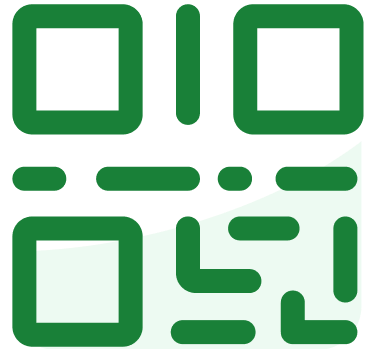




DEI IN OUR EVER- CHANGING COMMUNITY

Kay Kanyandula

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Join at slido.com
#1619273

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DRIVING FORCE

“They (white people) have rights, you my grandson have obligations to us.”

- Monica Ndibusha



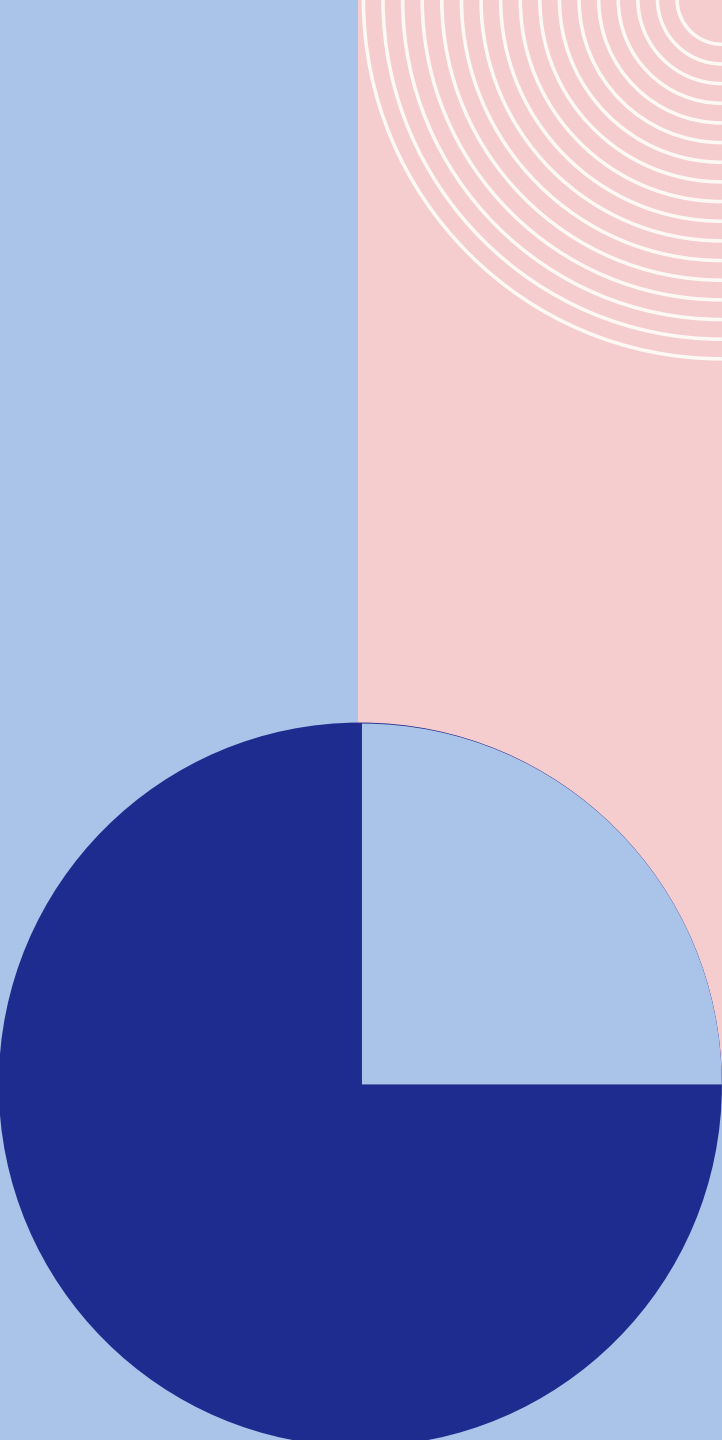
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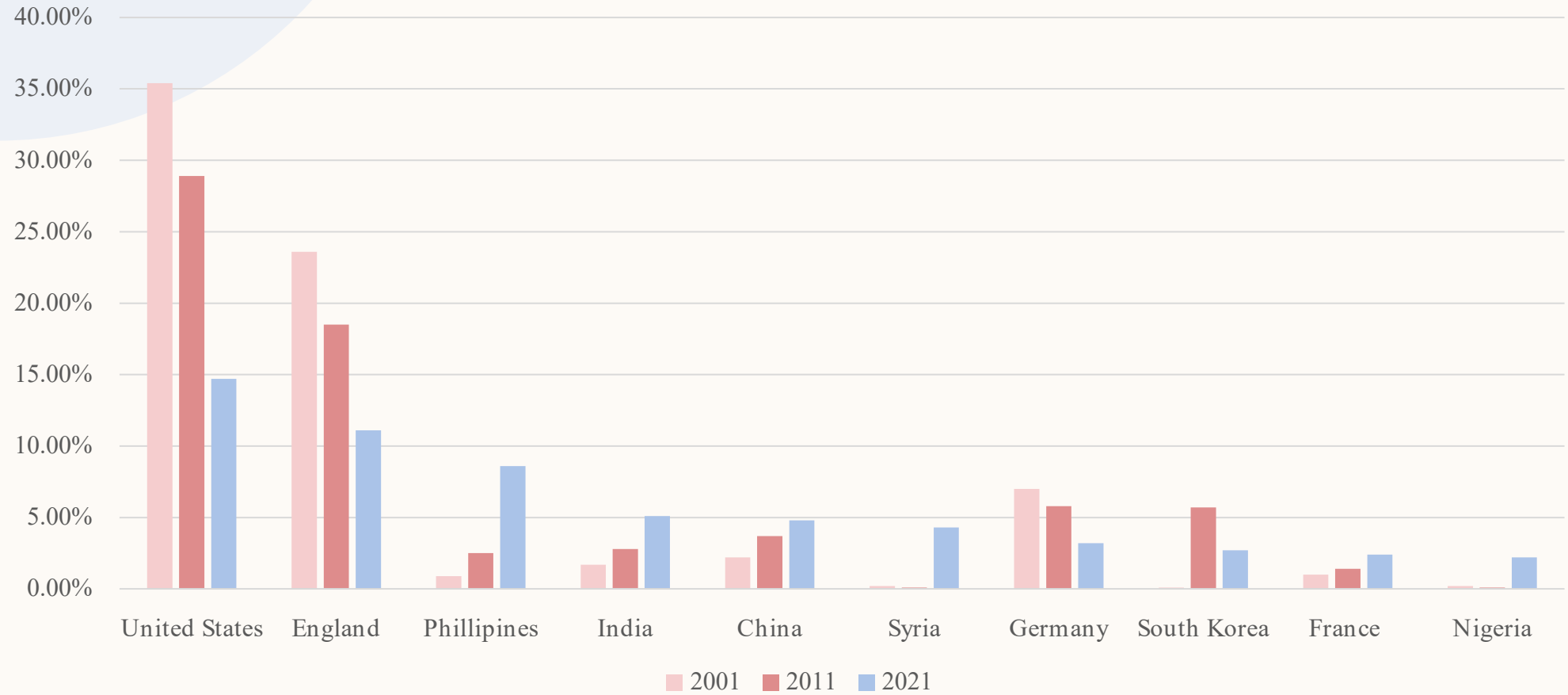
How do you identify?

