



Black in Quebec

Summary Report

2020-2021



Patrimoine canadien Canadian Heritage



Secrétariat aux relations avec les Québécois d'expression anglaise



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**We thank you for your
continued support to the
project team and BCRC.**

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Preface

This document represents an overview of the Black in Quebec (BIQ) Project, a comprehensive research project conducted by the Black Community Resource Center (BCRC) and maps the various stages and branches of the project. The Black in Quebec Project centers around researching the state of well-being and the vitality of Quebec's English-speaking Black Community (ESBC), a linguistic and racialized minority. This is the 4th report released by the project team in addition to the documents "*Quebec's English-speaking Black Community: An Analysis of Outcomes and Information Gaps*", "*In Focus*", the report on the Focus Groups conducted by the project team, and the "*2021 Community Vitality Survey*" report. This report presents a summary of the work conducted by the Black in Quebec Project including the research design, stages of the project, and findings by researchers. For more detailed information concerning the different aspects of the project, please consult the aforementioned reports on the Black in Quebec webpage (www.bcrcmontreal.com/portfolio-item/biq-3/).

A key reason for conducting this research is for the BCRC to be as best informed as possible about the community it focuses its services and programming on, the English-speaking Black Community. A second reason for conducting this research is for community stakeholders (ex. researchers, other community organizations, policymakers, members of the public, etc.) to be able to access comprehensive information and data about the ESBC in one place. A third, more general reason, is to build upon previous, limited research about the ESBC in Quebec.

Since the beginning of this project, the research team is still learning much about Quebec's English-speaking Black Community. This research has often taken us to subjects and domains which are multi-layered and complex and this has, in turn, helped to sharpen our understanding of the of the community including its status and challenges.

Ultimately, this research is important because it builds understanding of the state of well-being and vitality of the population (the ESBC) in relation to Quebec's other linguistic and racialized populations. It is also important given the general lack of information available and research conducted pertaining to this community within the context of Quebec. For people who have been studying the ESBC, the aim of this document is to build upon previous publications and supplement their understanding of the vitality of the community while for people who are new to this subject, we aim for this document to serve as an informative introduction for the reader about the state of the community.

List of Abbreviations

A.O.I.G- Analysis of Outcomes and Information Gaps

BIQ- Black in Quebec

BCRC-Black Community Resource Center

ESBC-English-speaking Black Community

FG-Focus Groups

FOLS- First Official Language Spoken

FSBC-French Speaking Black Community

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A Message from Dr. Clarence Bayne, President of the Black Community Resource Center.

The Black Community of Quebec

Quebec's English-speaking Black Community is incredibly diverse and possesses a rich and long history in the province. Being both a linguistic and racialized minority in Quebec, the community is uniquely positioned in the social landscape and represents a population of Quebecers rarely acknowledged or discussed as being such.

Why the Black in Quebec Project is needed?

As an organization whose mandate revolves around the providing of services, resources and interventions focused on Quebec's English-speaking Black Community, it is imperative that the BCRC has a comprehensive, evidence-based understanding about the state of the community across a number of areas related to well-being and vitality. This includes researching the relationship between our community and wider society as a whole as well as the unique and distinct aspects of Quebec's ESBC. Despite having a presence in Quebec which has spanned centuries, there is a lack of sufficient information available about the history of this community and the Black in Quebec Project was created with the intention of closing that gap.

How we aim to have an impact?

Ultimately, we aim to utilize this information to develop resources and interventions across a number of areas where we recognize we can make a positive impact in the community. These include the areas of Justice, Health, Education, as well as many more. With a legacy spanning more than 25 years, the BCRC aims to continue playing an important role in the English-speaking Black Community and conducting this kind of research is necessary as we aim to maximize our impact.

"we aim to utilize this information to develop resources and interventions across a number of areas where we recognize we can make a positive impact in the community."



Introduction

Black in Quebec is a research project aiming to collect & disseminate quantitative and qualitative information pertaining to the well-being of the English-speaking Black Community (ESBC) in Quebec.

Background

Aims
&
Purpose

Methodology

Phases

Deliverables

Background

In Quebec, there is a population of around 320,000 people who identify as members of the Black community. In Quebec's Black community, just under 60,000 (around 1 in 5 people) are categorized as members of the English-speaking community (Statistics Canada, 2016).

