



**ALL  
WELCOME  
HERE**

# Who is **All Welcome Here?**

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## **All Welcome Here Rural BIPOC Association**

**Is focused on connecting residents to  
each other, to anti-racist education, and  
to pathways to local action.**

Founded in  
**2018**

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Received  
**\$4000**  
municipal  
grant in 2020

# BIPOC Survey

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**As more people  
choose to call PEC  
home, our BIPOC  
community is  
also growing**



**As the BIPOC  
community grows, so  
do reports of racist  
incidents happening  
across PEC**



**Data can help  
identify problems  
and target solutions**

# BIPOC Survey

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We created an online survey for BIPOC residents focusing on the following 4 main areas:

- basic demographic information
- racial info about yourself and your household
- your experience in Prince Edward County
- what do you want/need from All Welcome Here

We used social media to inform BIPOC and purchased advertising in the Picton Gazette

106 responses were received and 43 full surveys were completed.

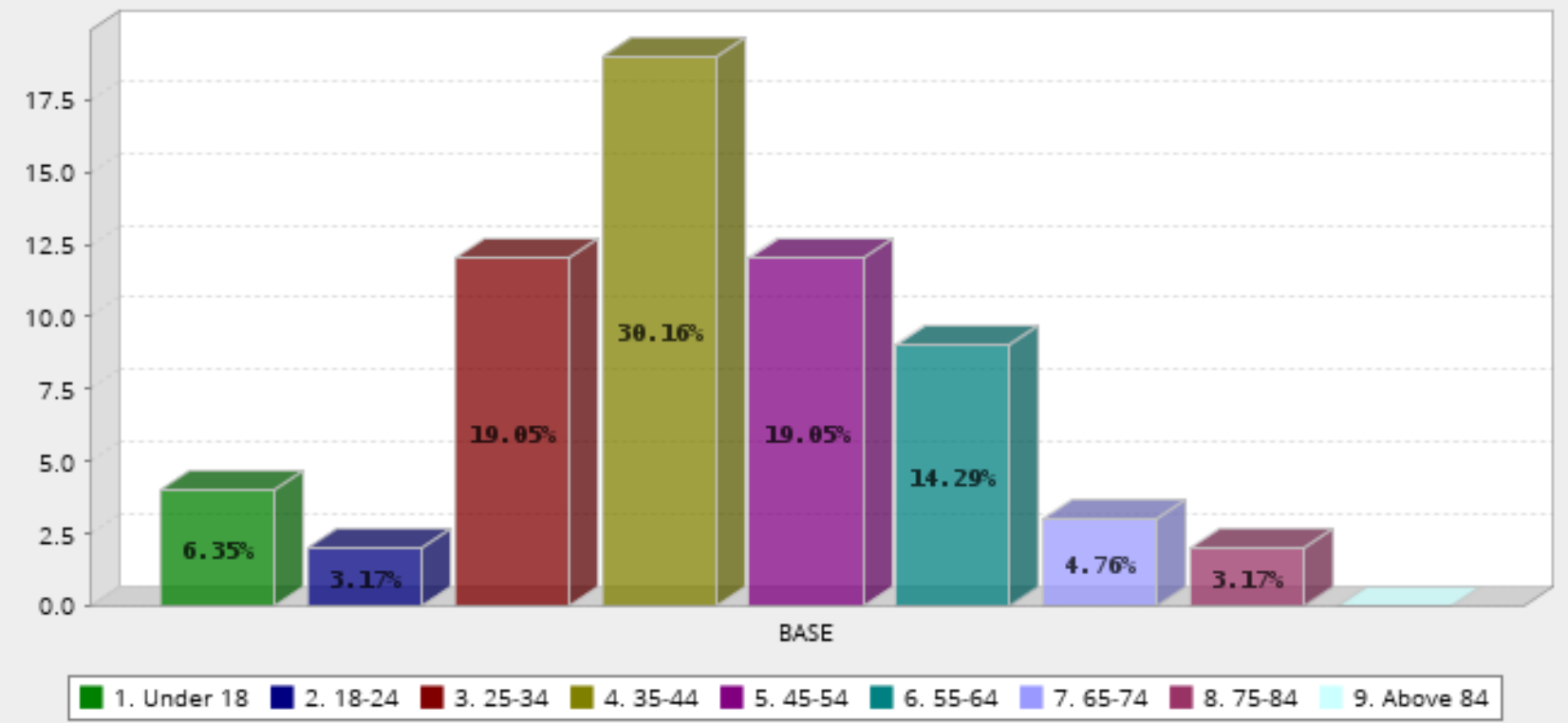
# Here's what we learned...