ⓘ Start presenting to display the poll results on this slide.

THE STORY BY NUMBERS



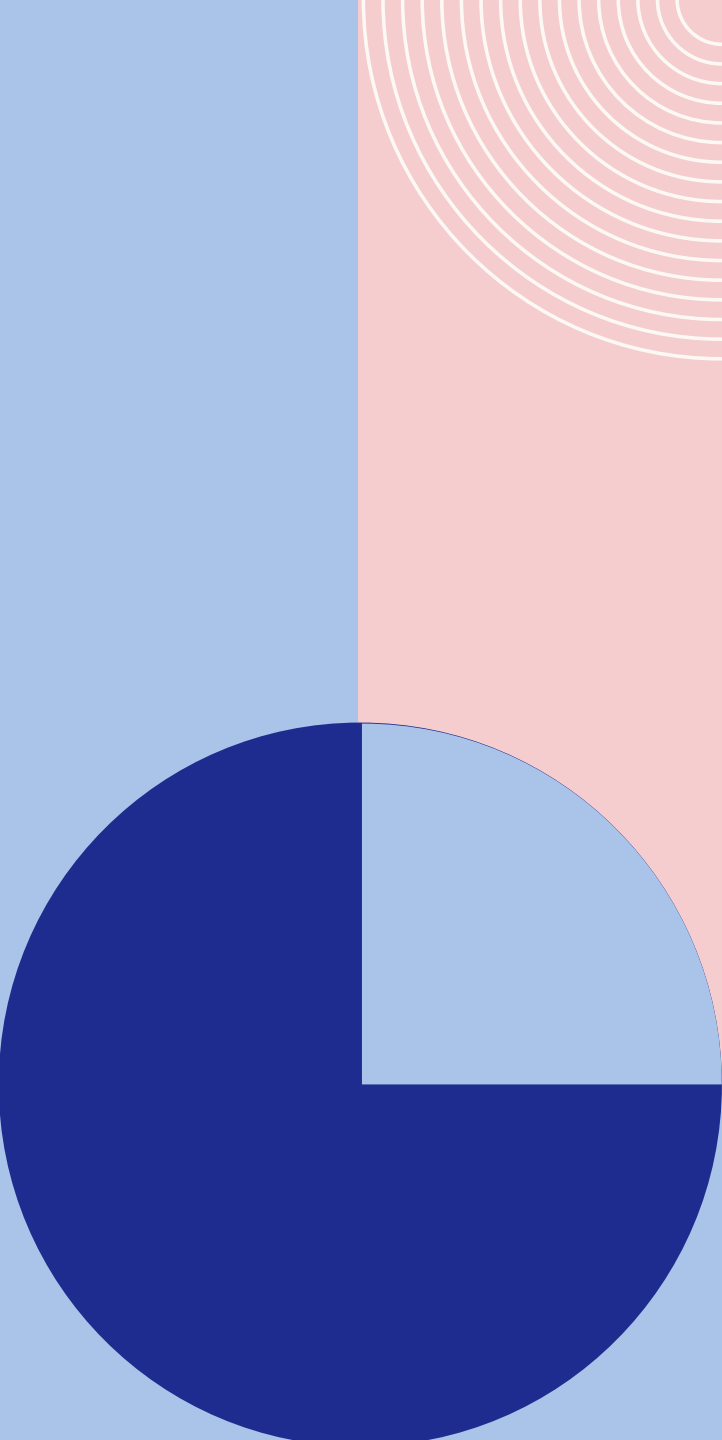
Immigration by Country of Birth



VISIBLE MINORITIES IN NUMBERS

- 1996 - 1.1% (8,000) 2021 - 5.8% (44,205)
 - Canada population. 11.2% to 19.1%
- In 2011 visible minorities represented 65.8% of migrants to New Brunswick.
 - In 1981 only 7.7% of migrants were visible minorities
- 79.9% of visible minorities live in Moncton, Saint John and Fredericton
- Indigenous population is at 4.4% (33,295) from 28,867 in 2001. The fastest and youngest growing group in New Brunswick and Canada.
- 68.3% of visible minorities come from 4 groups.
 - Black
 - Chinese
 - South Asian
 - Korean

WHERE WE ARE IN THE STORY



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What are some bias' you hold?

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QUESTIONS FACED

10

- Why should I hire them?
- I only want to hire Ukrainians
- What should I do if they want to pray on Friday?
- They can't speak English
- Seriously! I only want Ukrainians
- Is it true that they are lazy and loud?
- My workers will not be able to say their names
- I feel uncomfortable talking to them, how do you talk with them?
- I have never worked with someone not Christian, how do I do it?
- Will I need to hire a translator as well?

CHALLENGES FACED IN NEW BRUNSWICK

Most Newcomers are sold the Canadian dream. A land of foreigners built on community, diversity and hope.

