

Advocating for Worker's Rights

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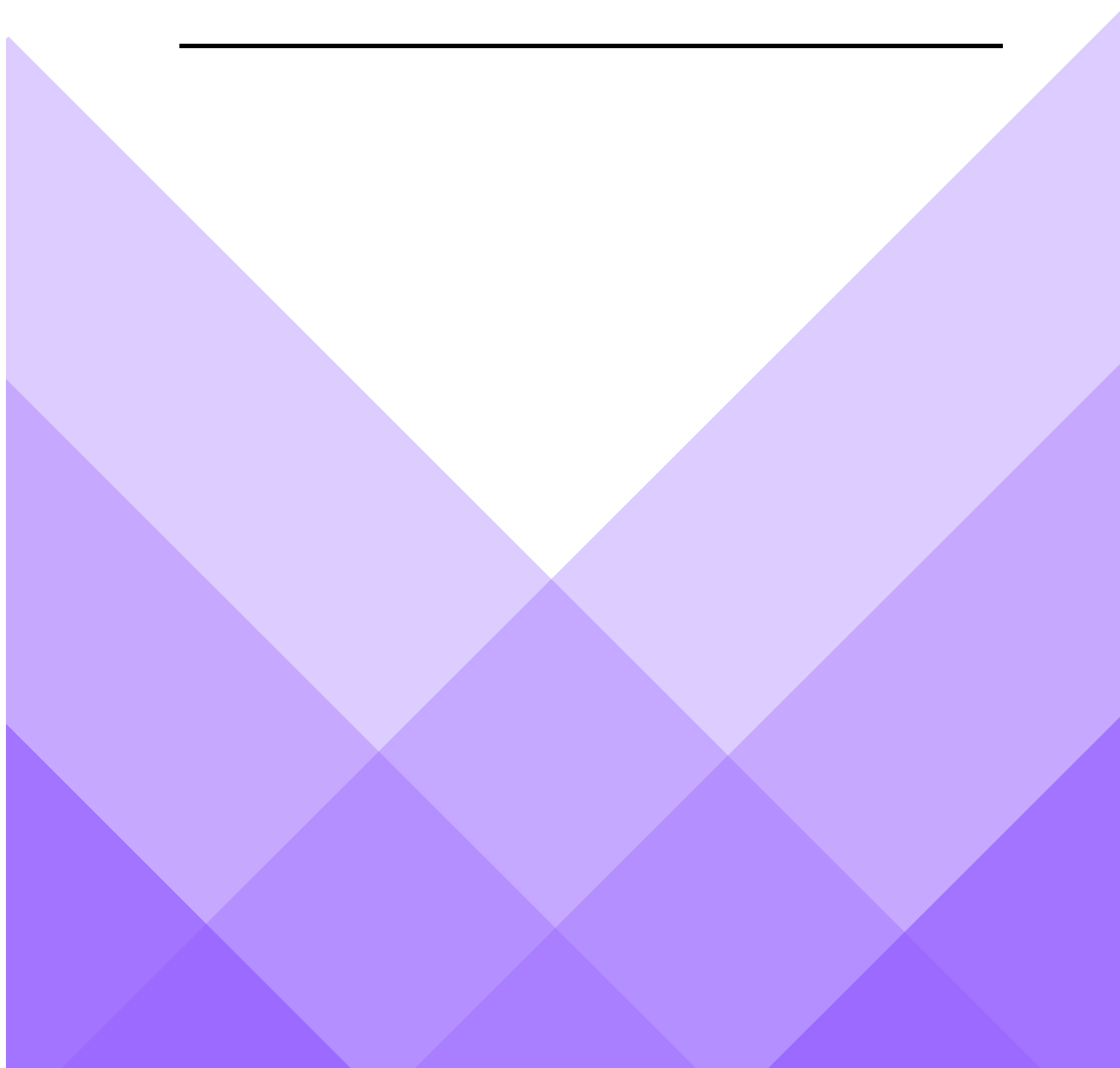
Natasha Robinson



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INTRODUCTION

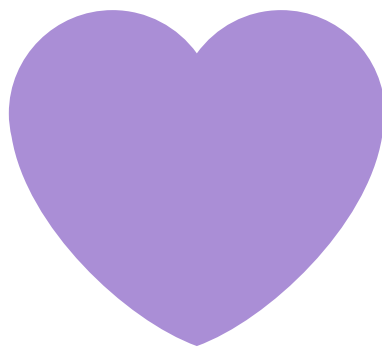


What you can expect from this report

This report displays important key concepts relevant to the understanding of workers rights and the inequalities minorities face.

Discrimination can be found in various forms that are not always easily detectable, especially in the workplace. People of colour face blatant discrimination in the form of stereotyping, prejudice, and other biases that affect their access to resources and opportunities.

The purpose of this project is to highlight resources that are specifically geared towards minority groups within the Greater Sudbury and Northeastern Ontario regions. By making resources more well-known through the use of resource maps and community reports, it is our hope that it will ease one of the many burdens people of colour face.



About the Sudbury Workers Education and Advocacy Centre




SUDBURY
WORKERS
EDUCATION
& ADVOCACY
CENTRE

About SWEAC

The Sudbury Workers Education and Advocacy (SWEAC) is an organization run by workers, volunteers, and students alike. SWEAC is an educational hub dedicated to improving the lives of people suffering from low-wages and poor working conditions with a special focus on minority groups.