The Black in Quebec Project commenced in Fall 2019 with the drafting of the project and in February 2020, the Project Researcher (John Davids) and Research Assistant (Xiaoyan Fang) were hired by the BCRC. The purpose of the project is to fill the gaps in the knowledge about the English-speaking Black Community (ESBC) in Quebec. In Quebec and Canada, there is a lack of disaggregated race-base data that measures critical variables describing the socio-economic and psycho-social status of the English-speaking Black Community. Thus, when it came to exploring the state and vitality of the ESBC, there were and continues to be deficiencies in the publicly available data and knowledge. Being a study about a population that is both a racialized and linguistic minority in Quebec, the Black in Quebec Project attempts to fill some of the gaps in the collection of data, its analysis and storage. It presents an improved understanding regarding the unique situation and challenges facing the ESBC in Quebec.

**Research
Question:**

What is the state of well-being and vitality of Quebec's English-speaking Black Community?

Purpose & Aims

Purpose: The overall purpose of the Black in Quebec Project is to increase understanding of the well-being and vitality of Quebec's English-speaking Black Community (ESBC) in order to be better informed and positioned to address the challenges facing the community.

Aims: The project has the following aims:

-Gathering information about the state of the ESBC by employing an evidence-based, inter-sectorial and dynamic systems approach.

-Increasing the awareness of the BCRC and other community stakeholders by disseminating the research which is conducted in a way which is transparent and accessible.

-Reducing the gaps in knowledge and information about the state of well-being and vitality of Quebec's English-speaking Black Community.

-Promoting the social inclusion and civic engagement of individuals in the English-speaking Black community. This includes bridging the gap between individuals in the ESBC who may be isolated and/or uninformed with services and resources available to them pertaining to the community.

-Supporting community efforts aimed at enhancing the services provided to the ESBC from various community stakeholders by establishing connections and sharing information.

Furthermore, the Black in Quebec Project and the Black Community Resource Center advocate for policy changes that recognize, not only the presence of the ESBC, but the historical circumstances responsible for the linguistic classifications that separate the group from other peoples of African ancestries. The Project addresses these complexities and the challenges it poses for members of the ESBC by applying a trans-sectorial adaptive systems approach to guide its analysis, distribution of resources and services.

Methodology

Who is the ESBC?

Throughout most of the project, the "ESBC" referred to individuals in Quebec who self-identified as "Black" and whose first official language spoken (FOLS) was English as captured in Statistics Canada's Census of the Canadian population. However, this project also treated group identity as something which might be more fluid and less rigid given the role of subjectivity in group identification. For instance, this project collected information on peoples self-identification to linguistic group with some respondents indicating that they belong to more than one linguistic group. Furthermore, this project also distinguished between self-identification and how one was perceived by others, particularly on the question of racial identity. To see more about our conception of the ESBC, please see our [Analysis of Outcomes and Information Gaps](#) document.

A Holistic Approach

In attempting to understand the state of "well-being" pertaining to Quebec's ESBC, this project adopted a holistic approach which aimed to capture well-rounded quantitative and qualitative information across six thematic areas: Demographics, Education, Economics, Health, Psycho-social Health, and Socio-cultural. The indicators under observation across the thematic areas served as proxy-measurements for our conceptualization of well-being as an inter-sectoral and dynamic concept that can meaningfully be described as consisting of inter-dependent subject and objective states of well-being. These indicators, reflecting the state of the ESBC were also compared to the outcomes of other communities groups (ie. Non-visible minority English-speakers & the French-speaking Black Community) in order to understand the state of the ESBC relative to other groups and to the population as a whole.

Community Based Research (CBR)

The project team adopted a CBR approach which placed the community at the forefront and center of our research, development and communication strategies. We have accomplished this by the inclusion of a Focus Group of community members playing a central role in the research, the surveying of community members, and the hosting of events to share information and findings with the community.

Complex Adaptive Systems

The project also incorporated Complex Adaptive Systems (CAS) Theory as a means of accounting for the complexity and limitations associated with conducting social research on well-being. Given that the research covered 6 different thematic areas, we applied CAS as a means of creating a framework for understanding the interrelation between these areas when it comes to determining well-being and how the ESBC is a distinct group that shares this environment with several other distinct groups who are in constant interaction.

Project Implementation Stages

The research project consisted of five distinct stages which encompassed every aspect of the activities the project team was engaged in. While distinct, these stages were often overlapping due to several reasons. For instance, the Outreach phase was ongoing throughout the entirety of the project.

