



ARNPRIOR

Town of Arnprior

Culture and Diversity Advisory Committee Meeting

Date: Tuesday, April 2nd, 2024

Time: 6:30 PM

**Location: Arnprior and District Museum – Community Room
35 Madawaska Street, Arnprior, ON K7S 1R6**

1. Call to Order
2. Roll Call
3. Land Acknowledgement
4. Adoption of Agenda
5. Disclosures of Pecuniary Interest
6. Adoption of Previous Minutes
 - a) **Committee Minutes – March 4th, 2024** (Page 1-4)
7. Presentations / Delegations
 - a) **Cultural Night Market Update**, Oliver Jacob, CSC (Page 5-25)
 - b) **Community Profile and Understanding Qualitative Data**, Oliver Jacob, CSC, and Emily Stovel, Manager of Culture / Curator (Page 26-75)
 - c) **Curator's Report**, Emily Stovel, Manager of Culture / Curator (verbal)
8. Matters Tabled / Deferred / Unfinished Business
9. Staff Reports (by Department)
10. New Business
 - a) Inclusive Marketing
 - b) Roundtable Discussion
11. Adjournment

The agenda is made available in the Clerk's Office at the Town Hall, 105 Elgin Street West, Arnprior and on the Town's [Website](#). Persons wishing to receive a print item on the agenda by email, fax, or picked up by hand may request a copy by contacting the Clerk's Office at 613-

623-4231 ext. 1840. The Agenda and Agenda items will be prepared in an accessible format upon request.

Full Distribution: Council, CAO, Town Staff, Committee Members

E-mail to: Metroland Media, Oldies 107.7 / My Broadcasting Corporation, Valley Heritage Radio



ARNPRIOR

**Minutes of the Culture and Diversity Advisory Committee Meeting
March 4th, 2024
6:30 PM
Council Chambers – Town Hall**

Committee and Staff Attendance

Committee Members Present:

Chris Couper, Councillor
Dan Lynch, Councillor
Michael Bradley, Committee Member
Leslie Anne Hook, Committee Member
Jennifer McGuire, Committee Member
Jo Ann Pecaskie, Committee Member
Gaganpal Singh Bhasin, Committee Member

Town Staff Present:

Robin Paquette, CAO
Kaila Zamojski, Town Clerk
Emily Stovel, Manager of Culture /
Curator
Graeme Ivory, Director of Recreation
Oliver Jacob, Client Services
Coordinator

1. Call to Order

Robin Paquette, CAO, called the meeting to order at 6:30 PM and welcomed those present.

a) Introduction of Members

All committee members introduced themselves, shared their background and noted their vision for participation in the Town's Culture and Diversity Advisory Committee.

b) Election of Chair and Vice Chair

Following a call for interest, the following motions to appoint committee presiding officers were entertained by the committee:

Resolution Number 001-24
Moved by Leslie Anne Hook
Seconded by Chris Couper

That the Culture and Diversity Advisory Committee appoint Michael Bradley to serve as its Committee Chair for the 2022-2026 term of Council or until their successor is appointed.

Resolution Carried

Resolution Number 002-24
Moved by Dan Lynch
Seconded by Chris Couper

That the Culture and Diversity Advisory Committee appoint Chris Couper to serve as its Committee Vice Chair for the 2022-2026 term of Council or until their successor is appointed.

Resolution Carried

2. Roll Call

The roll was called, with all Members of the Committee being present.

3. Land Acknowledgment

Chair Michael Bradley asked everyone to take a moment to acknowledge and show respect for the Indigenous Peoples as traditional stewards of the land we operate on, by stating:

“I would like to begin by acknowledging that the land on which we work and gather is the traditional unceded territory of the Anishinaabe People. This Algonquin Nation have lived on this land for thousands of years, long before the arrival of the European settlers, and we are grateful to have the opportunity to be present in this territory.”

4. Adoption of Agenda

Resolution Number 003-24
Moved by Leslie Anne Hook
Seconded by Jo Ann Pecaskie

Be It Resolved That the agenda for the Culture and Diversity Advisory Committee Meeting dated Monday, March 4th, 2024 be adopted.

Resolution Carried

5. Disclosure of Pecuniary Interest

None

6. Adoption of Minutes of Previous Meeting(s)

None

7. Presentations/ Delegations

a) Culture and Diversity Advisory Committee Terms of Reference

Oliver Jacob, Client Services Coordinator, provided a PowerPoint Presentation and responded to questions.

Discussion ensued amongst Committee Members with the following being a summary of the comments noted:

- The names of committee members will be added to the CDAC webpage on the Town's website.
- Following each meeting, Committee members identified that "Committee Meeting Highlights" may be an effective tool shared through the Town's social media channels, similarly to the Council Highlights that are shared after Council Meetings. Committee members also noted that the first committee highlights post should also recognize the work of the former Inclusivity and Diversity Advisory Committee (IDAC). Staff agreed to review and report back to the committee on implementation.

b) Inclusivity and Diversity Advisory Committee History and Background

Oliver Jacob, Client Services Coordinator, provided a PowerPoint Presentation and responded to questions.

