

# ADVOCATING FOR WORKER'S RIGHTS

## **Prepared by**

Hala Abdullahi  
Abby Odegarden  
Gertrude Benko  
Adele Roberts  
Natasha Robinson





# Introduction

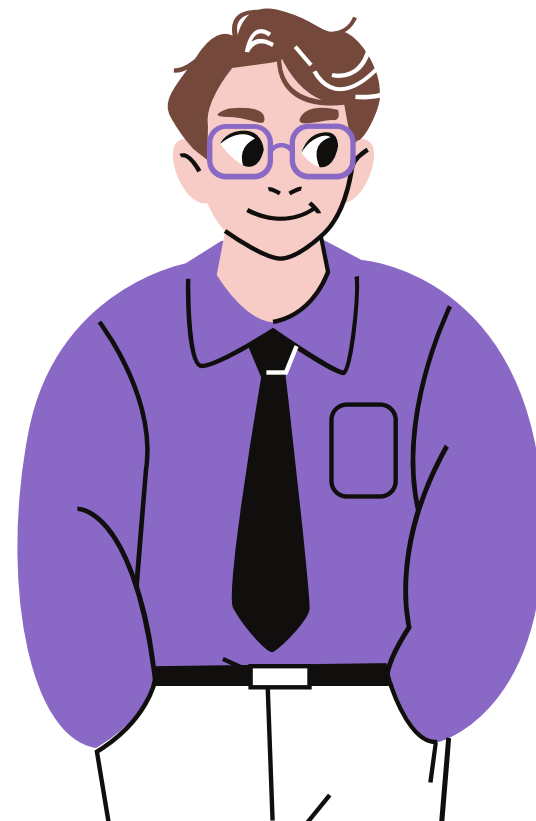
## Goal 1

Give a striking overview of our community partners and their objectives briefly.



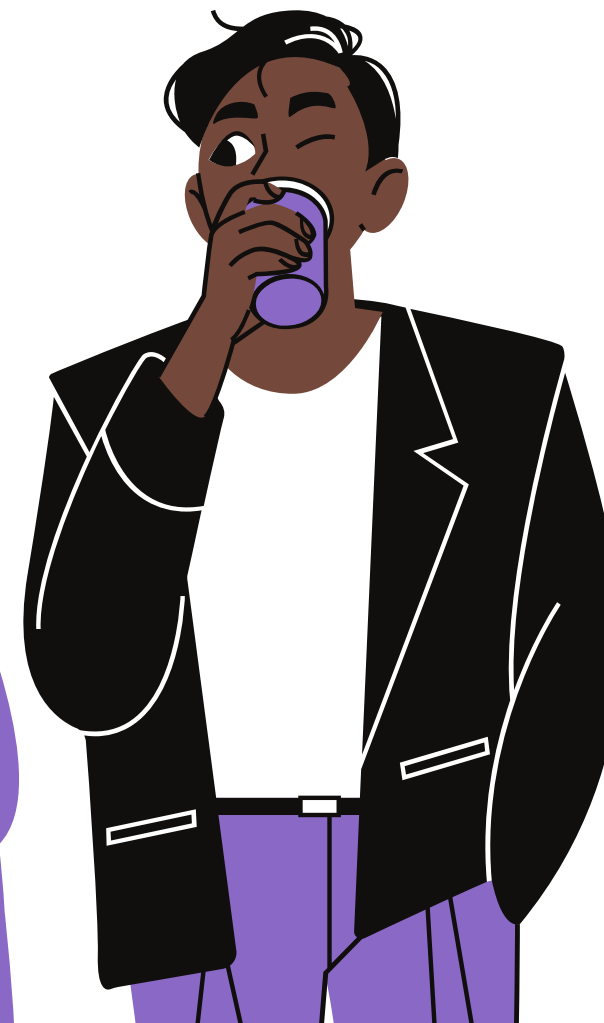
## Goal 2

Address the social issues faced by the BIPOC community



## Goal 3

Discuss our community map and our findings



# Sudbury Workers Education and Advocacy Centre



SWEAC is an educational hub run by workers, volunteers, and students.  
It is dedicated to improving the lives of people suffering from  
low-wages and poor working conditions.