- Research Design

The research design and implementation stages began with the planning of the project as well as the establishment of a timeline for the research to take place. Activities in this stage of the project included reviewing currently available information and identifying information gaps pertaining to the research question. This was in order to understand the quality and scope of information which was publicly available and where research could be most effectively directed. This aspect of the research design led to the project team producing a living document named *Quebec's English-speaking Black Community: An Analysis of Outcomes and Information Gaps*. This presented the information possessed by and analyzed by the project team and identified where there were deficiencies and gaps in available information. As a living document, this project report was organized so that it could be continually edited and updated with new information and data as is made available. It served as a compilation of measures and indicators reflecting community vitality in the ESBC across 6 thematic areas (See "Methodology" section). Furthermore, the research design stage also included the design of the methodological approach to conduct the research. Lastly, with the COVID-19 pandemic leading to a lockdown in March 2020 in Quebec, the research team had to adjust to the new situation of being physically isolated and exclusively communicating through digital means and this certainly had an impact on the Research Design phase.

- Community Outreach

One of the first activities of this phase was the creation of an Outreach Strategy document which documented the various Outreach activities of the project exclusively through digital communications. The Outreach phase was linked to all the other phases as the project team was reaching out to meet with experts during the Research Design phase and continued to engage the community even during the Reporting phase. Activities conducted during this phase included the planning and hosting of events, meeting with individuals, organizations, researchers, and government representatives, and communicating to the community on social media (See "Outreach" section).

- **Data Collection**

During and following the Research Design, the project team compiled information pertaining to the ESBC in an effort to understand the current state of wellbeing and vitality of the community. This information included reports, articles, academic journals and data sets from Statistics Canada. Having analyzed the current information available and identified information gaps, the project team collected its own data in an attempt to address some of the deficiencies in information identified. This included conducting Focus Groups and the design and implementation of surveys of the wider community.

- **Analysis**

Based on the data describing the community system variables and eco-systems, the project team conducted statistical analyses of the data using tools such as SPSS and by conducting consultations in order to understand how to best interpret the results. The data collected sought to aid the research team in understanding the state of Quebec's Black community (in relation to other population groups). The research team also observed and analyzed differences or similarities between the linguistic groups within the Black community, specifically those identifying as English-speaking and French-speaking.

- **Reporting**

After completing the Analysis, the results were distributed in the form of reports and infographics describing the outcomes presented by participants from the ESBC and beyond. Furthermore, the project team planned, hosted, or participated in events where the research findings were presented to a variety of community stakeholders and the general public. The project team compiled these resources on its webpage (<https://bcrcmontreal.com/portfolio-item/biq-3>) while also using other social media websites such as Facebook and Youtube to promote or upload content.

Project Deliverables

This section represents the performance goals of the Black in Quebec project. The Targeted Direct Results (TDR's) represent the larger goals the project team aimed to achieve. The Activity/Project column represents the actions expected of the project team which are designed to contribute towards the TDR's. The Data/Outcome column represents the actions taken by the project team and the final products resulting from those actions.

Targeted Direct Results	Activity / Project	Outcome
The English-speaking Black community will be better served and represented which will help shape policy and promote fact-based decision making.	<ul style="list-style-type: none"> -Hold closed-door focus groups with members of the ESBC to help in the research design and project planning. -Conduct gap analysis on the ESBC of Quebec, including: review of current information available and literature review. 	<ul style="list-style-type: none"> -2 Focus Group programs with 34 individuals attending. -In Focus (BIQ Focus Group Report). -Quebec's English-speaking Black Community: An Analysis of the Outcomes and Information Gaps (Report).
Social Inclusion and civic engagement among members of the ESBC increases.	<ul style="list-style-type: none"> -Design and Launch an outreach plan to increase ESBC awareness of project and upcoming activities. -Host a community forum to present the research project. -Create and update a project plan and timeline to present at the community forum. -Collect names of ESBC members willing to participate in project. -Consult with Statistics Canada, ICED-Concordia, the Black Studies Center, and local libraries and archives to review Census gaps, collect data, and source material. -Build and populate database for storage and display of information. -Collect information and statistics related to employment, health, youth development and linguistic equality among the ESBC of Montreal -Prepare special reports and digital manuals on demographics for public distribution, displays, and workshops. 	<ul style="list-style-type: none"> -Outreach Strategy Document -Black in Quebec 2021 Community Forum (July 22nd, 2021) -See above (Deliverable 4) -Black in Quebec Community Network -Project Team Consultations (ongoing) -Black in Quebec Webpage -Launch of 2 Surveys (see pg.18) -Statistics Canada Data Order- 2016 Census info on Quebecs Black Community -Literature Review -Black in Quebec Infographic Series
The status, needs, and priorities of the ESBC are highlighted in order to increase understanding within mainstream society; reduce systemic barriers and present true realities that the community faces.	<ul style="list-style-type: none"> -Create a comprehensive report outlining the research findings, accessible in hard copy and online -Meet with federal, provincial, municipal, and community political leaders to promote research findings -Disseminate report and research findings 	<ul style="list-style-type: none"> -See above (Deliverable 2) -In Focus (Black in Quebec Focus Group Report) -Black in Quebec 2021 Community Vitality Survey Report -Black in Quebec: A Critical Study (Report) -Meetings with elected members of Federal, Provincial, and Municipal governments and individuals from their affiliated departments/offices. -See above (Deliverable 7) -BIQ Facebook page -Black in Quebec Webpage -Published Articles + Infographics