When visiting SWEAC, people can expect to find community-provided workspaces where workers can share their experiences, while learning about different forms of mistreatment in the workplace. It is of the utmost importance that workers are treated with respect and dignity throughout this process and upon their return to the workforce.

An illustration of a person with dark hair wearing a black cap and a white and grey long-sleeved shirt, holding an open black book. The background features diagonal purple and white stripes.

 **SUDBURY
WORKERS
CENTRE**

Worker's Rights Advocacy



Worker's Rights

Worker's rights are an important component of the employer-employee relationship. They are a set of legal rights that every worker is entitled to under labor and employment law. Typically, workers rights include conversation surrounding pay, benefits, as well safe working conditions.

However, many workers are unaware of their rights which can lead to complications and violations of those rights. SWEAC is dedicated to providing discourse and guidance for workers who are facing injustice in the workplace.



Violations of Rights

Some populations are more vulnerable than others in terms of being exposed to violations of human rights, especially in the workplace. Minority groups, which include large populations of immigrants, are vulnerable and can be exploited due to their limited knowledge of their rights.

It is important to discuss the effects that racism and intersectionality have on minorities within a workplace setting in order to get a better understanding of the ways in which they can be used as tools for exploitation.



What is Racism and Intersectionality?



A) What is Racism?

To define racism, we must first define the term race. As we know it today, race is defined as a social construct. In the seventeenth and eighteenth centuries, scientists and philosophers gave it a biological meaning (Clair & Denis, 2015). This term of race was applied to plants, animals, and humans as a taxonomical subclassification of species. Later, with the expansion of Western colonization and slavery, race was used to justify violence, exploitation, and domination against those racialized as nonwhite (Clair & Denis, 2015).

Racism, therefore, is the belief that different races possess distinct characteristics, abilities, or qualities, especially to distinguish them as inferior or superior to one another. Within the 1980s and 1990s, multiple theories of 'new racism' and implicit biases emerged, suggesting that racism has transformed into more covert forms (Clair & Denis, 2015). Other theories of racist ideologies and discriminatory practices have become a part of laws, policies, and norms that have systematically disadvantaged certain groups (Clair & Denis, 2015).



Although a lot of the sociology of racism focuses on the processes, people, and organizations that perpetuate racism, there has been increased attention on racialized experiences (Clair & Denis, 2015). Research on ‘everyday racism’ has increased insight into the effects, responses, and strategies for combating different forms of racism (Clair & Denis, 2015). We need to learn and understand how racism affects these individuals, ensure their voices are heard and develop effective strategies against racism.



B) What is Intersectionality?

The theory of intersectionality recognizes that an individual may face several different types of inequality that intersect, interact, and influence one another (Ball & Tepperman, 2020). In this way, people can fall into different marginalized social categories or 'multiple standpoints' and experience various kinds of social inequalities (Ball & Tepperman, 2020). Kimberlé Crenshaw coined the term intersectionality in the late 80s during her discussion of the occupational implications of being both Black and a woman. We cannot understand the experiences of marginalized groups by simply examining one aspect of their identity but rather examine the complex experiences of oppression.



How does Racism & Intersectionality Limit the BIPOC community?



1. Black People

The Black population in Canada is highly heterogeneous in ethnicity, immigration status, and place of origin, some from continental Africa, others from the United States, Europe, the Caribbean, and elsewhere (Mensah & Williams, 2022). In Canada's 2016 census, Black People were at a total number of 1.19 million, which is 3% of the Canadian population; however, they are still the third largest racialized group in Canada, after South Asians and Chinese (Mensah & Williams, 2022).

Being Black or any other racialized group comes with socioeconomic costs. For example, even though the educational level of visible minorities is higher than non-visible minorities, the former have higher unemployment rates, a higher prevalence of low income, and far lower median incomes (Mensah & Williams, 2022). This is evident in the table below. Using this same table you can see that Black people specifically have far higher unemployment rates, a higher prevalence of low income, as well as the median income of Black people being 75% less than that of non-visible minorities (Mensah & Williams, 2022).

Group	With Bachelors Degree or Above (%)	Unemployment Rate (%)	Prevalence of Low Income (%)	Median Income (\$)
South Asian	38.3	9.2	16.5	25,280
Chinese	39.5	7.9	23.4	22,973
Black	20.1	12.5	23.9	27,263
Filipino	36.0	5.2	7.4	32,508
Latin American	25.1	9.1	19.8	26,843
Arab	38.0	13.5	36.2	20,803
Southeast Asian	20.3	8.2	17.6	25,048
West Asian	41.1	11.0	34.7	19,107
Korean	46.1	8.4	32.6	18,795
Japanese	36.6	6.4	12.9	32,200
Visible Minorities n.i.e. ¹	18.9	8.6	18.5	29,409
Multiple visible Minorities	29.7	8.6	16.7	26,653
Total visible minorities	33.9	9.2	20.8	25,514
Not a visible minority	20.3	7.3	12.2	36,538
Total Canada	23.2	7.7	14.2	34,205

Table 1. Selected socio-economic characteristics by ethno-racial background, 2016 (Source: Statistics Canada, 2016).