## What does SWEAC do?

SWEAC supplies community-provided workspaces where workers can share their experiences while learning about different forms of mistreatment in the workplace. They emphasize the importance of workers being treated with respect and dignity

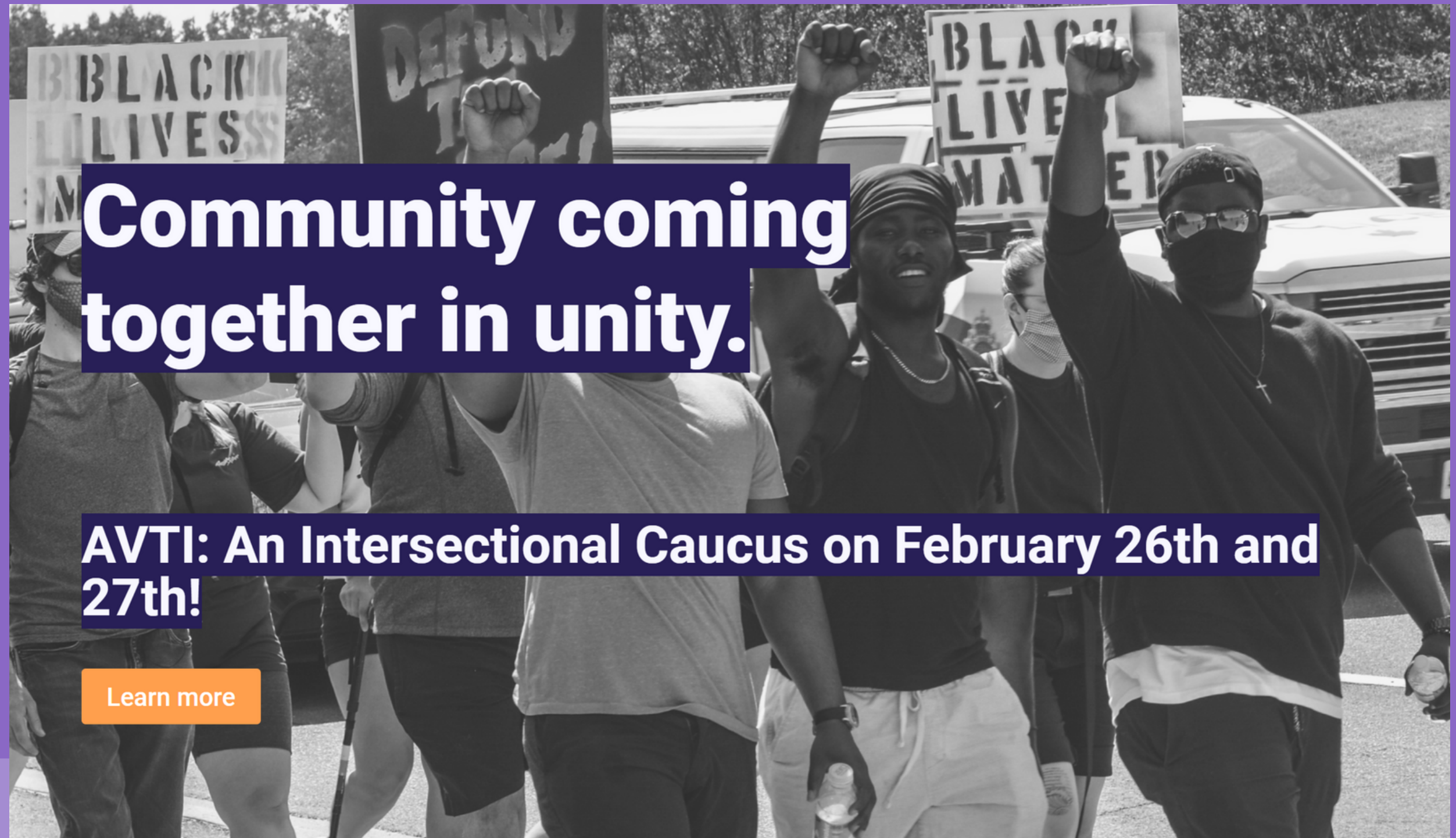
## Where is SWEAC?

SWEAC is located in Sudbury, Ontario.

## Who can access SWEAC?

SWEAC is accessible to everyone! They take pride in having a special focus on the Black, Indigenous, and People of colour community.

# Social Issues



**Community coming  
together in unity.**

**AVTI: An Intersectional Caucus on February 26th and  
27th!**

[Learn more](#)



# Social Issues



Sudbury · Audio

## Black Lives Matter organizer wants to see more BIPOC therapists, counsellors in the north



'There's a lot of generational trauma ... mental health illnesses that have to be taken into consideration'

CBC News · Posted: Jan 28, 2021 4:00 AM ET | Last Updated: January 28, 2021



# Social Issues

NORTHERN ONTARIO | News

## Labour group finds racism still an issue in Sudbury workplaces in its research



more

to be taken

27th!