3 Project Research Components:



1

**Analyzing
Available Data**



2

**Collecting
New Data**



3

Dissemination

Analyzing Available Data

The available data observed and analyzed in order to help the researchers begin to answer the research question included datasets, literature, reports, academic research papers and media publications. This information came from a variety of sources including other community organizations, academic journals, and a variety of institutions (ex. Statistics Canada, the Diversity Institute at Ryerson University, U.N. Working Group etc.). With extensive review and consultation of available data, the project team compiled and prepared a document called "*Quebec's English-speaking Black Community: An Analysis of the Outcomes and Information Gaps*". This document intended to provide an in-depth and thorough overview of the well-being of the ESBC in Quebec based on previously conducted research. It also identified areas where more research was needed which the Black in Quebec Project should focus on.

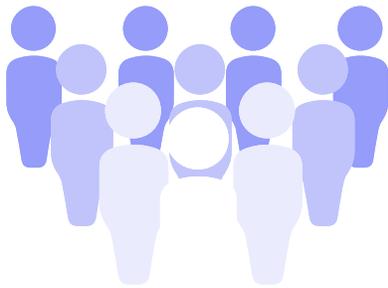
The Analysis of Outcomes and Information Gaps identifies differences in the outcomes between the ESBC and other populations in Quebec. It analyzed proxy-variables which were chosen as measures of subjective and objective well-being of the Black community. Furthermore, it identified areas where data and/or information is limited, non-existent, or inaccessible (Information Gaps). It also considered ways in which the Black in Quebec Project survey could attempt to capture some of this information. The report also consisted of a literature review. The literature review began with a brief history on Quebec's Black communities, attempting to display the diverse experiences of those who came to Quebec and significant demographic changes the Black community, and particularly its English-speakers, had gone through. The literature review was followed by an explanation of some of the wider societal shifts Quebec has gone through and identified a few important questions and contemporary issues that must be considered in order to gain a comprehensive understanding of the well-being of the community.

**To read the full report, please visit:*

<https://bcrcmontreal.com/wp-content/uploads/2021/09/Black-in-Quebec-Analysis-of-Outcomes-and-Information-Gaps-July-21-update-2.pdf>

Collecting New Data

A major objective for constructing a BCRC Knowledge Hub and reviewing it on a regular basis is to share information pertaining to the ESBC with other community stake holders. The BCRC's Black in Quebec Project is established to provide race-based community resource and services. Thus, the data collection help to address the gaps in knowledge about the Black minority sub-population. The data collected included Focus Group responses, data from a survey examining the psycho-social well-being of Black youth in the context of Covid-19 pandemic and Black Lives Matter movement, and data from the 2021 Community Vitality Survey which collected information pertaining to the educational, economic, health, and socio-cultural well-being of Black communities in Quebec.



Focus Groups

In order to minimize and adapt to the impact of COVID-19 pandemic, the Focus Groups were conducted virtually, one-on-one, and semi-structured, with a diverse group of 34 individuals in the ESBC who were involved in a variety of fields and who were willing and able to offer their perspectives on a number of issues affecting the wider community. The aim was to collect detailed qualitative information about the community in order to see where there were commonalities but also how the unique knowledge and backgrounds of the participants led to unique perspectives. For more details about our findings, please refer to the *In Focus: Black in Quebec Focus Groups* report on the BCRC website.

Recruiting
Black young adults for an online study on goals and well-being

We are excited to announce a new study from the Black Community Resource Centre and McGill Human Motivation Lab! We are interested in finding out more about the effects of the Covid-19 & Black Lives Matter movement on the motivation, well-being and goal progress of young adults.

