all inspired by the theme of Belonging.

Discover how Quebec's English-speakers see themselves in surprising artistic creations from youth, poignant videos from the Black community, touching interviews with seniors, and much more!

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[Click Here To Register](#)

# How do I submit articles to the Semaji newsletter?

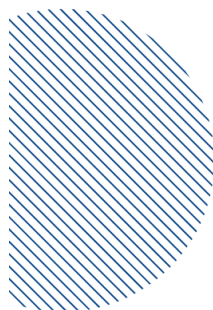
How do I submit articles to the Semaji newsletter?  
Articles for submission are accepted 7 days prior to publication. Issues are published every first of the month. Send articles to [communications@bcrcmontreal.com](mailto:communications@bcrcmontreal.com). If you are submitting photos please send a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

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