2. Indigenous Peoples

Indigenous Peoples vary widely culturally, socially, and geographically. The umbrella term Indigenous is made up of sub-populations including First Nations, Métis, and Inuits (Ball & Tepperman, 2020). The First Nations are a large and diverse group, in 2018 the Government of Canada recognized over 630 First Nation communities including more than 50 cultural groups and 50 different languages (Ball & Tepperman, 2020).

The second sub-population Métis encompasses a distinct cultural or political group. This population is growing in Canada due to laws that officially label a person with Indigenous Ancestry are changing to include more people (Ball & Tepperman, 2020). The last sub-population is referred to as “Inuit Nunangat”, which is a large area that stretches from the west all the way to the east (Ball & Tepperman, 2020). Inuit speak different languages, different cultural practices, and have different historical and present-day experiences (Ball & Tepperman, 2020).

On average Indigenous people have higher unemployment rates than non-Indigenous people. For example, during the last recession, their employment rates dropped three times as much as non-Indigenous people, especially for older Indigenous people (Ball & Tepperman, 2020). When looking at formal education, Indigenous men and women in Canada are far less likely to have a diploma or degree above a bachelor's level (Ball & Tepperman, 2020). For housing, in Canada Indigenous People are the most vulnerable population when it comes to finding satisfactory housing (Ball & Tepperman, 2020). Many of these populations live in remote areas where housing services are costly and difficult to install (Ball & Tepperman, 2020). For example, the average annual utility bill in Coral Harbour (a small community in Nunavut) is around \$12,000 (Ball & Tepperman, 2020).



Challenges the BIPOC Community Faces



Education

The BIPOC community faces major setbacks in the education sector. According to Statistics Canada, young black males and females are less likely to pursue post-secondary education in comparison to their counterparts. Upon graduation, the BIPOC community experiences a higher level of discrimination when searching for jobs and other opportunities. Some students in the BIPOC community have reported their teachers often treat them differently, and expect them to do poorly in-class assessments (Kowlessar & Thomas, 2021).



Housing

The BIPOC community in Canada experiences a higher level of Racialized housing discrimination (Ball et al., 2020). It is defined as "Any practice or policy that systemically causes harm through inequitable access to housing based on prejudiced or biased assumptions about would-be residents" (Ball et al., 2020). Housing can be a challenge for many people due to financial challenges, and this is a form of discrimination that is not often talked about or obvious at first glance.

Some examples of these include; landlords harassing renters because of the type of cuisine they cook at home, landlords imposing strict noise control policies on renters with young children, and buildings that have policies on which cultural events can be separated in common areas. By implementing these policies, they exclude certain groups.



Employment & Income

Immigrants often experience de-professionalization. De-professionalization is the tendency for immigrants to secure jobs that do not use their qualifications and experiences (Ball & Teppermen, 2020).

Why does this happen? Overseas education is only equivalent to three-quarters of Canadian education (Ball & Teppermen, 2020).

How does this affect an individual? Immigrating can result in a temporary financial downgrade because these individuals are considered undereducated and must relicense, which can also be expensive. Thus, to become financially stable, immigrants often work numerous precarious jobs.



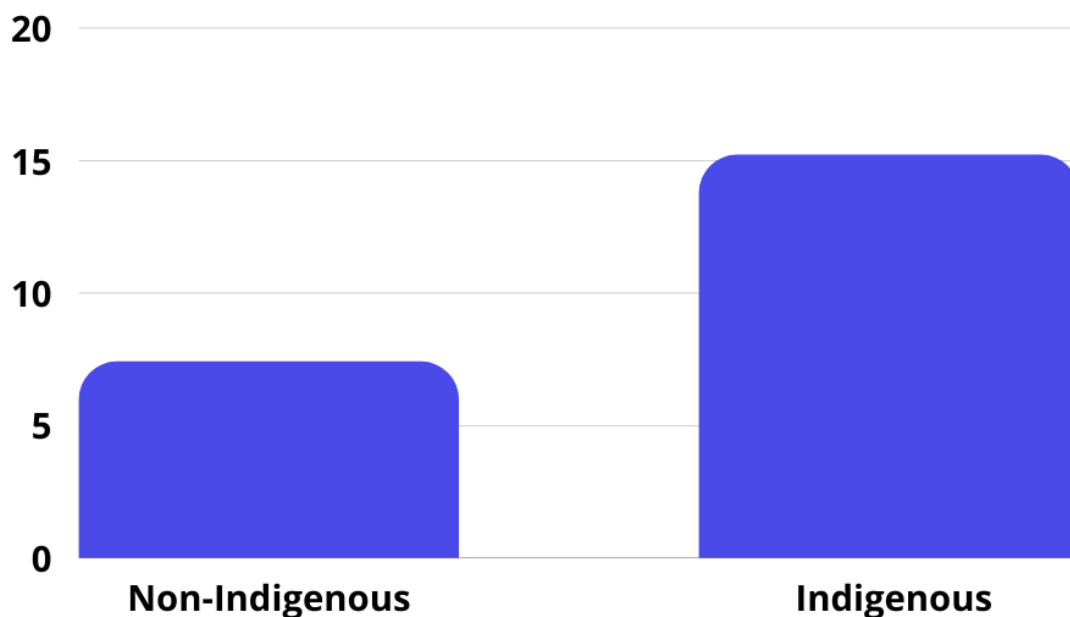
Employment & Income

As stated before Indigenous Peoples face higher unemployment rates in comparison to Non-Indigenous people. This inequality is due to family structure, impacts of residential schools, access to education, and structural discrimination.