- There are 2 surveys in all, starting in September and ending in November.
- This study offers compensation for up to a total of 20\$.
- All participants must be between 18 and 35 years old.

thegoalstudy@gmail.com
EMAIL US FOR MORE INFORMATION ABOUT THE STUDY

BCRC McGill

Survey: The Impact of 2020 pandemic and Black Lives Matter Movement

A longitudinal study conducted in 2020 by the McGill Human Motivation Lab and the Black in Quebec project on how Black young adults were impacted by the COVID-19 Pandemic and Black Lives Matter movement.

Black in Quebec
The 2021 Community Vitality Survey
L'enquête 2021 sur la vitalité des communautés

Visit our website to take the survey (ages 18+):
Veuillez consulter notre site web pour répondre à l'enquête (18 ans +):
www.bccrmontreal.com

Economic Health Psycho-social Socio-cultural

Canada Québec English Français

2021 Community Vitality Survey

The survey was conducted from late April to the end of June 2021 and it aims to understand the state and well-being of Quebec's Black community across the thematic areas of education, economic, health, psycho-social and socio-cultural.

Findings

Survey: The Impact of 2020 pandemic and Black Lives Matter Movement

In the summer and winter of 2020, a longitudinal study looking at how young, Black adults were impacted by the COVID-19 pandemic and Black Lives Matter movement was conducted and led by the McGill Human Motivation Lab, in collaboration with the Black in Quebec research team. Surveys were administered in August 2020 to 106 English-speaking Black young adults recruited via the BCRC and other platforms. Follow-up surveys were administered in December 2020 to 86 of the original participants.

Key research questions addressed:

1. Did the well-being of English-speaking Black young adults diminish over the spring of 2020 as the COVID-19 pandemic and the BLM protests occurred?

"In summary, from August to December, there was a noticeable shift such that the damaging psychological effects of the COVID-19 pandemic dissipated, and the psychological effects of the BLM events changed from a mixed picture to becoming generally positive."

2. Did the satisfaction/frustration of personal and collective basic psychological needs play a role in the changes that occurred for well-being?

"For both subjective well-being and depressive symptoms, it was the collective form of need satisfaction or frustration alone that played a significant role in predicting future levels of functioning. This suggests that the depression levels of English-speaking Black young adults in Quebec were primarily affected by whether they felt the Black community was having its needs for autonomy, relatedness, and competence frustrated, rather than by whether their own personal needs were frustrated by the momentous events of the spring of 2020. At the other end of the hedonic ledger, their subjective well-being was primarily affected by whether the Black community was having their basic psychological needs satisfied, rather than whether their own personal needs were satisfied."

**To read the full story, please see Koestner, R., & Holding, A. C. (2021). (working paper). Did the Black Lives Matter Movement Help English-Speaking Black Young Adults in Quebec Recover from the Damaging Psychological Effects of the COVID-19 Pandemic? Retrieved from https://www.concordia.ca/content/dam/artsci/scpa/quescren/docs/QUESCREN_WP4_Koestner_Holding.pdf.*

Findings

2021 Community Vitality Survey

Building upon the preliminary findings from the data collected by the researchers, a 2021 Community Vitality Survey was launched in Spring 2021. It covered various topics (education, economic, health, psycho-social, and socio-cultural) and was carefully developed in order to obtain an in-depth and up-to-date understanding of the well-being of English-speaking Black Community in Quebec. Questions covering education included educational aspiration and expectation, educational attainment of the participants and their parents, career motivation, mentoring and networking. Questions on economic well-being included workplace experience, income, financial literacy, and retirement planning. Health questions included health condition, healthcare accessibility, and satisfaction level with Quebec's healthcare system. Psycho-social and socio-cultural questions include experience of discrimination, civic engagement, political engagement, relationship between community members and law enforcement personnel, and sense of community and contribution.

The 2021 Community Vitality Survey was distributed between April and June 2021. The survey gained a significant success in reaching Quebec's Black community members (aged 18+), through utilizing a series of successful outreach strategies. These included not only the utilization of the project website and social media, but also extensive help from our community network of various community groups and partners, and a polling firm. The survey took 20-30 minutes to complete and all personal information was kept private and was anonymized in our reporting.

