



# SUDBURY WORKERS CENTRE

## Income and Employment Support

**N'Swakamok Native Friendship Centre -  
Apatisiwin Employment and Training  
Program**  
Phone: 705-674-2128

**Gezhtoojig Employment and Training**  
Phone: 705-524-6772

**Metis Nation of Ontario**  
Contact: [training@metisnation.org](mailto:training@metisnation.org)

**North Bay & District Multicultural Centre**  
Phone: 705-495-8931

**Thunder Bay Multicultural Association**  
Phone: 807-345-0551

**Timmins & District Multicultural Centre**  
Phone: 705-221-8622

**Sault Community Career Centre**  
Phone: 705-759-0909

**Collège Boréal**  
Phone: 705-560-6673

## Legal Aid

**French Legal Advice Line - Sudbury  
- Telephone Service**  
Phone: 705-674-3200

**Sudbury Community Legal Clinic**  
Phone: 705-674-3200

**Ontario Child Advocate**  
Phone: 416-325-5669

**Office of the Worker Adviser -  
Northern Ontario - Office of the  
Worker Adviser - Sudbury**  
Phone: (807) 475-1280

**Legal Aid Ontario - Northeastern  
Ontario - Criminal Duty Counsel**  
Phone: (807) 345-1972

## Housing Support

**N'Swakamok Native Friendship Centre**  
Phone: 705-674-2128

**Ontario Aboriginal Housing Services**  
Phone: 705-256-1876

**Temagami First Nation - Housing  
Department (Band office)**  
Phone: 705-237-8943

**Canadian Mental Health Association -  
Housing Program - Sudbury Manitoulin  
Branch**  
Phone: 705 675-7252

**Native People of Sudbury Development  
Corporation -  
Native Housing**  
Phone: 705-674-9996

## Mental Health

**The Afro-Heritage Association of  
Sudbury**  
Phone: (705) 920-0402

**Timmins and District Multicultural  
Centre - Settlement Program**  
Phone: (705) 221-8622

**Monarch Recovery Services**  
Phone: (705) 674-4193

**Ojibway Women's Lodge (North  
Bay)**  
Phone: (705) 472-3321

**Thunder Bay Multicultural  
Association -  
Newcomer Settlement Program**  
Phone: 807-345-0551

**Aboriginal people's alliance  
(APANO)**  
Phone: (705) 670-9252

**Compass | Boussole**  
Phone: 705-521-1008

**Atikameksheng Anishnawbek-  
Mental Health, Addictions &  
Traditional Health**  
Phone: 705-692-3651 x250

**Public Health (Sudbury &  
Districts)**  
Phone: 705.522.9200 ext. 771

## Youth Employment and Career Counselling

**Métis Nation of Ontario - Sudbury Métis  
Council - Education**  
Phone: 705-673-4323

**Sudbury Action Centre for Youth- Drop-in  
Centre**  
Phone: 705-673-4396

**Métis Nation of Ontario**  
Phone: 705-671-9855

**Nipissing First Nation - First Nations and  
Inuit Summer Employment Opportunities  
Program - Administration Office**  
Phone: 705-753-2050

# Employment Barriers

## the BIPOC community faces

The Black, Indigenous, and People of Colour communities face various barriers in regards to gaining employment

### Indigenous Peoples

This wage gap is due to family structure, lack of access to education the impacts of residential schools, and structural discrimination. Structural discrimination are rules that disadvantage some groups while advantaging others.

#### Canadian Unemployment Rate: Non-Indigenous versus Indigenous

Statistics Canada 2018.



### Racialized Individuals

Are overrepresented in precarious jobs, which means they are more vulnerable to low wages, exploitation, and a lack of workplace safety enforcement than non-racialized individuals.

### Immigrants

Often experience de-professionalization, which is when immigrants can only obtain jobs that do not use their qualifications and experiences. They are considered to be undereducated, and as a result they work precarious jobs to make ends meet.



#### Who can help?

The BIPOC community needs support systems to help them navigate through barriers such as unemployment. Below are some resources that aid the unemployed, low-wage earners, and/or newcomers:

#### Timmins Multicultural Centre

Contact: 705-221-8622

#### Sault Community Career Centre

Contact: 705-759-0909

#### Gezhtoojig Employment and Training

Contact: 705-524-6772

#### Collège Boréal: Settlement Program

Contact: 705-560-6673

#### N'Swakamok Native Friendship Centre

Contact: 705-674-2128

#### Sudbury Métis Council: Employment & Training

Contact: 705-673-4323

#### Thunder Bay Multicultural Association: Settlement Program

Contact: 807-345-0551

# LEGAL AID IN THE BIPOC COMMUNITY



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.