Structural discrimination is the rules that disadvantage some groups while advantaging others (Ball & Teppermen, 2020)

Canadian Unemployment Rate: Non-Indigenous versus Indigenous

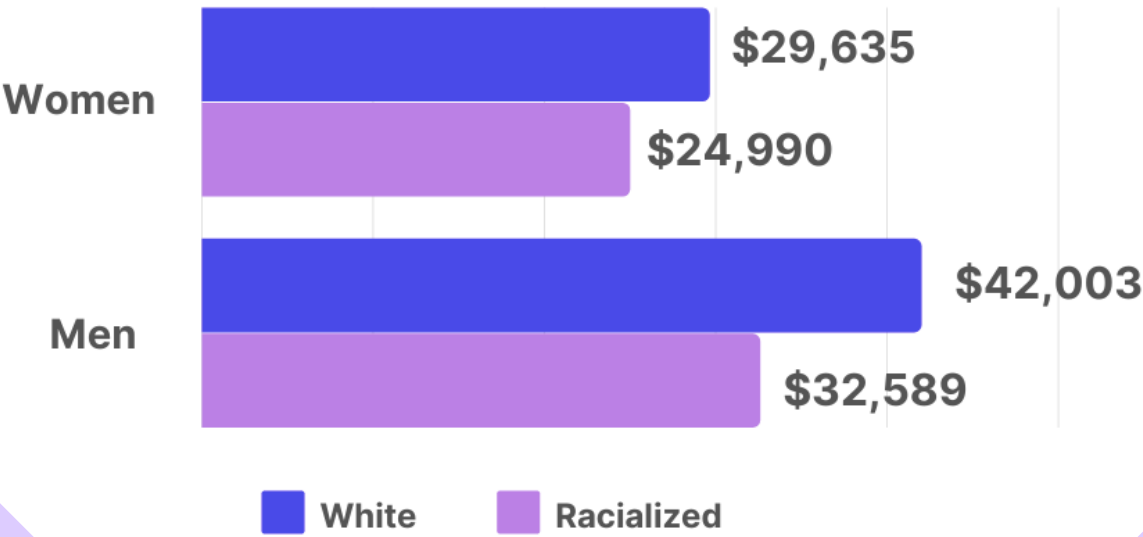
Statistics Canada 2018.



Employment & Income

There is often a wage gap between racialized and non-racialized Canadians. Racialized men earn 76 cents for every dollar non-racialized men earn. Racialized women earn 85 cents for every dollar non-racialized women earn (Ball et al., 2020).

**Median Employment Income
in Canada by Gender in 2016**
Statistics Canada 2016



Health

Racialized Canadians face adverse living circumstances such as lower-than-average incomes, persistent unemployment, and difficulty accessing high-quality healthcare.

Immigrants experience a decrease in good health after arriving in Canada due to lifestyle adaptations, language barriers, and lack of social networks (Ball & Teppermen 2020).

"In short, being subjected to racism is bad for your health"
(Ball & Teppermen, 2020).



In regards to the COVID-19 Pandemic, racialized groups were more likely to have trouble adhering to the protocols for reasons out of their control. For instance, physical distancing is difficult in overcrowded homes and neighborhoods, which is common in racialized communities (Mensah, 2022).

Toronto gathered COVID-19 data in 2020 which showed that Arab, Middle Eastern, Black, Latin Americans, and Southeast Asians had an "Odds Ratio" (share of the population divided by the share of COVID-19 cases) 4-6 times that of White people (City of Toronto, 2020).



Community Resources



Income and Employment Support

Income and employment support can provide eligible individuals with resources for jobs, provide help with food and shelter, and overall can be essential in order to meet the health and well-being of individuals. In the Greater Sudbury area employment and income support that is by and for the BIPOC community is a necessity. It can be difficult for individuals in need of support to find the support they need to gain employment or receive adequate income.

In the next following pages, you will find the income and employment resources we found along with a brief description of each service and contact information.



Income and Employment Resources

N'Swakamok Native Friendship Centre - Apatisiwin Employment and Training Program

This center helps Indigenous people obtain and maintain employment by offering employment counseling, resume/cover letter assistance, job search information, self-employment training, computer and internet access, and much more. They also provide financial assistance for pre-employment and on-the-job training, employment and training supports, and training courses

Phone: 705-674-2128

Website: <http://www.nfcsudbury.org/apatisiwin-employment-and-training-program/>

Gezhtoojig Employment and Training – Ontario Employment services – Sudbury

They work to provide comprehensive employment and job search services, offer an assessment of skills, interests, and experience, and information about occupations and the local labor market. They also provide employment and training opportunities, coordinate on-the-job training, and help in maintaining employment as well as financial support for laid-off employees. In addition, they give information and referral to other employment and community services.

