

BCRC Newsletter



Black Community Resource Centre

Volume 3, Issue 4

December 2004

Special points of interest:

On Thursday, November 18th, Libby Davies MP, (Vancouver East) introduced a Private Members' Bill C-296, An Act to eliminate racial profiling.

Questions were sent to Ms. Davies regarding Bill C-296 and racial profiling in Canada.

The answers to our questions are on pages 2 & 3 of this newsletter.

We thank Ms. Davies for her response and the work she is doing for Canadians.

Inside this issue:

| | |
|--|---|
| <i>Abella Commission</i> | 2 |
| <i>In Question Period with Libby Davies, MP</i> | 2 |
| <i>Madame Asner & The Prix de la Justice du Québec</i> | 3 |
| <i>The Hon. Calvin W. Ruck</i> | 3 |
| <i>The Garvey Institute of Montreal, Inc.</i> | 4 |
| <i>Ville Laval Black Community Association</i> | 4 |
| <i>Martin Luther King, Jr. Celebrations</i> | 5 |
| <i>BCRC 2005 Winter Workshop Series</i> | 5 |

Executive Director's Message

As this will be the last Newsletter of 2004 I would like to take this opportunity to wish our readers a safe and happy holiday season.

This year has been quite an exciting one for the Centre. Through our community support programs we have instituted a number of initiatives aimed at helping youth to address some of the socio-economic challenges they face in trying to access educational institutions and the labour market. As well, a number of our very dynamic youth benefited from an opportunity to work with the National Film Board of Canada to create a documentary film titled *Revolution Underground*. The film deals with issues of community mobilization and social change and will be shown to youth throughout Montreal in the upcoming year. It is an important tool that can be used to engage youth in discussions about how they can become involved in their communities to bring about

positive social change.

During the year, we have also been successful at increasing the level of organizational support services that we are able to provide to our partners. In addition to playing a coordinating role on various committees and working tables we have provided a series of organizational development workshops that we hope will assist organizations in building their capacity to serve the community.

In closing, on behalf of the B.C.R.C. team, I would like to thank our partners and funders for their ongoing support in promoting the social and economic well-being of the community. We look forward to working with you in the upcoming year.

Sharon Springer
Executive Director
December 2004

EMPLOYMENT EQUITY

20 Years After The Abella Commission

On October 1984, The Abella Report* proposed 117 recommendations to the Federal government to improve employment opportunities of First Nations People, women, visible minorities and people with disabilities within "crown and government-owned corporations."

Twenty years later, on October 26 2004, members of civil society, parliamentarians and the corporate sector assembled in Ottawa to reflect on the Employment Equity Act, and the woman, sole author and commissioner of the Royal Commission who coined the phrase, 'employment equity' - Madame Justice Rosalie Silberman Abella.

Madam Justice Abella, newly appointed to The Supreme Court 'bench', spoke of the history behind the Commission report, sharing her memories with a packed audience.

The Hon. Joe Fontana, Minister of Labour and Housing, stressed that complacency is not an option when addressing issues of employment equity. He admitted that more work needs to be done. As such, he stated, "I want to assure all of you of my fundamental commitment to the goals of employment equity. I'm committed to do everything I can to keep the agenda going forward."

(cont. on pg. 2)

The Abella Report cont...

Despite the Minister's warm words, EE in Canada still has a long road to travel.

Overall, women are doing better in the public and private sectors, yet not at senior levels of management. Aboriginal people, and people with disabilities are doing better in the public sector, although this is not the case for visible minorities.

Visible minorities are under represented in the public sector, while the numbers in the private sector are better .



The Honourable Madam Justice Rosalie Silberman Abella
Credit: Ashley & Crippen Photographers
Source: Supreme Court of Canada

ered a direct message to Mr. Fontana: "hiring of visible minority women and men still remains well below target in the private sector and more so in the public sector. I am referring, Mr. Fontana, specifically to the Federal Public Service." She concludes by saying, "please don't let us have to wait another 20 years before employment equity is fully implemented."