Discussion ensued amongst Committee Members with the following being a summary of the comments noted:

- A follow-up environmental scan may be a helpful tool to assess the changes in lived experience in the community since the 2022 public survey was completed.
- Additional data collection methods beyond an online survey should be investigated, to ensure that the sample is representative of the targeted demographics. It will be important to consider how to best obtain feedback from marginalized community members, so that we have an understanding of the lived experiences across our community.

c) Cultural Planning at the Arnprior and District Museum

Emily Stovel, Manager of Culture / Curator, provided a PowerPoint Presentation and responded to questions.

Discussion ensued amongst Committee Members with the following being a summary of the comments noted:

- It is important that cultural programming be developed by and with diverse community members ("nothing without us about us") and it will be necessary to include elders and knowledge keepers in program planning.
- Creating a safe space where everyone feels that they belong in our community is an essential component to cultural planning, and it will be helpful to find both formal and informal ways to engage with all community voices (i.e. attend community events, host meetings at neutral locations, etc.)
- The next CDAC meeting will take place at the Arnprior and District Museum (35 Madawaska Street, Arnprior, ON K7S 1R6) with future location direction to be made after that meeting.

8. Matters Tabled/ Deferred/ Unfinished Business

None

9. Staff Reports

None

10. New Business

a) Roundtable Discussion

Robin Paquette, CAO, shared that this item on the Agenda is an opportunity to share any questions, comments, thoughts and perspectives.

- A smudging ceremony would be a potential educational opportunity for the community in addition to ceremonies of cultural significance from other cultures.
 - Should a smudging activity be held, it should be offered as a public event that is open to all community members with an invitation to CDAC members and Town Council / Staff. It will be important to clearly articulate the purpose and role of smudging ceremonies to ensure that they are inclusive for all community members.
- Further discussion would be helpful around special events, festivals and non-Christian religious holidays and the implications of Town policies and by-laws (i.e. Proclamations Policy, Fireworks By-Law, etc.).
- Additional ideas were shared for events/activities and programs that could be implemented by the Recreation Department (ie. the sport Cricket).

11. Adjournment

Resolution Number 004-24

Moved by Dan Lynch

Seconded by Gaganpal Singh Bhasin

That the Culture and Diversity Advisory Committee adjourn at 8:24 PM.

Resolution Carried



ARNPRIOR
• WHERE THE RIVERS MEET •

Cultural Night Market Update

Oliver Jacob
Client Services Coordinator
April 2nd, 2024



Background

Date: August 24th, 2024

Time: 4:00 PM to 9:00 PM

Location:

Downtown Arnprior (John Street North and Elgin Street West)



Photos by Celine McCorkell Photography



Event Mission

Our Cultural Night Market showcases artists, vendors, and artisans from a variety of cultures to celebrate the rich diversity of Arnprior and beyond.





Call for Proposals

- The Call for Proposals was launched on Friday, January 26th, 2024 and the first round of applications closed on February 29th, 2024.
- Application included:
 1. Vendors / Artists
 2. Performers



Photo by Celine McCorkell Photography



Application Summary

- A total of forty-one (41) vendor applications were received by the original deadline (including two that have since been withdrawn).
- Since then, six (6) additional vendor applications have been received.



Photo by Celine McCorkell Photography



Self-Identification

The application asked participants to self-identify if they identified with any of the five (5) broad categories of diversity that are the same as the CDAC membership criteria.

Response	Number of Booths	Percentage of All Booths
Yes	25 Booths	48.1%
No	21 Booths	40.4%
Prefer Not to Answer	6 Booths	11.5%
Total	52 Booths	100%



Self-Identification

Response	Number of Booths	Percentage of All Vendor Booths
Indigenous, Black, and People of Colour (IBPOC)	10 Booths	19.2%
Racialized people, people of diverse ethnic or cultural origin, and marginalized community members	3 Booths	5.8%
2SLGBTQ+ community members	10 Booths	19.2%
Newcomers and New Canadians	1 Booths	1.9%
Persons with disabilities	6 Booths	11.5%
Other under-represented and/or marginalized communities	1 Booth	1.9%
Total	25 Booths	48.1%



Vendor Types

Vendors identified their types and some corrections have been made to reflect appropriate categorization.

Response	Number of Booths	Percentage of All Booths
Regular Vendor	47 Booths	90.4%
Youth Vendor	1 Booths	1.9%
Not-for-Profit Organization	4 Booths	7.7%
Total	52 Booths	100%



Vendor Categories

Response	Number of Booths	Percentage of Vendor Booths
Food and Beverages	15 Booths	28.8%
Restaurant Patio	4 Booths	7.7%
Arts and Crafts	8 Booths	15.7%
Jewelry	5 Booths	9.5%
Bath and Home Products	15 Booths	28.8%
Other (incl. Not-For-Profit Organizations)	5 Booths	9.5%
Total	52 Booths	100%

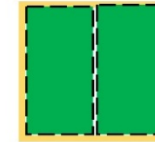
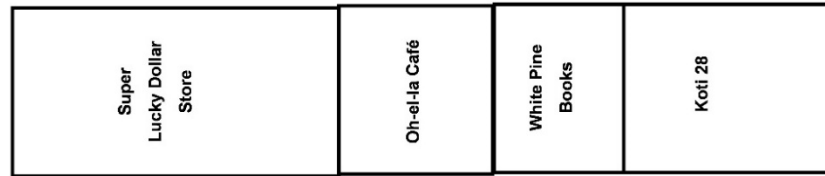


Event Layout

Locations	Vendor Booths	Seating Booths	Other Booths*
John Street North (between Madawaska Street and Elgin Street West)	26 Booths	4 Booths	8 Booths
Elgin Street West (between John Street North and Daniel Street North)	27 Booths	2 Booths	3 Booths
Total	53 Booths	6 Booths	11 Booths

* Other Booths column includes Town Booth, Museum Booth, First Aid Booth, Storyteller Booth(s) with seating, etc.