Phone: 705-524-6772

Website: <https://gezhtoojig.ca/>



Income and Employment Resources

Metis Nation of Ontario - Sudbury Metis Council: Employment and Training

Offers a range of culturally appropriate programs and services for Metis people and helps to enhance employability and related skills - apprenticeship support, career counseling, financial support, and wage subsidies.

Contact: training@metisnation.org
Website: <https://www.metisnation.org>

North Bay & District Multicultural Centre

Offers services for settlement needs of newcomers such as Canadian Citizenship applications, social activities, employment support, and document translation. In addition, they also have translation services and a skilled newcomer career loan program. This is designed to help skilled newcomers living in the Nipissing district upgrade their credentials so they can get back to work in their field while living in Ontario.

Phone: 705-495-8931
Website: <https://www.nbdmc.ca/>



Income and Employment Resources

Thunder Bay Multicultural Association - Newcomer Settlement Program

Offers assessment, information, and referral to community and social services, support with finding housing, child care, and registering children in school and health care. They help with filling out government forms such as housing and immigration sponsorship forms and offer workshops to reduce the stress of adjusting to Canadian culture. They also provide assistance in developing strong job search strategies and workplace communication skills, resume help, employment counseling, skills, and career development, and help in establishing social and professional networks

Phone: 807-345-0551

Website: <http://www.thunderbay.org/programs-services/newcomer-settlement-program/>

Timmins & District Multicultural Centre - Settlement Program

Offers assessment and information and referral to community and social services, support with finding housing, child care, registering children in school, and health care. They provide help filling out government forms including housing and immigration sponsorship forms and offer workshops to reduce the stress of adjusting to Canadian culture. They also provide assistance in developing strong job search strategies and workplace communication skills, offers resume help, employment counseling, skills, and career development, and help in establishing social and professional networks

Phone: 705-221-8622

Website: <https://www.timminsmulticultural.ca/>

Income and Employment Resources

Sault Community Career Centre - Newcomer & Settlement Services

Offers assessment and information and referral to community and social services, support with finding housing, child care, registering children in school, and health care. They provide help filling out government forms including housing and immigration sponsorship forms and offer workshops to reduce the stress of adjusting to Canadian culture. They also provide assistance in developing strong job search strategies and workplace communication skills, offers resume help, employment counseling, skills, and career development, and help in establishing social and professional networks

Phone: 705-759-0909

Website: <https://saultcareercentre.ca/>

Collège Boréal - Settlement Program

They offer services to enable immigrants and refugees to integrate into Canadian society including orientation programs, language, and skills training to help facilitate employment, programs to welcome newcomers to the community, provides needs and eligibility assessments, pre-and post-arrival information and referral, job search, and employment counseling, assistance to establish social and professional networks to promote community engagement, and assistance to access a range of settlement services.

Phone: 705-560-6673

Website: <https://www.collegeboreal.ca/en/our-campus/our-locations/access-centres-sudbury>

Housing Support

Shelter is a basic human need and is required as many employment and health documents require a mailing address. Having access to appropriate housing support can help individuals in a multitude of ways. Finding support for and by the BIPOC community can be time-consuming and difficult without the assistance of resources lists.



Housing Support Resources

N'Swakamok Native Friendship Centre - Homelessness Partnering Strategy

Assists people who are homeless or at risk of becoming homeless, to obtain and maintain housing. It also offers culturally-relevant, holistic, and supportive programs and services that address issues related to homelessness or urban Indigenous people. Their program services include daily breakfast programs, mobile hot meal distribution, food/clothing/furniture banks, men's, women's, and female youth transitional housing, emergency shelter services, cultural and traditional workshops, activities, and teachings, socials, feasts, soup kitchens, legal/financial/educational supports, parenting and life skills workshops.

Phone: 705-674-2128

<http://www.nfcsudbury.org/aboriginal-homeless-housing-support/>

Ontario Aboriginal Housing Services

OAHS offers rental opportunities to First Nations, Métis, and Inuit people as well as non-Indigenous people. They offer 3 bedroom single-family homes, and urban housing including homes and apartments of various sizes. They are located in Sault Ste Marie, Blind River, Manitoulin, Sudbury, Cochrane, Peterborough, Hamilton, Red Lake, Sioux Lookout, and Dryden. An added benefit is that their website is also offered in various Aboriginal languages as well as French which is accommodating and helpful.

Phone: 705-256-1876

Website: <https://www.ontarioaboriginalhousing.ca/>

Housing Support Resources

Temagami First Nation - Housing Department (Band office)

Addresses and acts upon all housing issues and related requests, ensures that housing issues are effectively managed, joined as partner with the First Nations Market Housing Fund to help reach the goal of more homes in the community with no fees, and eligible only to members of Temagami First Nation

Phone: 705-237-8943

Website: <https://www.temagamifirstnation.ca/>

Canadian Mental Health Association - Housing Program - Sudbury Manitoulin Branch

They help to provide housing support including; rent supplements and house case Management; provide short-term support to individuals with wellness and developing daily living skills.

Phone: 705 675-7252

Website: <https://sm.cmha.ca/>

Native People of Sudbury Development Corporation - Native Housing

They provide a geared-to-income house for families, elders, couples, and individuals of Native ancestry and there is fee assistance for low-income families.