[Learn more](#)





# Social Issues



## **Racism**

the belief that different races possess distinct characteristics, abilities, or qualities, especially to distinguish them as inferior or superior to one another

## **Intersectionality**

intersectionality recognizes that an individual may face several different types of inequality that intersect, interact, and influence one another (Ball & Tepperman, 2020).

We cannot understand the experiences of marginalized groups by simply examining one aspect of their identity but rather examine the complex experiences of oppression.



# Challenges that the BIPOC community face



# Housing



- ◆ **Housing discrimination**; this is any policy that systematically causes harm via inequitable access to housing due to prejudiced assumptions about the inquiring individuals (Ball et al., 2020)
- ◆ The most vulnerable group of the BIPOC community are First Nations, as 34% report living in inadequate and overcrowded houses (Ball et al., 2020).



# Education



- ◆ Young black males and females are less likely to pursue a postsecondary education in comparison to their counterparts (Statistics Canada).
- ◆ Students in the BIPOC community have reported that their teachers often treat them differently and expect them to do poorly in-class assessments (Kowlessar & Thomas, 2021).



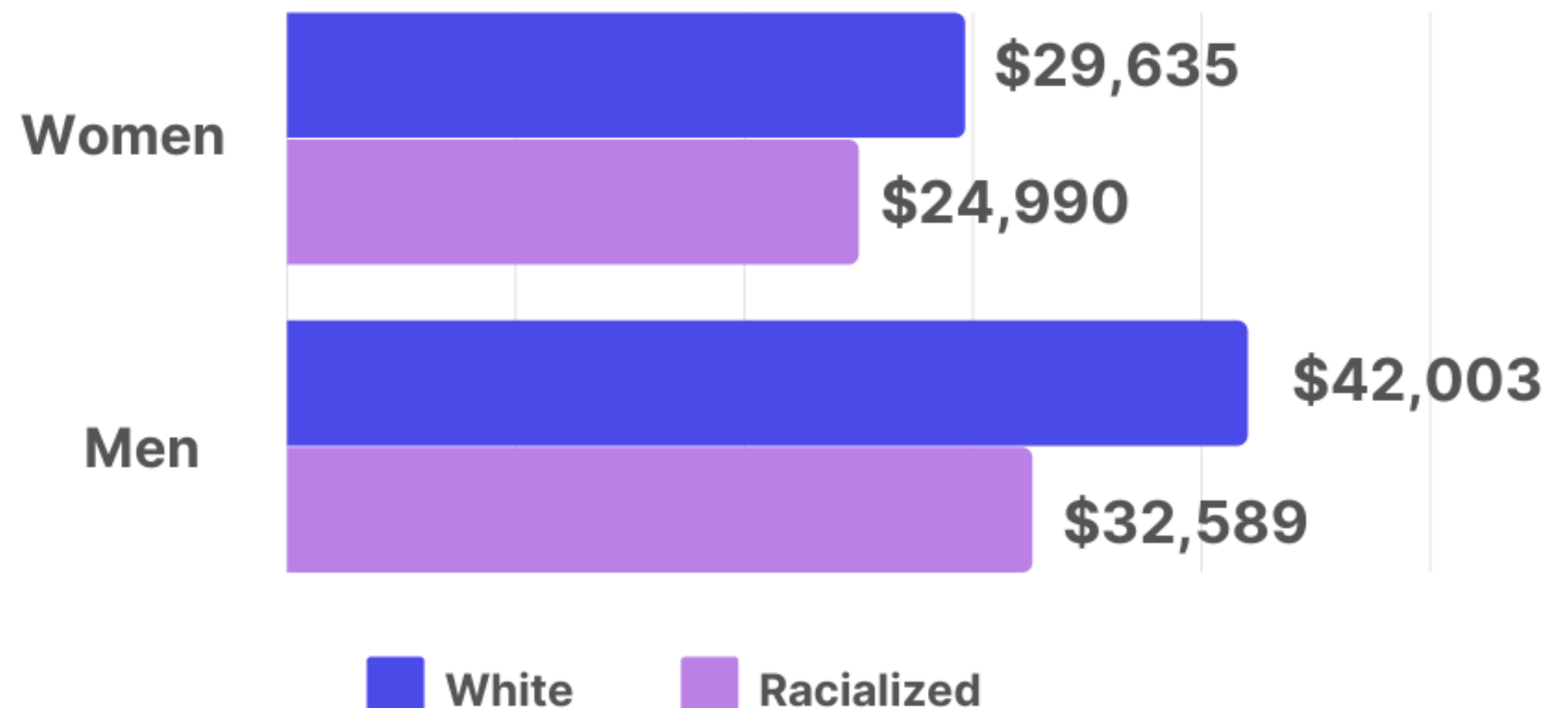
# Employment & Income



- ❖ Racialized men earn 76 cents for every dollar non-racialized men  
Racialized women earn 85 cents every dollar non-racialized women earn (Ball et. al., 2020).
- ❖ In addition, Indigenous Peoples face higher unemployment rates in comparison to Non-Indigenous people.