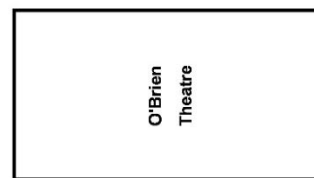
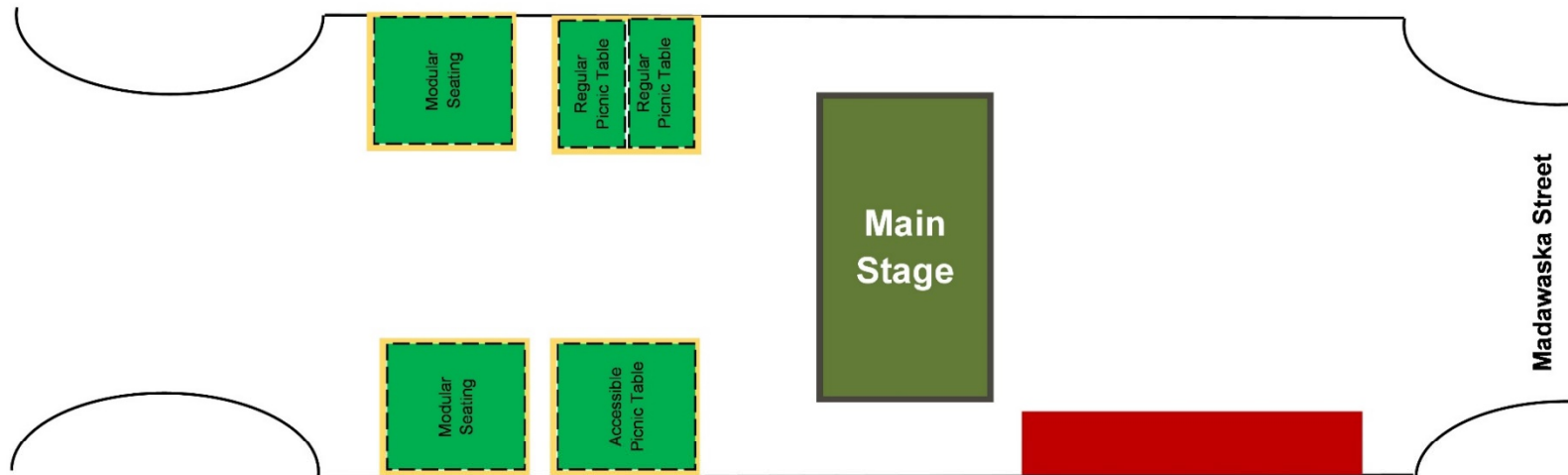
Event Layout