The Abella Report is a must read for all Canadians.

Dr. Lan Gien, president of the National Organization of Immigrant and Visible Minority Women of Canada, deliv-

*Abella, R.S., (1984). [Equality in Employment: A Royal Commission Report.](#) (Cat.No. MP43-157/1-1984E). Ottawa, ON: Minister of Supply and Services Canada.

Libby Davies MP, on Racial Profiling in Canada

How severe do you think the problem of racial profiling is in Canada?

Davies: Racial profiling has been a reality in Canada since before September 11, 2001. However since 9-11 and the enactment of anti-terrorist legislation (Bill C-36) we have seen an increased **criminalization of diversity** in Canada. Too frequently innocent people report being detained, harassed or singled-out by enforcement officials based on nothing more than the colour of their skin or their religious beliefs.

What support is Bill C-296 getting in the House and Senate?

Davies: I am working on getting support from other parties and have received support from a number of MPs. It is important for those that support the Bill to contact their own MP and urge them to support the Bill when it comes to Parliament.

How optimistic are you that Bill C-296 will become law in Canada?

Davies: I hope I can get support for the Bill but it still has to go through a number of stages in Parliament before that can be a reality.

Bill C-6, Department of Public Safety and Emergency Preparedness Act, had its first reading in the House a few weeks ago. Has there been any suggestion to implement a racial profiling clause within Bill C-6?

Davies: I'm not aware of any provision in Bill C-6. When questioned by reporters about the existence of racial profiling Public Safety Minister Anne McClellan denies that it even occurs.

Will public hearings take place regarding Bill C-296?

Davies: I am hoping to have workshops in communities across the country on the issue of racial profiling. I recently had one in Vancouver and many came forward with their own experiences.

Since the introduction of Bill C-296, has there been any feed back from ethno-cultural communities across Canada? Are they encouraged by the efforts of the NDP? Are they disenfranchised with the justice system in Canada?

Davies: Thus far I have been pleased and encouraged by the support that Bill C-296 has received. I have circulated information about the Bill to groups and individuals and have received a lot of positive feedback. Many have shared with me their difficult experiences with enforcement agencies, airlines and border officials. I believe that if this legislation is enacted and racial profiling is banned from all federal departments it would go a long way towards restoring peoples' faith in the justice system. **(cont on pg. 3)**

Libby Davies MP, cont...

Canada has signed onto many international human rights agreements, most of which have a racial profiling clause. Do you think another human rights law would change the current attitudes of people and government?

Davies: Canada must work towards finding better solutions within our own borders. The federal government could be a leader here to provinces and municipalities by encouraging them to take real steps towards banning racial profiling.

Apart from petitioning and writing our MPs, what other peaceful lobbying tactics should citizens be involve with to ensure that this piece of important legislation becomes law?

Davies: It is important for people to write and petition their own MPs because they indeed will be the ones making the ultimate decision on this Bill and their support is very important. I also believe that people must speak out publicly about racial profiling. I'm encouraging people to document their experiences so that a strong case can be made against the practice.

*For more information on Bill C-296, we encourage our readers to contact the office of Ms. Davies, <http://www.libbydavies.ca>.

*For information on government Bills please visit the Government of Canada website, <http://www.parl.gc.ca>.

Asner receives The Prix de la Justice du Québec

Madame Claudette Barthélemy-Asner, received the 2004 Prix de la Justice for her commitment to the Black community, in particular, to youth and those who are isolated and vulnerable.

An accomplished lawyer and president of the Montreal Association of Black Business Persons and Professionals (MABBP), she also provides legal serves to low income members of the Black community.

The Prix de la Justice is given to an individual who encompasses an "outstanding contribution to the application and promotion of the basic principles of justice: accessibility, quality and universality."

In the words of Madame Asner, "this award is an incentive that encourages me to promote the basic principles within Québec society as a whole and within my community in particular."

On behalf of BCRC, we congratulate Madame Asner on receiving The Prix de la Justice du Québec, and we look forward to following her continued achievements within the Black community of Québec.