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.



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Counsel  
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# Mental Health in the BIPOC Community



In a 2018 report released by the Public Health Agency of Canada, 6.2% of Black respondents provided a low mental health self-rating, which was slightly higher than their White counterparts (Gran-Ruaz et al., 2022)



The Center for Addiction in Mental Health (CAMH) also notes Black Canadians are generally underrepresented involuntary mental health care compared to the general population, often using mental health services reluctantly or involuntarily (Gran-Ruaz et al., 2022)



Studies suggest that First Nations adolescents have higher levels of depression and psychological distress (Owais et al., 2022)



Visible minority immigrants and refugees are considered to be a clinically underserved population and prevalence rates of mental health issues are difficult to properly estimate (Zoha et al., 2022)

# Who Can Help?

01

The Afro-Heritage Association  
of Sudbury

Contact: (705) 920-0402

02

Timmins and District  
Multicultural Centre

Contact: (705) 221-8622

03

Monarch Recovery Services

Contact: (705) 674-4193

04

Ojibway Women's Lodge

Contact: (705) 472-3321

05

Thunder Bay Multicultural Association  
Newcomer Settlement Program

Contact: (807) 345-0551

06

Aboriginal people's alliance  
(APANO)

Contact: (705) 670-9252

07

Compass | Boussole

Contact: (705) 521-1008

1(800) 815-7126

08

Atikameksheng Anishnawbek- Mental  
Health, Addictions & Traditional  
Health

Contact: (705) 692-3651 x250

09

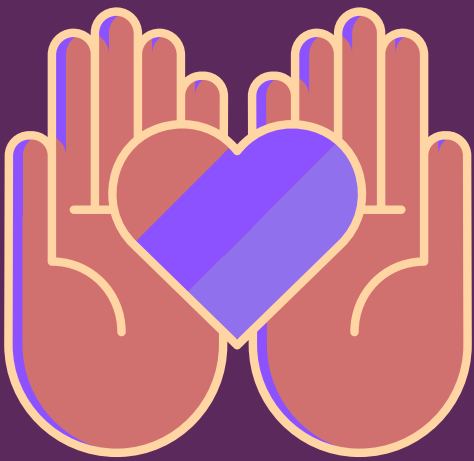
Public Health (Sudbury & Districts)

Contact: (705) 522-9200 ext. 771

# HOUSING BARRIERS

## WITHIN THE BIPOC COMMUNITY

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People within the BIPOC community are at a higher risk of experiencing homelessness due to unemployment, a lack of social capital, language barriers, discrimination, lack of access to transportation and lack of credit history.

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## MORE THAN SHELTER

Homelessness can be defined beyond whether an individual has a roof over their head. Within Indigenous cultures, homelessness can be a disconnect from territories, spirits, ancestors, and names. It is important to recognize these barriers.



**IN CANADA, 1 IN 5  
RACIALIZED FAMILIES WILL  
LIVE IN POVERTY**

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## WHAT NOW?

Since an estimated 28.2% of people experiencing homelessness are members of racialized groups, it's important that resources for the BIPOC community are offered by the BIPOC community.



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(Band office)  
Phone: 705-237-8943

Canadian Mental Health Association - Housing  
Program - Sudbury Manitoulin Branch  
Phone: 705 675-7252

Native People of Sudbury Development  
Corporation -  
Native Housing  
Phone: 705-674-9996

# YOUTH EMPLOYMENT

What you need to know about  
youth employment:

## Are post-secondary degrees the only option?

Believing that degrees are the only way to get a good job is not completely true. After graduation young people have a hard time getting employment and oftentimes feel overqualified with job offers. Networking can be a great way to find a job but what about those who lack such connections?



## The mental toll of gaining employment

Young people have high levels of anxiety and this includes those who have access to high levels of education, work, experience, and support. Uncertainty around work can increase feelings of depression, frustration, and anger.



## Does experience matter?

When it comes to finding a first job the biggest issue youths face is experience and we know you can not get experience without a job. That's why having workshops and community involvement is vital.



## Who can help?

1. Métis Nation of Ontario - Sudbury Métis Council (705) 673-4323
2. Sudbury Action Centre for Youth (705) 673-4396
3. Métis Nation of Ontario (705) 671-9855
4. Nipissing First Nation - First Nations and Inuit Summer Employment Opportunities Program (705) 753-2050