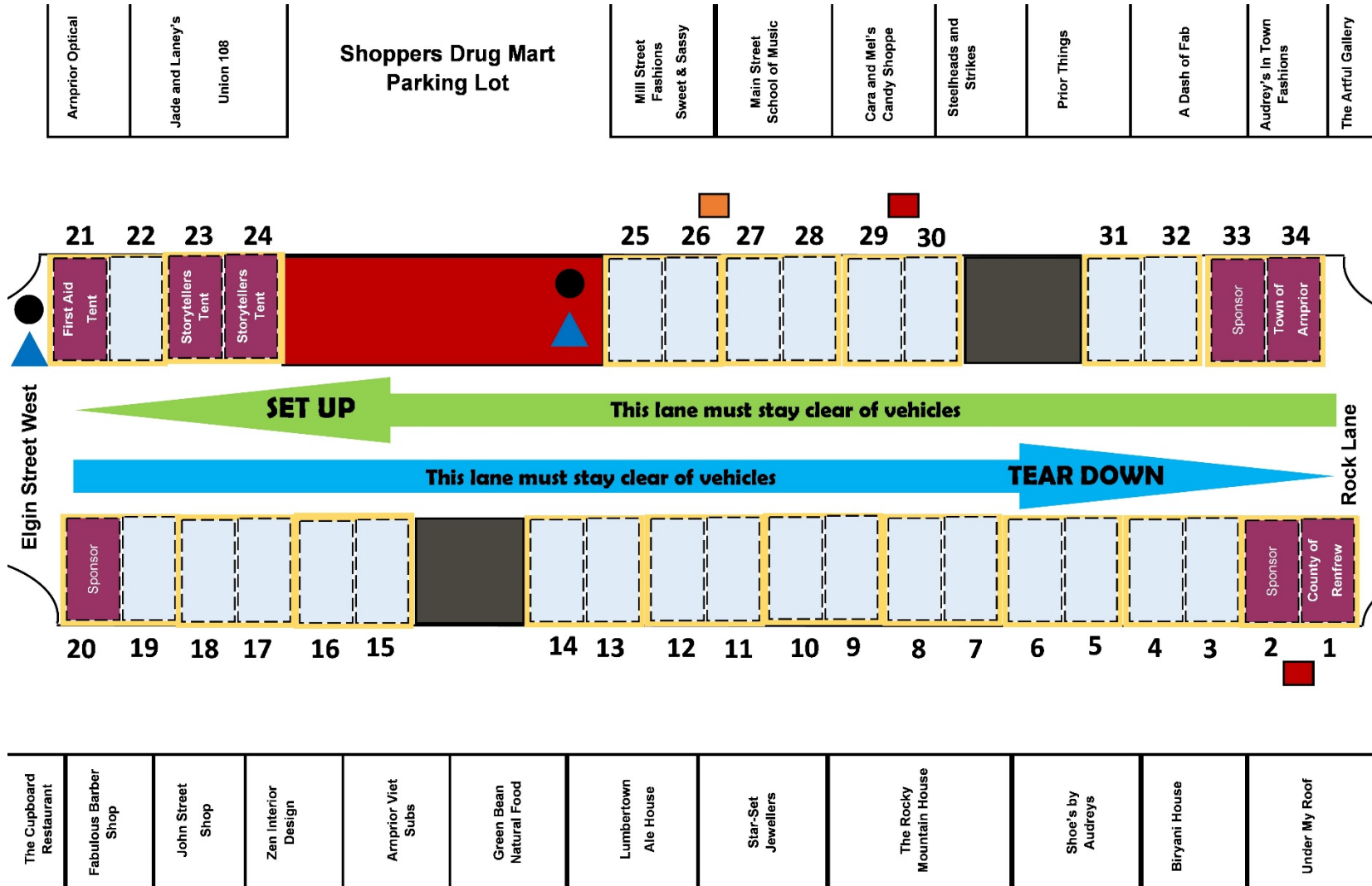
Picnic Tables Needed:

- 1 Accessible Picnic Table
- 2 Regular Picnic Tables
- 2 Modular Seating

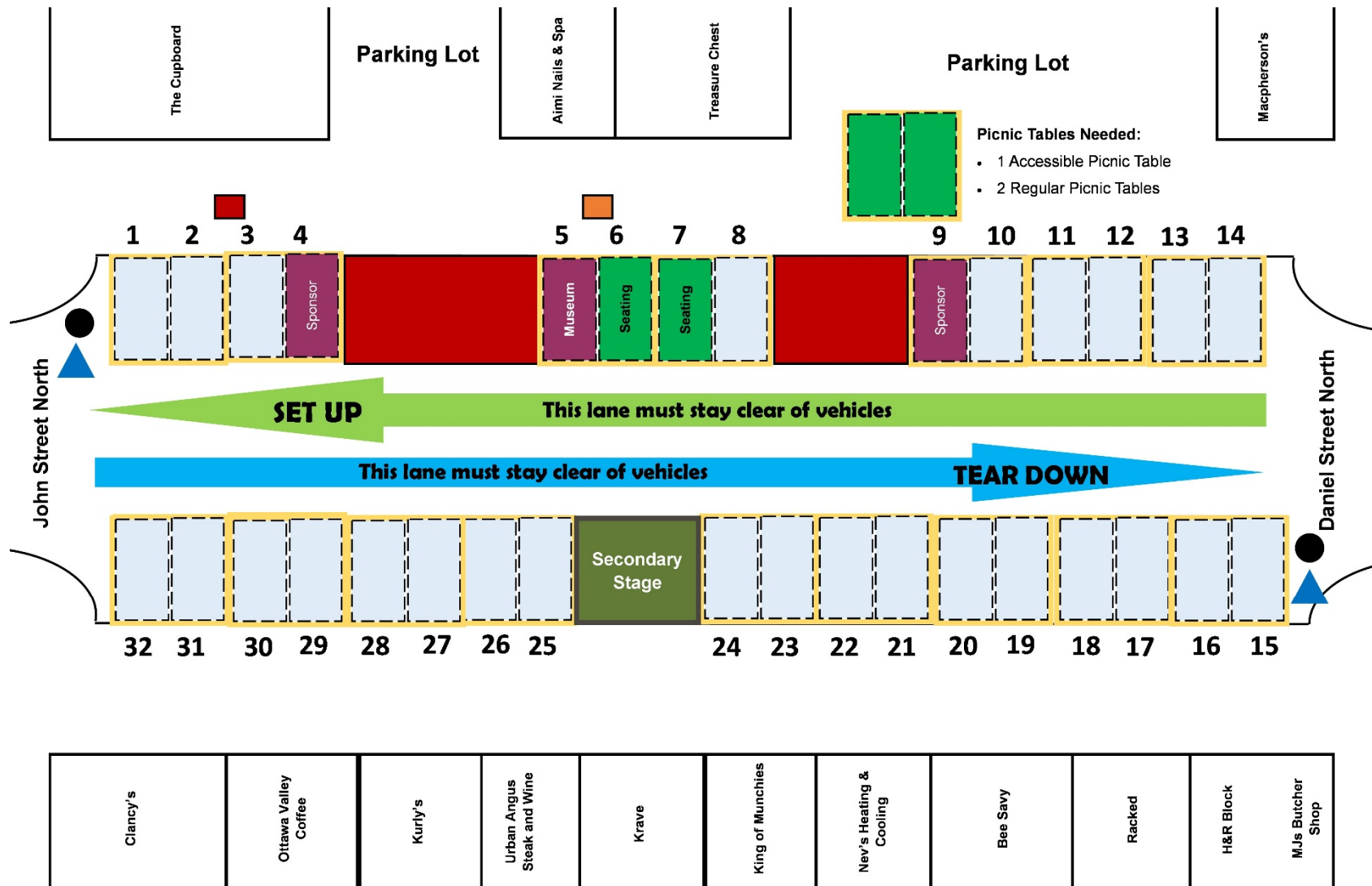
Rock Lane (closed to vehicular traffic)