Madame Bathélemy-Asner receives the 2004 Prix de la Justice medal from The Minister of Justice, Jacques P. Dupuis

Source:
<http://www.justice.gouv.qc.ca>

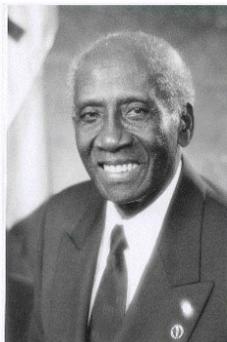
We remember Hon. Calvin W. Ruck

The Hon. Calvin W. Ruck, former Nova Scotia senator, and Black activist died on Tuesday, October 19, 2004 at the age of 79.

A native of Whitney Pier, N.S. he encountered racism and racial segregation in barbershops, restaurants, at the Royal Canadian Navy and when trying to buy a house in 1954 in the white district of Westpal, Dartmouth.

In 1998, he was appointed to the Senate at the age of 73 where he was a member of the Standing Committee of Social Affairs, Science and Technology and Subcommittee on Veterans Affairs.

He was named a member of the Order of Canada 1995. He is also the recipient of an honorary law degree from Dalhousie University and the Harry Jerome Award,



along with having been inducted to the Black Hall of Fame.

He was an activist in bringing about social change and promoting Black culture, with a long record of social work and human rights activity in Nova Scotia.

An historian and author of military history, he lead a successful fight for recognition of Blacks in the Canadian military, primarily the all Black 600 member No.2 Construction Battalion, which Hon. Ruck considered to be "Canada's best-kept military secret."

He will always be remembered as a champion of human rights and equality with a compassionate heart for social change .



CALL FOR NOMINATIONS

The Canadian Institutes of Health Research (CIHR), Institute of Infection and Immunity is seeking qualified individuals to replace two members of the CIHR HIV/AIDS Research Advisory Committee and invites nominations for potential candidates in the categories of HIV/AIDS researcher and/or HIV/AIDS community representative.

The Committee has a mandate to make recommendations to the Institute of Infection and Immunity and to the Research Priorities and Planning Committee of CIHR regarding research priorities for HIV/AIDS. In particular, the committee advises the CIHR Institute of Infection and Immunity Advisory Board regarding strategic initiatives in HIV/AIDS research to aid in the development of future targeted Requests for Applications (RFA).

For more information the committee and nomination process, visit the CIHR website, <http://www.cihr-irsc.gc.ca/e/25693.html> Nomination deadline is January 10, 2005.

The Garvey Institute Montreal Inc.

The Garvey Institute, established since 1981, "is a national organization that brings communities together" to address social needs with a **strong academic curriculum and a wonderful learning environment**. It has a long record of academic excellence in helping young students overcome barriers and achieve their full potential. Most recently, students at The Garvey assisted in the aid campaign for **Gonaives, Haiti**. The students gathered four barrels of clothing and non-perishable items to help in the humanitarian process. **The Garvey Institute** is a non-profit, charitable organization, with a variety of educational programs and scholarships. For more information on what this private school has to offer, visit their website at, www.garveyinstitute.org, and watch for their open-house date in the New Year.

Please note: The Garvey Institute Montreal Inc. will be opening a new private daycare in January 2005, for 80 children of ages 18 months to 4 years old. There are several positions that need to be filled.

For more information please contact The Garvey Institute Montreal Inc., 514.855.1425.

Artists Wanted

In celebration of Black History Month 2005, Montreal Black artists are invited to submit their art work for a Black History Month Art Exposition to take place February 26 & 27, (Saturday & Sunday) 2005, hosted by the Ville Laval Black Community Association, VLBCA.

Art pieces will be on display at Bibliothèque Multiculturelle, 1535 boul. Chomedey, in Chomedey laval.

VLBCA is also seeking **spoken word poets & African drummers**, for a Sunday afternoon performance on February 27th.