## Median Employment Income in Canada by Gender in 2016

Statistics Canada 2016



# Employment & Income



- ◆ **De-Professionalization:** the tendency for immigrants to secure jobs that do not use their qualifications and experiences (Ball et al., 2020)
- ◆ De-professionalization occurs because overseas education is only equivalent to three-quarters of Canadian education (Ball et al., 2020).





# Health



- ◆ Racialized Canadians face adverse living circumstances such as lower-than-average incomes, persistent unemployment, and difficulty accessing high-quality healthcare.
- ◆ "In short, being subjected to racism is bad for your health" (Ball et al, 2020).





# Community Resources

For and by the BIPOC Community

# 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.



# 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.





# 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.



# 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.



# Mental Health



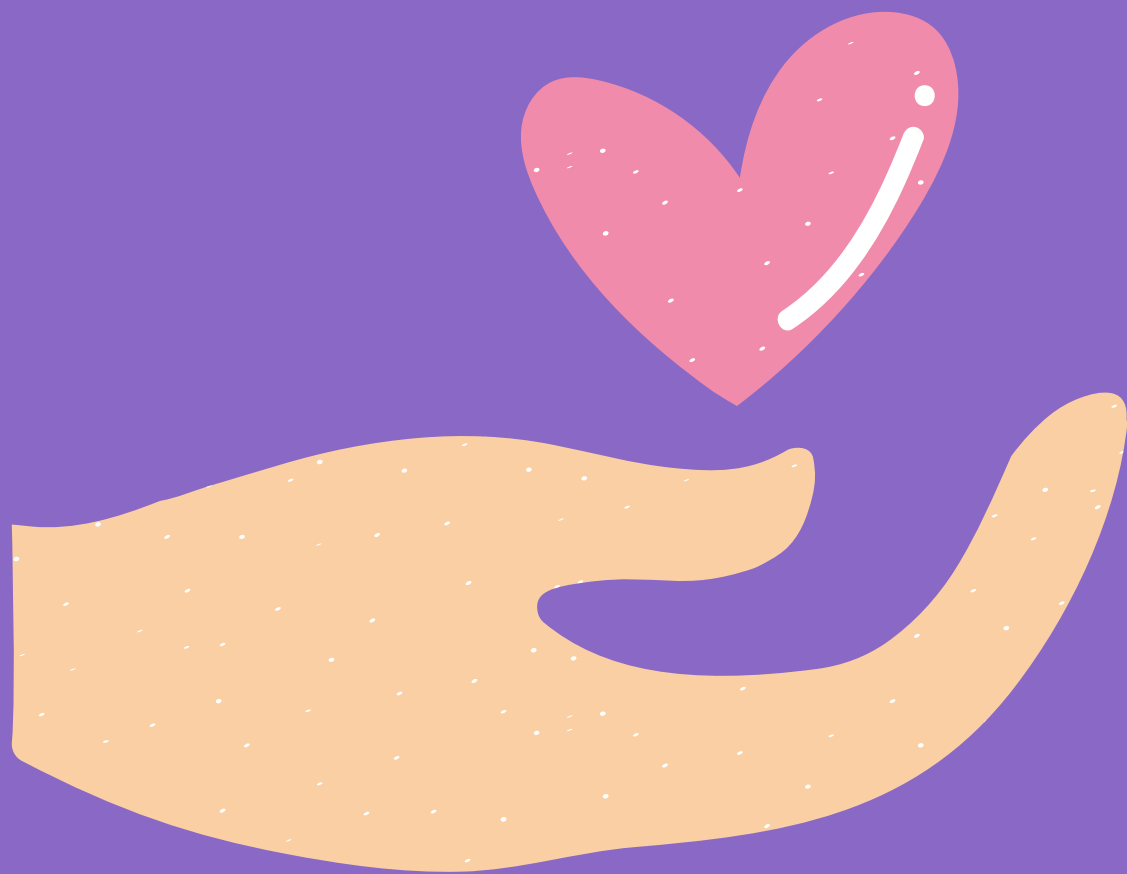
- ◆ Mental health resources are essential in having a health community, however there are many gaps in current mental health resources.