Event Layout



Event Layout





Vendor List

Food and Beverages

1. Just Perogies (2)
2. White Pine Bison (2)
3. Fun-Days (2)
4. Sugar Daddy's Cotton Candy
5. Mallard's Milk Bar
6. Biryani House Arnprior
7. Jiny's Kimchi
8. Falafel Guys
9. Kanata Soup Co.
10. Feo Bubble Tea

Food and Beverages cont.

11. Nala's Kitchen
12. Anson's Mandazis

Restaurant Patio

12. Urban Angus Steak & Wine (4)



Photos by Celine McCorkell Photography



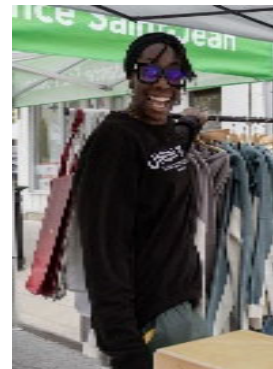
Vendor List

Arts and Crafts

1. Warnock Wares
2. Funko Tribe (2)
3. Birdie Blocks inc
4. Akon Crochet
5. Yours To Love
6. Eiralize Dreams
7. Sew Crafty

Jewelry

1. Jewelry by Joss
2. Flowing Soul Circle
3. Falcon Feather Creations
4. WristJoy
5. Creations mARTine



Photos by Celine McCorkell Photography



Vendor List

Bath and Home Products

- Mini Moo Soap
- Scentsy / Get Lit With Liam
- Beyond the Crystal (2)
- The Crafty Pineapple
- Satura Bath & Body Company
- Prior Beauty
- Ultra Riche Products
- I Am Innergoddess
- Baskk
- Luroma Therapy
- PurePotions by Majida

Bath and Home Products cont.

- SoapLadz
- ChrisTina Studio (2)

Other Products

- Henna Essence
- Pflag Canada - Arnprior Chapter
- Arnprior McNab-Braeside Archives
- Local Immigration Partnership of Renfrew and Lanark (LIP)
- Two Rivers Musical Productions



Other Booths

1. Town of Arnprior
2. Arnprior and District Museum
3. County of Renfrew
4. First Aid Tent
5. Sponsor No. 1
6. Sponsor No. 2
7. Sponsor No. 3
8. Sponsor No. 4
9. Sponsor No. 5
10. Storytelling Space
11. Storytelling Space



Photos by Celine McCorkell Photography



Outreach to Vendors

- Outreach has been made to cultural vendors from other similar events in Ottawa, Kingston and past local events (Eastern Ontario).
 - Over forty (40) additional vendors have been contacted by email.
- Call for Proposals form is still active until such time as all vendor spaces are filled; however, those in the first round will be given priority due to the timeliness of their applications.

Application Form: www.arnprior.ca/nightmarket



Performers

- Applications for Performers have also been received through the Call for Proposals.
 - **MC Application – Chris Kyte**
 - **Performer Applications:**
 - CHASE (Live Music - solo)
 - Unsociably High (Live Music - band)
 - Ka Records (Live Music - solo)
 - Fred Dell'Amcio (Live Music - solo)
 - Tocani (Live Music – band and Dance)
 - Benedictus Mattson and Stacey Can-Tamakloe (Dance)
 - School Of Indian Folk Arts & Tradition Inc. (Dance)
 - Sadaf Amini (Live Music - solo)
 - Holli Cow (drag performance)



Discussion Questions

- We are proposing to have a Storytellers Booth where we invite storytellers from the community to share their cultural stories and perspectives during pre-determined time blocks. Do you have any suggestions as to themes or topics to search out?
- Are there any gaps in the diversity of vendors that you would recommend that staff do targeted outreach to address?
- In terms of performers, we are aiming to be as inclusive as possible on both of our stages (main stage and “busker” stage). Are there any genres / types of performers that are of particular interest?

Questions?