Preliminary findings from the 2021 Community Vitality Survey were first presented at the Black in Quebec Community Forum, which was held on July 22 , 2021. The forum had also invited representatives from Statistics Canada, MUHC, and McGill University as guest speakers and shared our collaborative work on topics of data collection, consultation, and the objective and subjective well-being of Quebec's Black community. A total of 85 people attended and 5 media interviews were done for promoting the forum and results from the 2021 Community Vitality Survey. The project team also met with representatives from the government and presented findings from the survey. Major findings from the survey touched upon differences between the English and French respondents particularly in education, and to some degree, health and socio-cultural.

***For the complete survey, please see the *2021 Community Vitality Survey* report (see "References" section)**

Outreach

The Outreach component of the Black in Quebec Project consisted of several activities conducted in order to increase inter-sectorial collaborations and communication, broaden the data gathering base, and improve the reliability of the information and knowledge obtained from surveys and inspection of the community network of BIQ. The project team applied several different approaches to enlarging and involving the community. Some of these methods include the creation of an outreach strategy, meeting and discussing this project with a wide variety of individuals, and creating and growing a social media presence. The following are descriptions of the components of the outreach engaged in by the BIQ Project.

Community Network

The Community Network consists of individuals that use and promote the services of BCRC as well as community organizations that partner and collaborate in well defined ways with the program. Furthermore, the Community Network included members of the Research Committee, participants in the Focus Groups, social media followers, and individuals who the project team had consulted with and who come from a wide range of backgrounds, sectors and professions.

Social Media

The Black in Quebec team has a social media presence across 3 platforms: Facebook, Instagram and Youtube. The Facebook page, which was launched in May 2020, had just under 400 followers as of the projects conclusion. It was utilized by the project team to share information and resources pertaining to the project or which may be of relevance to the audience of the project. For the Instagram and Youtube platform, the project team utilized the pages of the BCRC to share information.

Seminars, Presentations, Discussions.

Over the course of the project, the Project team was invited to, or at times hosted, workshops, presentations, discussions, and other similar events. Events hosted by the project team included the Hidden Iceberg workshop series, done in collaboration with the BCRC's "Project Woke" (see more below), as well as the 2021 Community Forum held on July 22nd, 2021. Members of the Project team were invited to events and discussions with various organizations including the Advisory Board for English Education (ABEE), the McGill University Health Centre (MUHC), the Quebec English-Speaking Communities Research Network (QUESCREEN), the Canadian Black Chamber of Commerce (CBCC) and more.

Collaborations

Because of the qualitative nature of the information pertaining to the Black Communities of Canada and its Provinces and Regions, many aspects of this Report are sourced from ethnographic survey data and qualitative information from consultations and structured surveys of community focus groups and community persons working as staff. These data collection methods took the form of collaborations with focus groups, community agencies and knowledgeable individuals on staff. Throughout the course of the project, the research team collaborated with several organizations and individuals. Ultimately, the skillsets and strengths employed by each party allowed for the collaborative initiatives to be more effective and and informing. The consultations and sharing of knowledge between project staff, and persons in community based research and education institutions enriched the mutual benefits of collaboration.

Staff Collaborations

Sherrise Ettienne & The Intergenerational Program (BCRC)

The Black in Quebec team collaborated three times with Sherrise Ettienne, Project Coordinator of the BCRC's Intergenerational Program which also includes Andrea Oraka, Community Service Worker of the program.

The first collaborative effort with the Intergenerational program was the *Hidden Iceberg* series of workshops (two). Over the course of two workshops, both Sherrise and the BIQ team discussed the meaning of anti-racism, shared resources with participants, and used their respective projects as an outlet to discuss issues pertaining to racial discrimination. Sherrise did this in the context of the Project Woke initiative which she led before the beginning of the Intergenerational program.

The second collaborative effort with Sherrise was the Intergenerational Focus Groups. This was the second part of the BIQ Focus Groups and consisted of asking questions and holding discussions with seniors in Quebec's English-speaking Black Community. Ultimately, the project team spoke with 14 members of the Intergenerational Program. For more information, please refer to the *In Focus: Black in Quebec Focus Groups* report.

The third collaboration with Sherrise was a presentation we gave exclusively to healthcare workers as part of Unpacking Racism, a series of workshops which happened at the McGill University Health Center (MUHC).