## ...Demographics

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<b>1</b>	<b>Age</b>	→ Most between 25 - 54	68%
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<b>2</b>	<b>Income</b>	→ Income over \$75K/year	46%
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<b>3</b>	<b>Employment</b>	→ Work full time → Self employed	44% 30%
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<b>4</b>	<b>Education</b>	→ Majority have post-secondary education → Graduate/multiple degrees	86% 26%

# What is your age?

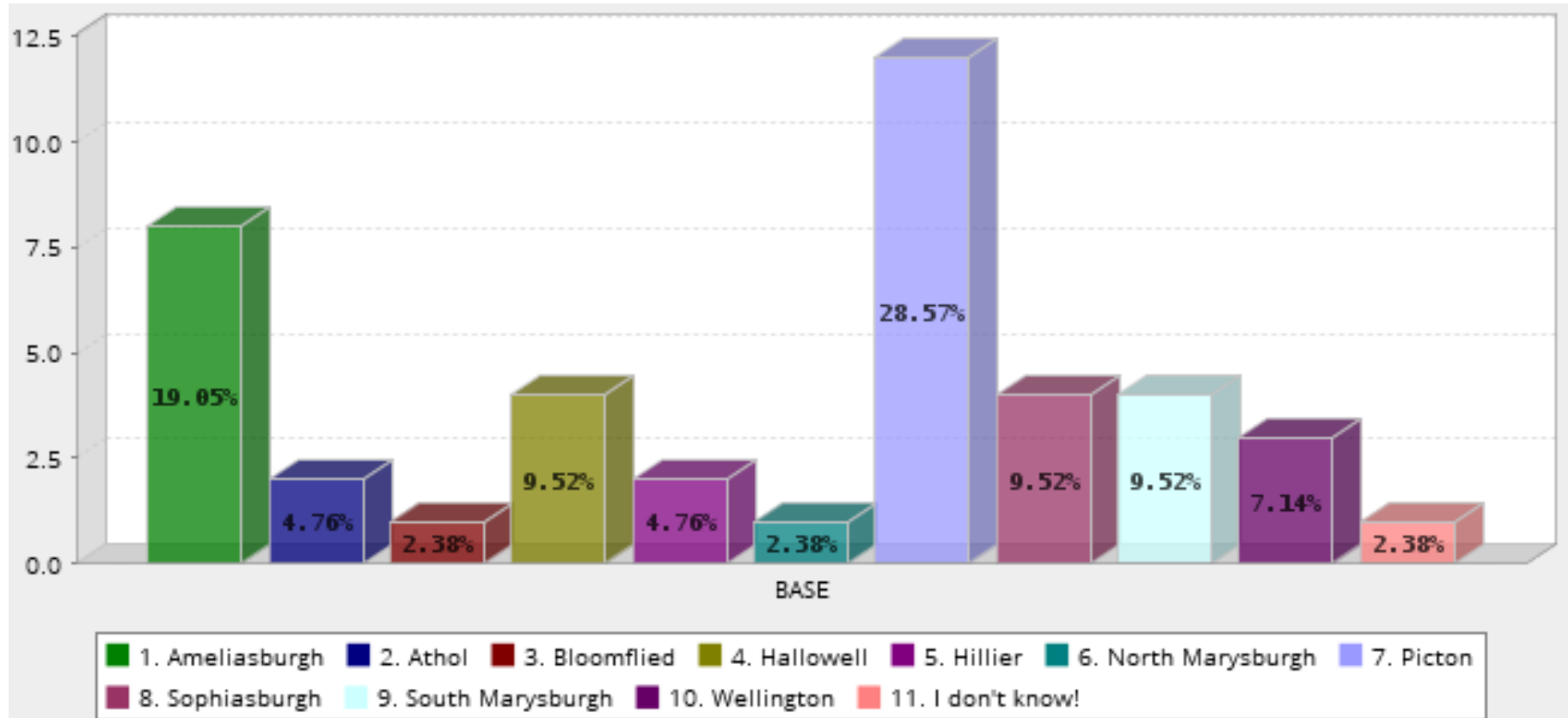


# Here's what we learned... ...in the County

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<b>1</b> Residency	→ Reside full time	83%
	→ Own our homes	86%
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<b>2</b> Children	→ Attending school in the County	38%
	→ Attending school outside the County	24%
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<b>3</b> Where	→ Picton, Ameliasburgh most popular	29% & 19%
	→ Reside in every ward	52%
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<b>4</b> Time	→ Less than 3 years residence	32%
	→ More than 15 years residence	26%