- Housing
- Education
- Employment
- Fruitful Future

The reality that most Newcomers face is

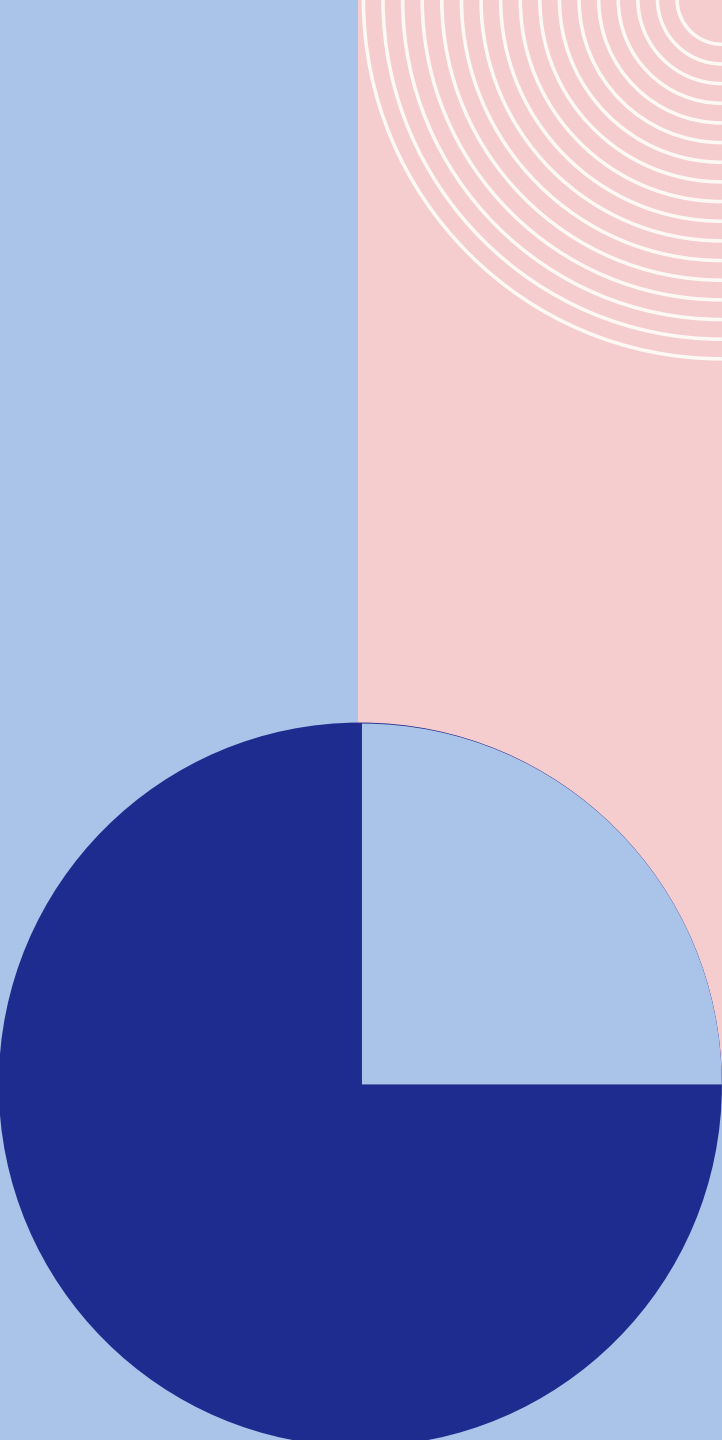
- Inadequate Housing
- Education
- Subpar Employment
- Culture wars

REALITY NEWCOMERS FACE

1. Economic Segregation
2. Preferential Treatment
3. Systemic Racism
4. Exploitation
5. Political Scapegoat
6. Collective Punishment



WHERE DO WE GO



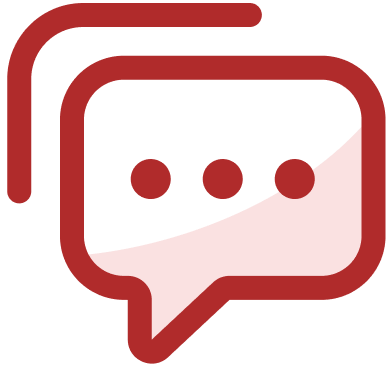
IMPORTANCE OF D.E.I.

The rise in Newcomers especially visible minorities and Indigenous communities means the old New Brunswick is only going to continue changing.

1. Investigation of our current state with MEANINGFUL INVESTMENT to change.
2. D.E.I should be seen as an operational function for all organizations on all levels
3. Culture change.
4. Change the narrative of DEI and visible minorities



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Audience Q&A Session

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THANK YOU

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