Phone: 705-674-9996

Website: <http://www.nativehousing.org/>

Youth Employment and Career Counselling

Youth may need to seek employment in order to provide additional income for their families or for themselves. The act of finding a job can elicit fear and be an extremely stressful event without proper support. Having youth employment support and career counseling programs can provide young individuals with the information they need to enter the workforce in a safe way. Educating young people on what a safe work environment is and their right to refuse unsafe work can ultimately save their life. In Greater Sudbury, these are the resources that are for and by the BIPOC community.



Youth employment resources

Métis Nation of Ontario – Sudbury Métis Council – Education

Operates as a program under the Education and Training Branch. They advocate for Métis people in the development of education policies and programs in Ontario. They participate in community school boards, colleges, and universities, and other educational agencies/stakeholders, encourage academic skills development, and provide training programs that enable individuals to attain their educational aspirations. In addition, they administer the Métis Student Bursary Program and provide assistance in applying for the Métis post-secondary education bursary. This program is designed to support Métis individuals 15 years of age and older

Phone: 705-673-4323

Website: <https://www.metisnation.org/>

Sudbury Action Centre for Youth– Drop-in Centre

They operate as a drop-in center with programs and services for youth. Programs such as life skills/wellness, provincial youth outreach, after-school program, and Nest youth night shelter. Services include a billiard table, kitchen, and computer area with free internet access with no fees as well as access to healthy meals.

Phone: 705-673-4396

Website: <https://www.theactioncentre.ca/>



Youth employment resources

Métis Nation of Ontario

The Métis Nation of Ontario's purpose states that one of its key objectives is to encourage academic and skills development and enable citizens of the Métis Nation to attain their educational aspirations. The MNO has a comprehensive infrastructure to deliver employment and training opportunities to qualified Métis candidates. The Education and Training brand provides a full range of employment training programs and supports for the educational success of all Métis across Ontario beginning in early childhood, continuing through Kindergarten to Grade 12 and to post-secondary education and into adulthood.

Phone: 705-671-9855

Website: <https://www.metisnation.org/>

Nipissing First Nation - First Nations and Inuit Summer Employment Opportunities Program - Administration Office

Their services include preparation of participants for future access to jobs and providing work experiences for First Nations youth.

Phone: 705-753-2050

Website: <https://www.nfn.ca/>



Legal Aid

Legal issues can be scary, expensive, and difficult to navigate. This is especially true for newcomers who may not know the policies and laws in a foreign place. Having access to free legal aid that is for and by the BIPOC community can make a huge difference in the lives of many. Finding the resources needed can be an extremely demanding task. In the Greater Sudbury area, there are few resources that are run by the BIPOC community which creates a gap that needs to be filled.



Legal aid resources

French Legal Advice Line - Sudbury - Telephone Service

Provides a telephone legal advice and information line to the francophone community living in Northern Ontario, including Barrie, Parry Sound, and Muskoka and Kawartha Lakes. They provide an opportunity to discuss legal questions or difficulties and obtain information about rights and obligations in French. They offer assistance in the following areas of law: housing law, income assistance, Canada Pension Plan, and Employment Insurance. They are designed to support french speaking individuals ages 18 years and older.

Phone: 705-674-3200

Website: <https://stepstojustice.ca/organization/sudbury-community-legal-clinic>

Sudbury Community Legal Clinic

They provide free legal advice and assistance to low-income earners, offer representation in a court or at a tribunal, such as the Social Benefits Tribunal or the Landlord and Tenant Board and assist with preparing documents, such as an application to the Landlord and Tenant Board. They can help with the following areas: Employment Insurance, Canada Pension Plan (CPP and CPP Disability), Housing law for tenants and co-op members only, Ontario Disability Support Program (ODSP), Ontario Works (OW)

Phone: 705-674-3200

Website: <https://www.sudburylegalclinic.com/>

Legal aid resources

Ontario Child Advocate

The Ontario Child Advocate Office is an independent voice for Ontario's children and youth who are either “in care” or on the margins of government care in the following areas of its mandate: child welfare, youth in custody or detention in the youth justice system, children's mental health services, students of provincial and demonstration schools, First Nations children and youth, children and youth with special needs, and youth in police or court holding cells or being transported to and from court holding cells. This program is designed for individuals up to 21 years and is served in both English and French.

Phone: 416-325-5669

Website: www.provincialadvocate.on.ca/



Legal aid resources

Office of the Worker Adviser - Northern Ontario - Office of the Worker Adviser - Sudbury

They assist and represent non-unionized injured workers or their dependents with appeals before the Workplace Safety and Insurance Board (WSIB) and the Workplace Safety and Insurance Appeal Tribunal. They also provide advisory services to injured workers and outside agencies on all aspects of worker's compensation appeals procedures and WSIB policies.

Contact

Phone: (807) 475-1280

Address: 435 James St S, Thunder Bay, ON P7E 6S7

Website: <http://www.owa.gov.on.ca/Pages/default.aspx>

Legal Aid Ontario - Northeastern Ontario - Criminal Duty Counsel

They give immediate legal assistance to individuals who appear in court without a lawyer, provide information about legal rights, obligations, and the court process, provide assistance in the courtroom for bail hearings and sentencing, assist with diversions, guilty pleas and sentencing, and helps determines if further duty counsel services are required or if the matter requires Legal Aid Ontario's assistance in retaining a lawyer. They also provide assistance in specialized courts such as mental health, drug treatment, domestic violence, and Aboriginal persons (Gladue) court.