• WHERE THE RIVERS MEET •



Community Profile and Understanding Qualitative Data

Oliver Jacob, CSC

Emily Stovel, Manager of Culture / Curator



Background

In order to provide a solid foundation for the work of the Culture and Diversity Advisory Committee, this presentation will review:

A. Understanding Community Profiles

- Arnprior's Community Profile (Census)
- Other Statistical Information

B. Understanding Qualitative Data

- Mini Workshop
- Reviewing IDAC Survey Results



Understanding Community Profiles

Community Profiles

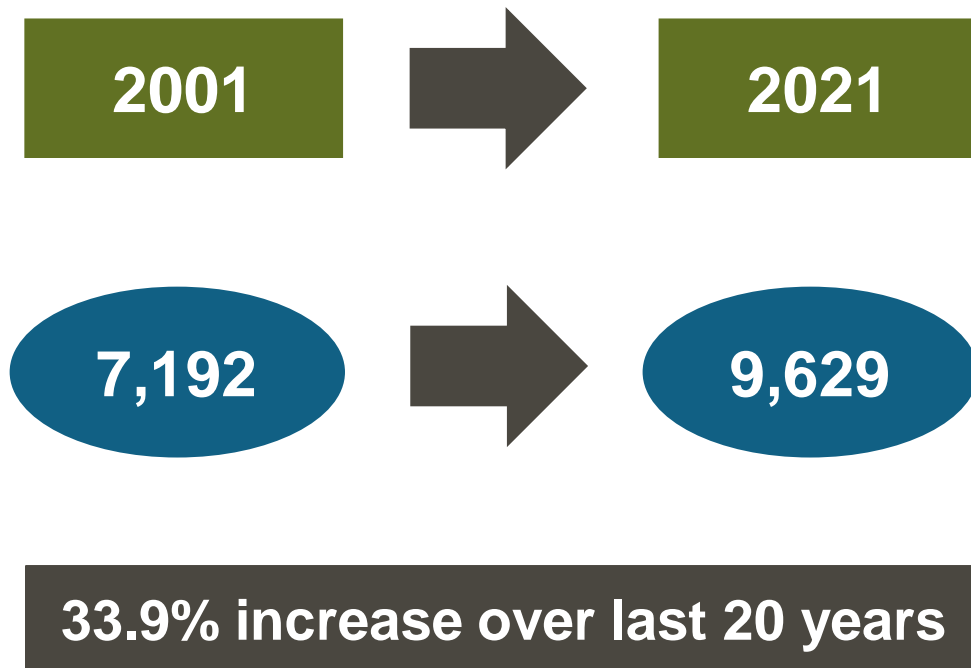


Community Profiles are intended to provide a statistical foundation for the local population at a unique point in time

- **Canadian Census of the Population**
 - Conducted every 5 years (2016, 2021)
 - Next Census: **May 2026**
- This presentation is representative of the local census division “[Arnprior \(Town\)](#)”



Population Overview



Year	Population
2001	7,192
2006	7,158
2011	8,114
2016	8,795
2021	9,629

Since 2016, Arnprior's population has grown by over 9.5% with strong growth expected to continue as new housing development is completed over the next 20 years.

Gender

Within the Town of Arnprior, the gender breakdown is fairly consistent over the last 20 years with 47-48% men and 52-53% women.

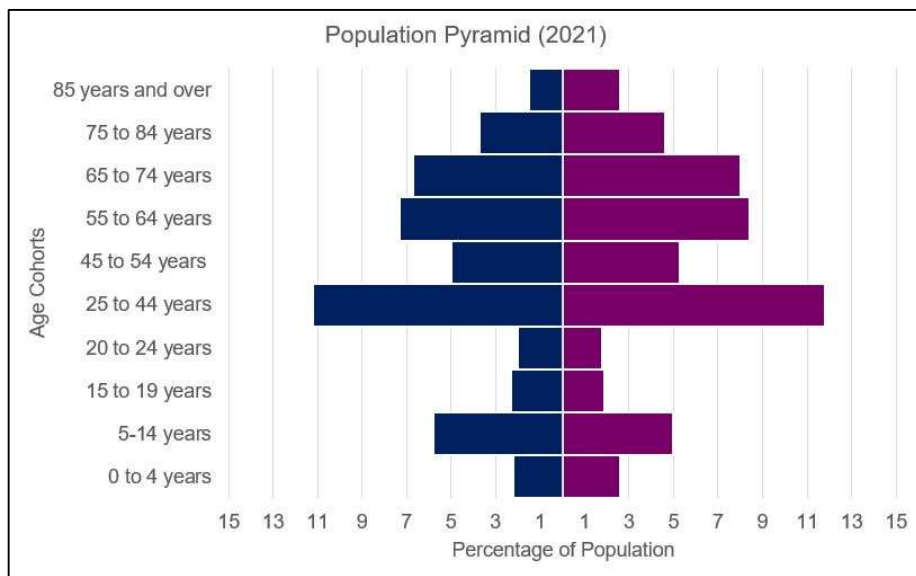
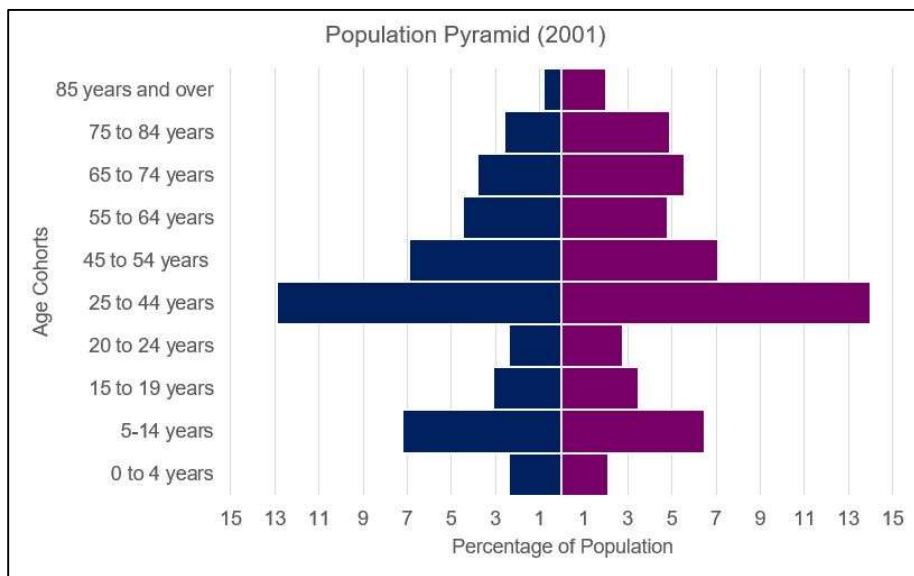
Year	Men+	Women+
2001	3,350	3,845
2006	3,350	3,810
2011	3,860	4,255
2016	4,165	4,635
2021	4,595	5,030