# Effects of gaps in resources

For and by the BIPOC Community





# Current Gaps & Commonalities in Resources



- We have identified a gap in both Mental health services and legal aid that is for and by the BIPOC community.
- This means that there is work to be done in the creation of accessible resources for this community in the Greater Sudbury Area.

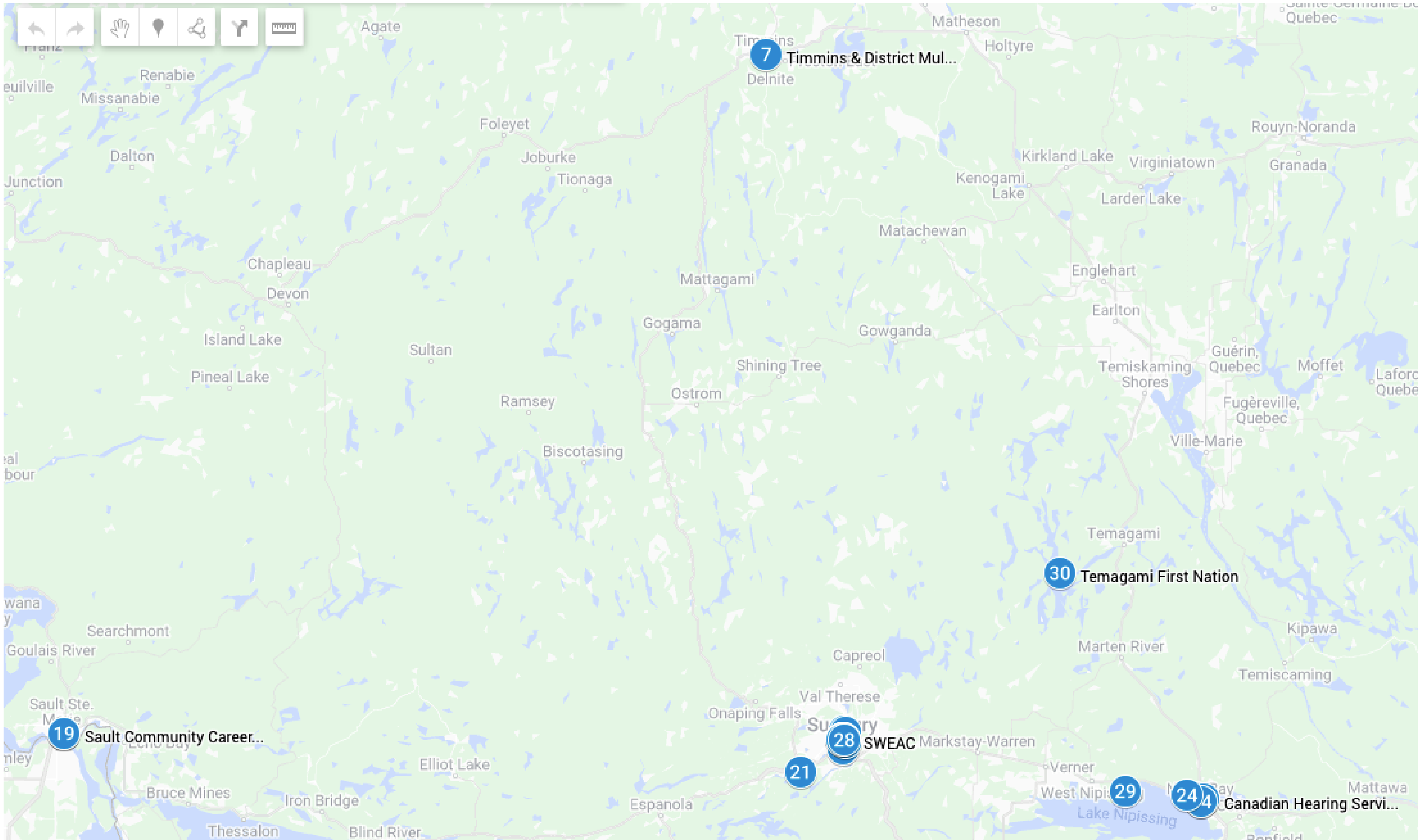


# Current Gaps & Commonalities in Resources



- Travel further distances for services since some locations are in other cities
- Many of these areas only offer a minimum of one location for specific services
- Many of these resources offer multiple services at one location





# Questions?

---