Researchers Collaborations

The McGill University Human Motivation Lab

Since meeting in the summer of 2020, the research team has worked closely with Dr. Richard Koestner, Director and Founder of McGill's Human Motivation Lab and a Professor of Clinical Psychology at the University. Researchers at his lab such as Dr. Anne Holding, have also been present in discussions between the two teams in regards to collaborations. Much of the collaborative work has centred around the design of the two surveys the Black in Quebec project had undertaken (See Findings- pg.20). For the first survey, Dr. Koestner led the design and dissemination of the survey with the Black in Quebec team offering inputs and suggestions pertaining to the research design (ex. questions) and how to reach the target audience (ie. Black Youth). For the second survey, the roles were reversed with Black in Quebec leading the research design and dissemination and with the Human Motivation Lab offering extensive consultations, assistance in logistics (ex. hosting the survey), and (peer) reviewing our analyses and findings.

Collaborations

Other collaborative efforts have included the reviewing of academic article submissions, holding discussions about potential follow-up research and, working together on a number of grant applications for research funding.

Community Researchers and Institution Collaboration

The Community Economic Development and Employability Corporation (CEDEC)

From the summer of 2020 until March 2021, John Davids of the Black in Quebec project joined a working group which was led by Sterling Lambert, Project Manager at CEDEC, and included team members from both organizations and several more. The purpose of the working group was to discuss collaborating on an initiative to address challenges relating to unemployment and employability in Quebec's English-speaking Black Community (ESBC). The discussions initially began with John presenting much of the research conducted by the Black in Quebec project, and specifically the findings published in the *Analysis of Outcomes and Information Gaps* document, which was used to better inform the working group about the challenges facing the ESBC relating to economic status and employability. The initiative which was developed was named *EmployESBC* and was composed of several workshops, an online job fair event, and a website all made with the target audience being members of the ESBC who were seeking employment. After the success of the job fair event in which more than 20 employers registered and over English-speaking Black job seekers attended, discussions are ongoing about the possibility of a follow-up event.

Community Development Experts and Knowledge Researchers Employment and Youth Engagement Collaborations

Youth 4 Youth (Y4Y) Quebec, The Quebec English-Speaking Communities Research Network (QUESCREN), & The Community Economic Development and Employability Corporation (CEDEC)

Beginning during the summer of 2020, John Davids and Raeane Francis met with representatives from Y4Y Quebec including the Executive Director, Adrienne Winrow and Anna Hunt, Knowledge Mobilization Officer at QUESCREN-Concordia, to discuss the potential of collaborating on an event meant to encourage youth engagement and participation. The event, named the Forum for Youth Insights (FYI), brought young people together with experts across 4 fields of employment: Technology, Vocational Education, Health, & the Arts. The intention was to offer youth a platform to pose questions and discuss their concerns across these sectors with experienced individuals who were themselves, highly experienced across these areas. This was especially relevant given the impact that the COVID-19 pandemic was having on the economic and educational prospects of the young Quebecers. Their interactions with the experts sought to gain clarity pertaining to the state of these sectors and how that affected the prospects of young people aiming to be involved in them.

Challenges & Limitations

COVID-19

The Black in Quebec Project team was hired in late February 2020 and shortly after, the COVID-19 pandemic forced the province from Quebec into a lockdown. The BCRC would close during the lockdown and the project team would work from home and have to make adjustments to the project. Major adjustments included having to become quickly acquainted with new forms of telecommunications (such as Zoom), having to rely heavily on online resources for the research, and having to adjust the research design with this context in mind. Certain institutions that were previously identified as being important settings for the research were cut-off from the researchers due to the lockdown (ex. Universities, libraries, archives, etc.) and the pandemic also had a direct impact on the data collection phase of the research as this had to be done exclusively through online means. Ultimately the pandemic created a great deal of uncertainty and complicated planning and schedules for the project. Conducting research which aimed to capture the state of well-being of the ESBC was more complex due to the state of instability, urgency and uncertainty created by the pandemic.

Data Accessibility and Quality

The Data which the research team was able to access and collect was also a challenge for the project and to some degree, was also impacted by the pandemic. When analyzing currently available data, the project team was heavily reliant on Statistics Canada data. While there are many datasets available on the Statistics Canada website, there were few datasets which are publicly available and crossed the variables of "First Official Language Spoken" and "Visible Minority" in Quebec. Thus, much of the data which the researchers initially consulted covered wider population groups such as Black Canadians or Visible-Minority Quebecers, as opposed to Quebec's ESBC. Eventually, the project team was able to purchase data directly from Statistics Canada in the form of a custom table derived from 2016 Census data and which looked at the population group of Black Quebecer's but which also separated population groups based on language. Thus, the researchers were able to compare the Census outcomes of the ESBC with those of the French-speaking Black Community. Furthermore, the ESBC outcomes could be compared to the total population by cross-referencing the custom table data with other publicly accessible tables from Statistics Canada. Ultimately, the age of the data (2016) and the cost of purchasing data presented a limitation and a challenge faced by the project team.