# In which ward do you reside?





# Here's what we learned...

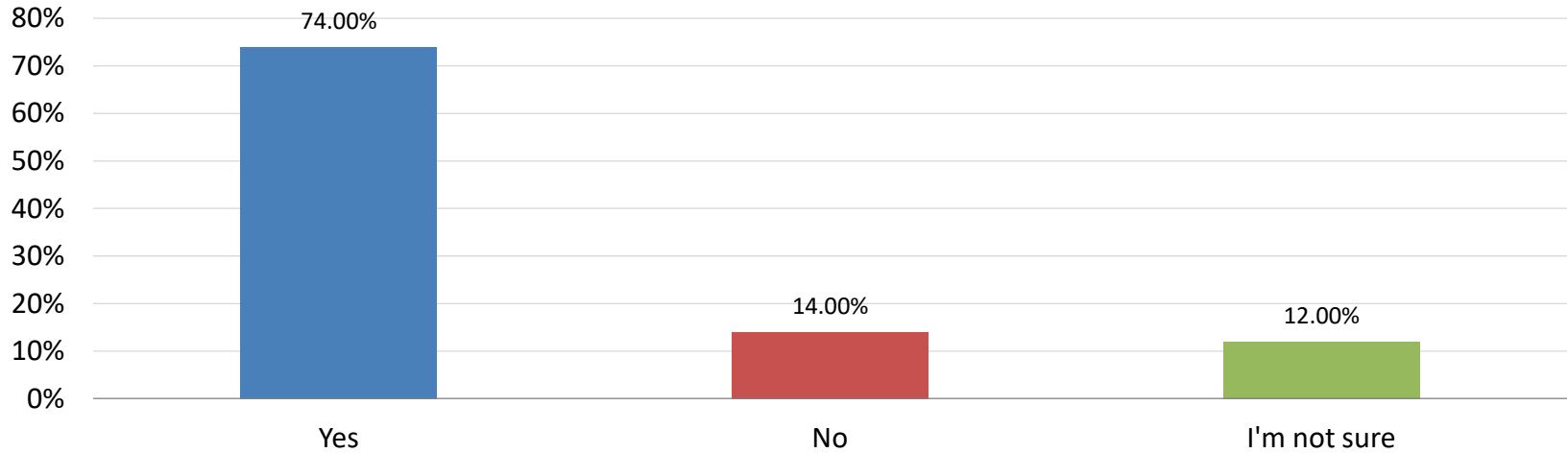
## ...Race in the County

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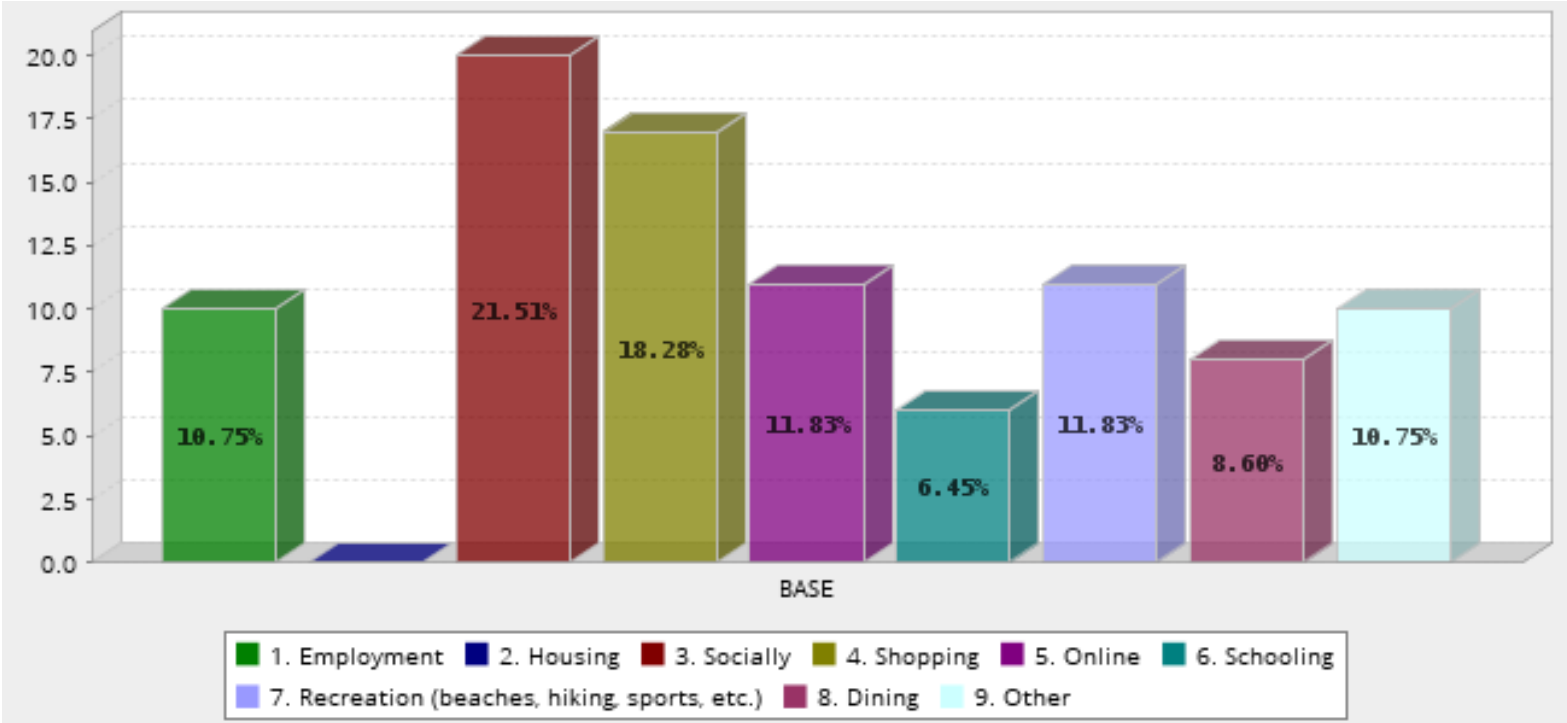
<b>1</b>	<b>Racial Identity</b>	→ Indigenous, Black , Asian, Latina/o, Asian, South Asian, Arabic	100%
		→ Biracial or Multiracial	27%
<b>2</b>	<b>Language</b>	→ 100% speak English	
		→ Spanish, Tagalog, Hindi, German, Italian, Punjabi, Arabic	23% <i>second language</i>
<b>3</b>	<b>Racism</b>	→ Most have experienced racism here	74%
		→ Worse than prior home	69%
<b>4</b>	<b>Where</b>	→ At work, shopping, online, socially, at school, recreation	

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# Have you experienced racism in Prince Edward County?



# Where have you experienced racism in Prince Edward County?



# Racism in Prince Edward County

*Unwarranted police attention (walking down the street, refilling washer fluid, entering own home) and over policing (multiple cruisers for traffic stops) – these are summary comments redacting identifying information and specifics*

“Being referred to as ‘You people’ or ‘ go back where you come from’ 4. Being treated very differently or more pleasant once an individual realizes my partner is a Caucasian male”

“My friends have told me that someone has called me the N Word behind my back.”

“Comments made in social settings, most are made in a supposedly "joking" manner.”

“A guy in school would call me the n-word every time he saw me, after he found out I was partially black. A (different) guy started trying to compare me to drinks (mocha, latte, etc) after he found out I was mixed, trying to find the “right ratio””

“Going to a restaurant and be told that there are no tables available but when my white husband comes in that a table becomes available.”

“The kids attended Kente PS, we moved them back to city schools.”

“Followed in a store” *(reported by four respondents)*

“Too much to put here.”

# **In March 2021, we sought Council's leadership in issuing a clear statement on anti-racism in our community**

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**We recommended specific wording for such a statement**

**We recommended a four-pronged approach including**

- Municipal policy**
- Education**
- Complaint Mechanism**
- Diversify Council**

## **What has been done?**



**BIPOC  
of PEC**



**ALL  
WELCOME  
HERE**

**Thank you**

**Questions?**