Artists interested in submitting art pieces should contact VLBCA no later than Friday, December 31, 2004. Deadline for art submissions is Monday, January 17th. While exposition preparation will take place on Friday, February 25th.

For more information, contact Ms. Althea J-C Seaman: 450.687.2176, Fax: 450.687.0605, email: alsees@myexcel.ca

Martin Luther King Jr. celebrations

1st Annual Interfaith Luncheon

Ottawa

BY INVITATION ONLY

Monday, January 17th, 2005

12 NOON

Ottawa City Hall, 110 Laurier Avenue West

For more information contact

David Stringer (Community Outreach): 613.722.6414

4th Annual Worship Interfaith Service

Montreal

OPEN TO THE GENERAL PUBLIC

Monday, January 17th, 2005

7PM

Union United Church, 3007 Delisle (corner Atwater)

For more information contact

The Martin Luther King Jr. Legacy Committee: 514.932.2208



Black Theatre Workshop Community Play— 'Shifting Ground'

The project 'Shifting Ground' encourages people to participate in performing stories from our communities, in collaboration with professional theatre artists. Do you want your voice to be heard? Have you always dreamed of being an actor? Or in working behind the scenes of a theatre show? If so, then 'Shifting Ground' is for you. Come out to free workshops, have fun, get creative.

IF YOU ARE INTERESTED IN GETTING INVOLVED (WE KNOW YOU ARE) PLEASE CONTACT US AT 514.932.1104 ext 224 or visit us on the web: www.blacktheatreworkshop.ca.

BCRC 2005 Winter Workshop Series

January 27 - Theme: Office Technology / Subject: Develop and sustain a worth while database

February 10 - Theme: Being a results based organization / Subject: Project and staff evaluation and setting policies

February 24 - Theme: Self-Sufficiency / Subject: Business development, management and leadership training

March 10 - Theme: Board Member Training / Subject: Board Efficiency

March 24 - Theme: Public Relations / Subject: How to communicate your message effectively

All workshops will take place on Thursdays.

Locations and times of workshops will be confirmed in the New Year.

BLACK COMMUNITY RESOURCE CENTRE

6767 Côte-des-Neiges, Suite 440
Montreal, QC
H3S 2T6

Phone: 514.342.2247
Fax: 514.342.2283
Email: bcrc@qc.aira.com



*Supporting Youth, Building Communities
A "Holistic Approach"*

WWW.BLACKYOUTHPROJECT.ORG

The Centre undertook a comprehensive approach to meeting the needs of Black youth aged 0-30 and their families; this approach is called the "Holistic Project." Through a multi-intervention (holistic) approach, the Black Community Resource Centre helps young Black, English-speaking individuals fully participate in mainstream society.

The adoption of this approach recognizes that youth can have many needs (e.g., social cultural, health, education, economic, ect.) and that all these needs must be addressed in order for the youth to reach their maximum potential.

The Centre provides information and resources to both organizations and individuals within Montreal. In addition, we provide programming to Black youth in a manner which takes into account their many and complex needs.

PLEASE NOTE:

- **We encourage our readers to visit BCRC's website for upcoming events in Montreal, BCRC publications, and much more.**
- Please do not hesitate in letting the BCRC team know what events are taking place within your organization. You can email or fax us.
- **Also check out our Black History web links and see what history holds.**

OUR FUNDERS:

- Human Resource and Skills Development Canada; Multiculturalism; Official Languages Branch



- Emploi Québec; Fonds Jeunesse du Québec; Ministère des Relations avec les citoyens et de l'immigration; Ministère de l'Emploi de la Solidarité Sociale et de la Famille; Office Québec-Amériques pour la jeunesse

**Disclaimer:**

This Newsletter is produced four times a year by the Black Community Resource Centre. Material from this newsletter may be used or reproduced with the condition that the citing source is correctly referenced. Further, the assertions and/or opinions of this Newsletter do not necessarily reflect the overall views of BCRC's staff and Board of Directors.

Editorial Team: tc. best, j. banatre, s. springer