Challenges & Limitations

Reasons for referring to Census data included the broad scope of the Census sample (nationwide), the frequency of the Census (allowing for historical comparisons), and the wide range of questions asked by the Census (especially in its long form). The information collected in the Census largely aligned with the thematic areas covered by the BIQ Project but there were still some gaps in information. For instance, there was a lot of information which covers the Demographic, Economic, and Educational themes of the project, however, there is little to no information on the Health, Psycho-social, and Socio-cultural themes of the BIQ Project.

The Census is not the only survey carried out by Statistics Canada which collects information on Visible Minority status. Other surveys which collect this information include the Canadian Community Health Survey (CCHS) and more recently, the Labor Force Survey (LFS). While the CCHS asks many questions on health and psycho-social well-being, the project team was unable to access information pertaining to the ESBC specifically on the Statistics Canada website. For the LFS, race based data started being collected in the summer of 2020 but due to limited sample sizes, there was no published information pertaining to Black Quebecers (let alone English-speakers). However, since working to increase their sampling, the LFS now has publicly available tables which cover certain labor force characteristics of Black Quebecers (ex. unemployment rate, participation rate, etc.). (Statistics Canada, 2022 Labor Force Survey)

While Statistics Canada possesses a great amount of data which was of relevance to the BIQ Project, there were not a lot of other sources for comprehensive, detailed information pertaining to the ESBC in Quebec. It should be noted that while Quebec has a provincial institution devoted to Statistics (Institut de la statistique du Québec), race-based data is not collected by province and its institutions. This means that while the province comprehensively collects information across a wide variety of sectors, none of that information speaks to the outcomes of the ESBC let alone racialized communities more generally. This is especially of relevance when considering the responsibilities provinces have over a number of sectors (ex. healthcare, education, etc.), as opposed to the Federal government, and allows for there to be significant information gaps when it comes to understanding the well-being and vitality of racialized groups across Quebec more generally.

Conclusion

The Black in Quebec Project contributed to furthering understanding and research pertaining to the well-being and vitality of Quebec's English-speaking Black Community. The activities the project team engaged in helped the BCRC to be better informed about the state of the ESBC and be better able to deliver resources, services, and make interventions which improve knowledge of the ESBC and facilitate the planning of improvements in the wellbeing of the Community. First, the project compiled and analyzed a wide array of data and information pertaining to the community and has and continues to make that information increasingly accessible through its website, its social media presence, and its overall outreach strategy. The project has contributed to the building of a digital space for Black studies and thought in the context of Quebec. Furthermore, the project team contributed to furthering understanding about the intersection of race and language by observing and highlighting commonalities and differences between the ESBC and FSBC. This was important for helping further analysis and interpretation of the role that language plays in Quebec's society and economy; and its impact on the democratic and constitutional principles of rights and freedom of expression in the context of equality of cultures. It also helped us to understand the role of language in Quebec and how the ESBC differs from other sub-populations. Importantly, the fact is that the ESBC is not a homogenous community. Ultimately, this project aims to build upon the improvements in knowledge about the ESBC and make its accessibility on a timely basis to policy makers, planners and other users in the community at large. There is still much to do from a research perspective and major follow-up work includes the continuous dissemination of the work conducted in a way which prioritizes its accessibility, the continuous designing of research projects meant to directly address information gaps pertaining to the well-being of the community and the search for funding to make these efforts possible.

Ways in which this research could reach more people include making the project website more user-friendly, interactive, and informative by increasing the number and types of resources available, and their visibility. Furthermore, through the BCRC's Outreach initiatives, which include not only services or interventions but discourses with community stakeholders, more individuals and organizations can be made aware of the resources available.

Follow-up research initiatives which would aid the BCRC in being better informed about the community (ESBC) include gaining access to larger, disaggregated data sets so that researchers could have access to a larger, more representative sample of respondents to conduct an analysis. Furthermore, while the BIQ project took a holistic approach which consisted of observing distinct thematic areas to attempt to gain a well-rounded level of understanding of the communities vitality and well-being, future research can also benefit from a more focused study that is in-depth and centered around one or two areas.

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