Contact

Phone: (807) 345-1972

Address: 114 Centennial Square, Thunder Bay, ON P7E 1H3

Website: <http://www.legalaid.on.ca/>

Mental Health

Mental health resources are essential in having a healthy community, however, there are many gaps in current mental health resources. In the Greater Sudbury area, there is a general lack of mental health resources that are for and by the BIPOC community. This creates additional hardship for those that are requiring assistance. However we have found the relevant resources, but note that there is a demand that is not being met.



Mental health resources

The Afro-Heritage Association of Sudbury

They are non-profit, non-political, and non-religious in nature. The objectives of the Association include: To share the Afro-Canadian culture and heritage, promoting the understanding, communication, cooperation, and cultural exchange between Afro-Canadians and other members of the Multicultural society, and promoting unity in the Sudbury community.

Contact

Phone: (705) 920-0402

Email: president@afro-heritage.org

Website: <https://www.afro-heritage.org/>

Timmins and District Multicultural Centre - Settlement Program

Supportive counseling

Provide short-term counseling to clients who encounter difficulties in adjusting to life in Canada and assistance in overcoming these challenges.

Contact

Phone: (705) 221-8622

Address: 130 Spruce St S #1, Timmins, ON P4N 2M5

Website: <https://www.timminsmulticultural.ca/>



Mental health resources

Monarch Recovery Services

They are an Addiction Centre of Excellence in the Sudbury Manitoulin area. They serve men and women ages 16 and over, who are struggling with drug and/or alcohol addictions.

Contact

Phone: (705) 674-4193

Address: 405 Ramsey Rd, Sudbury, ON P3E 2Z5

Website: <https://monarchrecoveryservices.ca/who-we-are>

Ojibway Women's Lodge (North Bay)

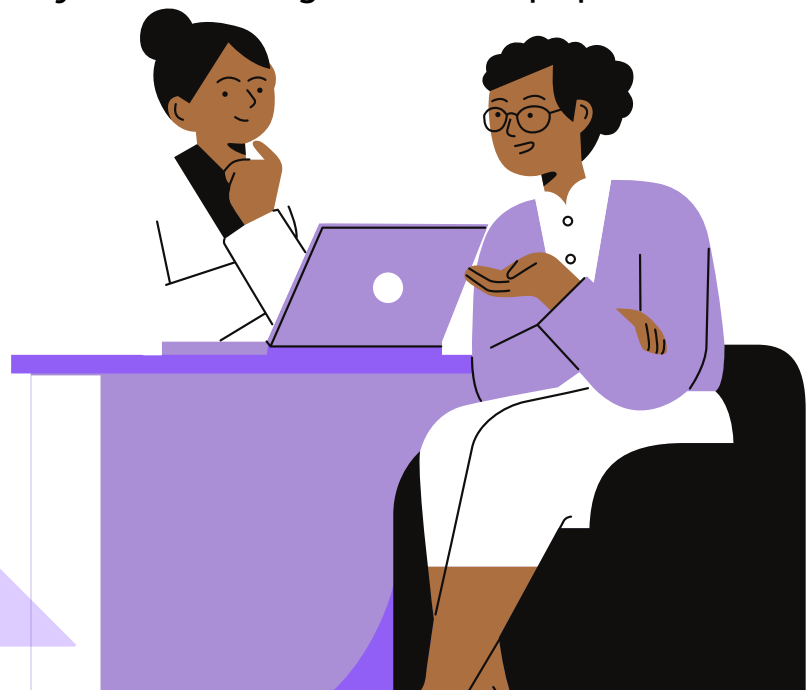
The Ojibway Women's Lodge provides a helping hand and encouragement to women so they can realize their full potential, in order to rebuild their lives. Supportive staff help women identify choices available to them and respect a woman's right to make her own decisions.

Contact

Phone: (705) 472-3321

Address: 131 Commanda Crescent, North Bay, ON P1B 8G5

Website: <http://www.ojibwaywomenslodge.ca/index.php/about>



Mental health resources

Thunder Bay Multicultural Association - Newcomer Settlement Program

Provide short-term counseling to clients who encounter difficulties adjusting to life in Canada and assistance in overcoming these challenges.

Phone: 807-345-0551

Address: 17 Court St N, Thunder Bay, ON P7A 4T4

Aboriginal people's alliance (APANO)

They provide spiritual, emotional, and physical support to the indigenous community and provide healthy strategies as well.

Phone: (705) 670-9252

Website: <http://www.apano.co/>

154 Durham Street Greater Sudbury, ON, Canada P3E 3M7

Compass | Boussole

Compass provides mental health, developmental and community services for children, youth, and families. The programs and services offered are: mind SPACE, Counselling & Therapy, Crisis Services, Group Services, Supervised Access Program, Resource Program, and Developmental Services.

Sudbury- Phone: 705-521-1008, 1-800-815-7126

319 Lasalle Blvd, Sudbury, ON P3A 1W7, Canada

Mental health resources

Atikameksheng Anishnawbek- Mental Health, Addictions & Traditional Health

Workshops and information sessions relating to mental health and addictions such as anger management, responsible gambling strategy, and harm reduction.

Phone: 705-692-3651 x250

25 Reserve Road, Sudbury, ON, Canada

Public Health (Sudbury & Districts)

Partnership with Laurentian University and the City of Greater Sudbury's Local Immigration Partnership and they have a grant that is focused on mobilization and engagement of Black and racialized youth, community partners, and allies to address racial discrimination in Greater Sudbury.

Contact:

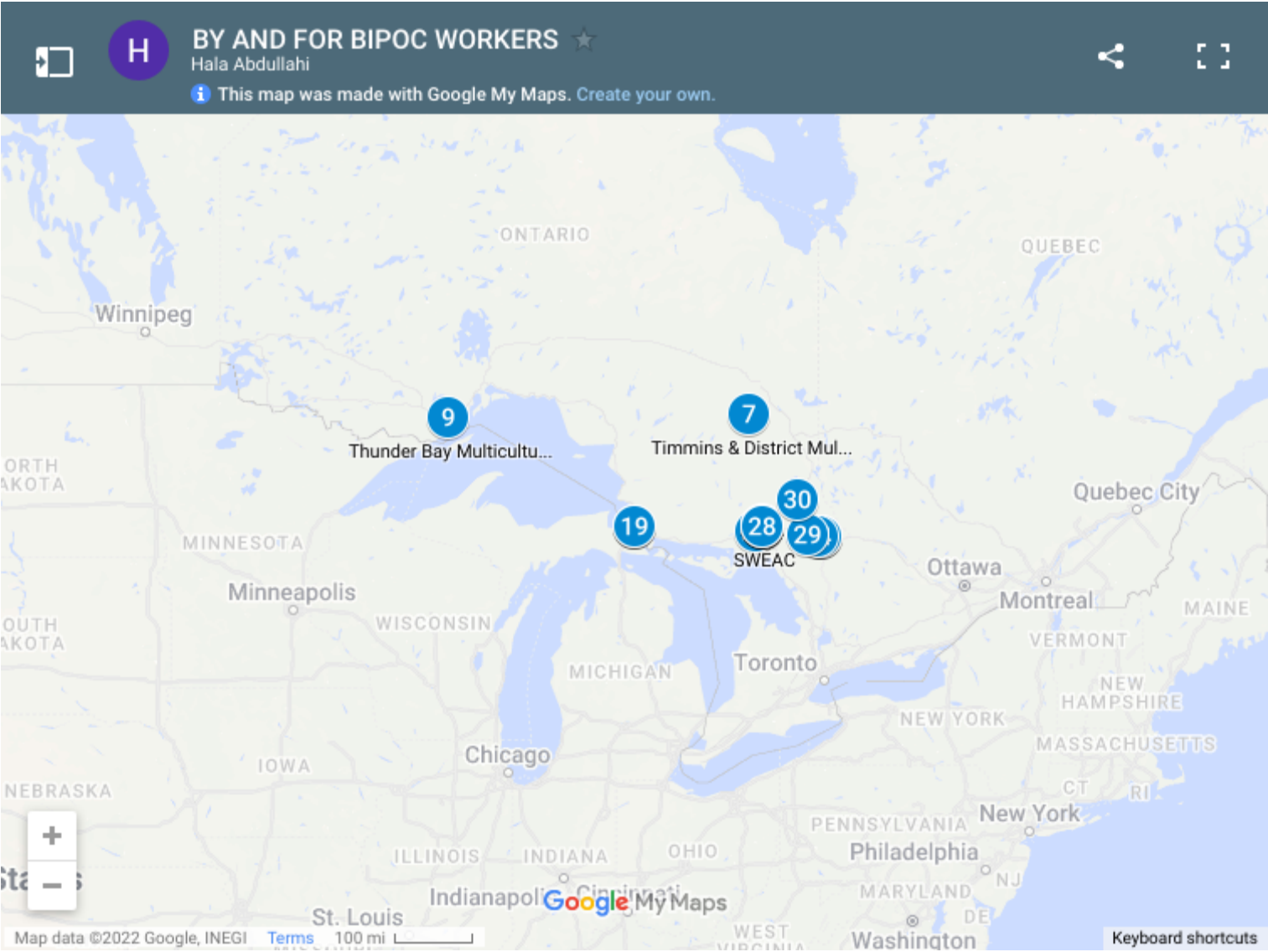
ULUNTU2019@gmail.com or equity@phsd.ca

Phone: 705.522.9200 ext. 771

10 Elm St #130, Greater Sudbury, ON P3C 5N3

Website: <https://www.phsd.ca/health-topics-programs/health-equity/racial-equity/partnering-to-address-racism/>

Resource Map: Sudbury & Northeastern Ontario



Closing Remarks



Closing Remarks

This report aimed to generate different resources that were created by and for members of the BIPOC community to help them navigate through their many life decisions. By providing this resource map along with the report, we hope to make it easier for those struggling to find services that cater to their specific needs.

This project also identifies gaps within these services (mainly the lack of options in Northeastern Ontario). It could perhaps aid those that plan to create future services for the BIPOC community. With these gaps and commonalities provided in this report, future program creators can utilize this information and perhaps fill in these gaps.



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