Note: The 2021 Census was the first Census to include an option for non-binary individuals. Due to the small sample, these results have been distributed into the other two gender categories by Statistics Canada based on the participant's self-identification.

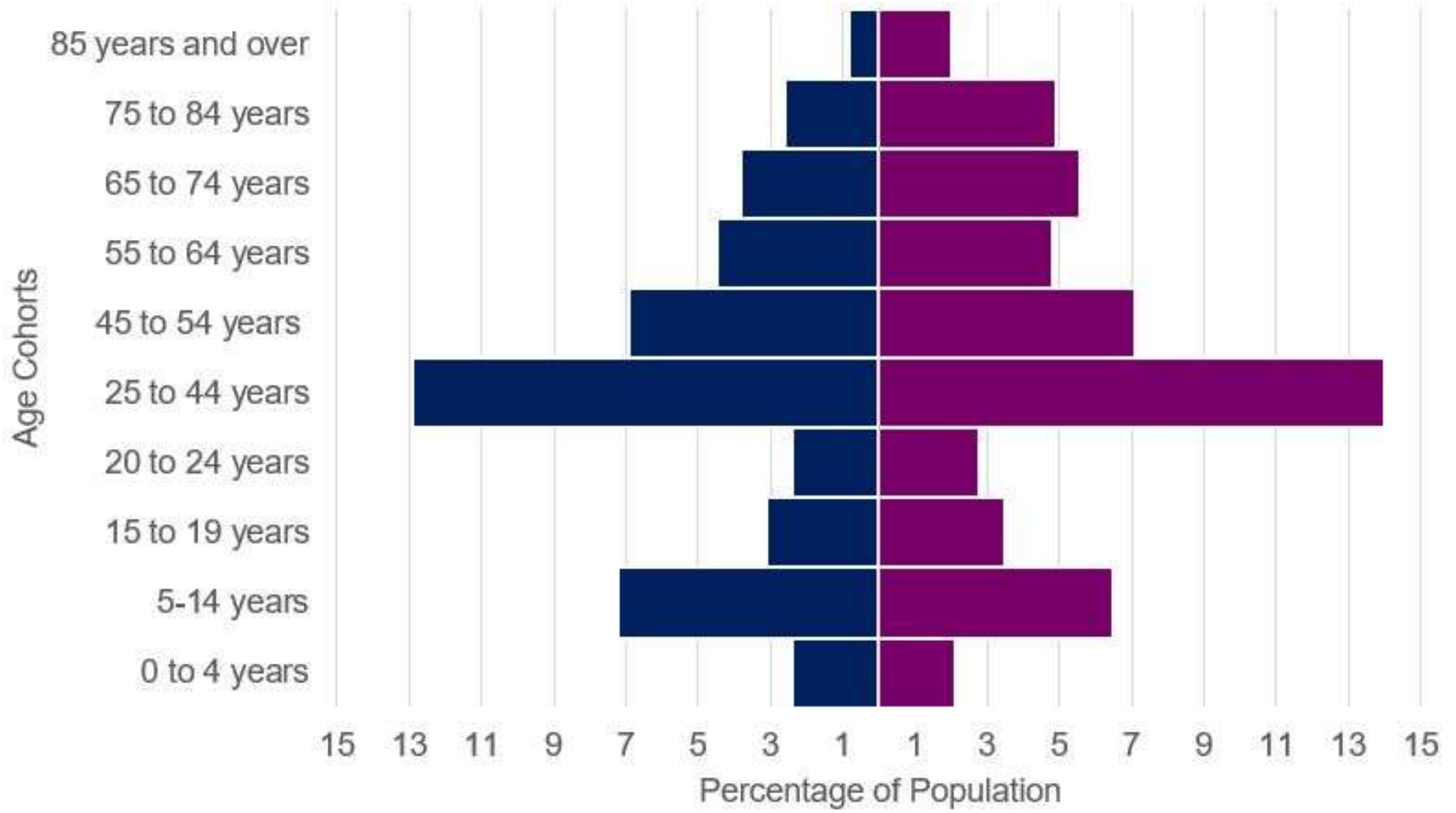


Age Demographics

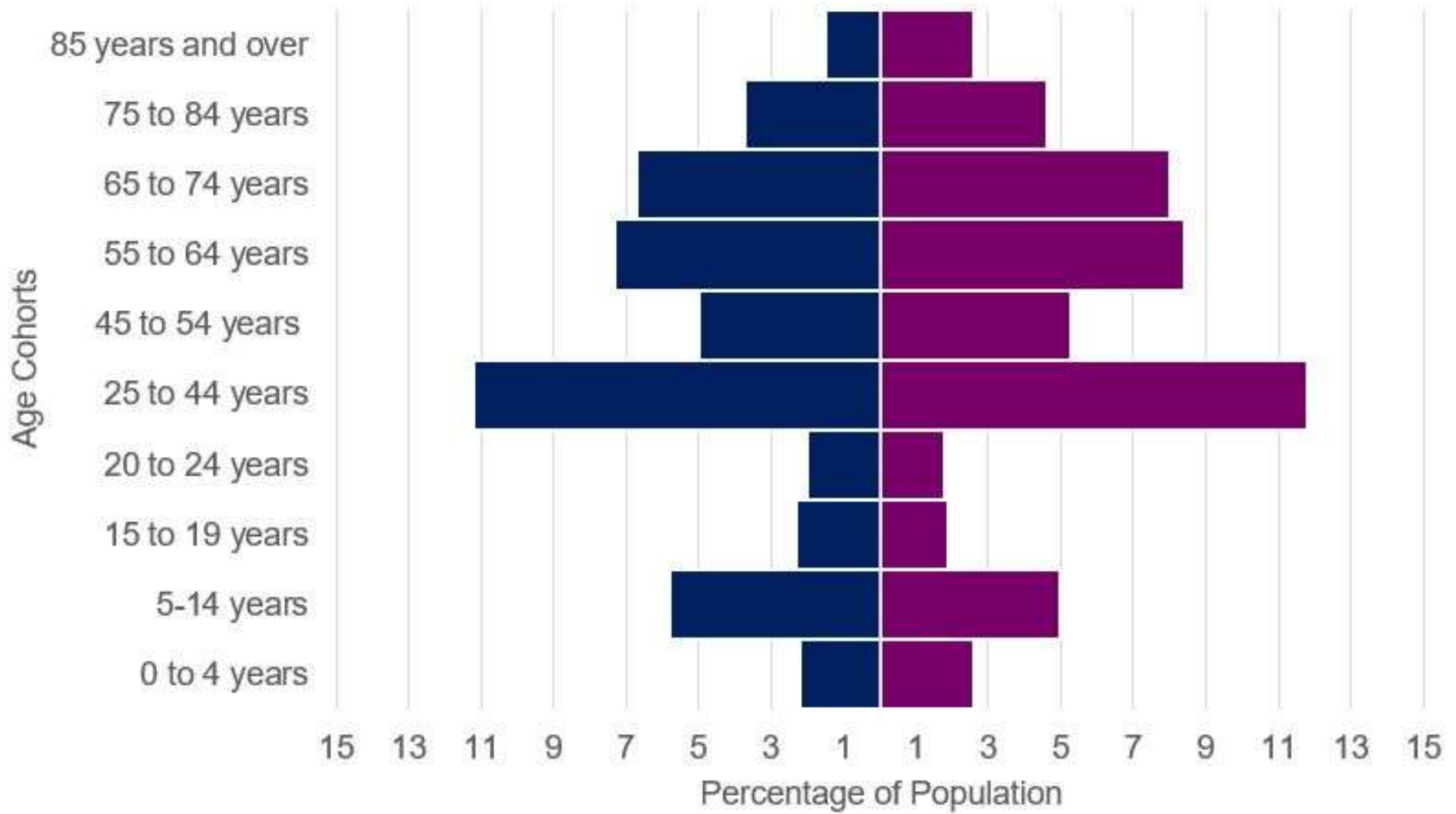
The population pyramids for 2001 and 2021 demonstrate that there has been significant upward movement in the 55+ age cohort with a reduction in youth (under 25).



Population Pyramid (2001)



Population Pyramid (2021)



Language

An individual's mother tongue is the first language that someone learned at home in childhood and still understood by the person at the time the data was collected.

Response	2001 Results	2021 Results
English	90.8%	90.0%
French	4.7%	4.0%
Non-Official Languages	2.9%	4.2%

Notes: The top non-official languages in 2021 are Polish, German, Spanish, Dutch, Gujarati, Urdu, Arabic, Portuguese, Hungarian, Tagalog (Pilipino, Filipino), Malayalam, Tamil, Ukrainian, Italian, and Mandarin.



Ethnic or Cultural Origin

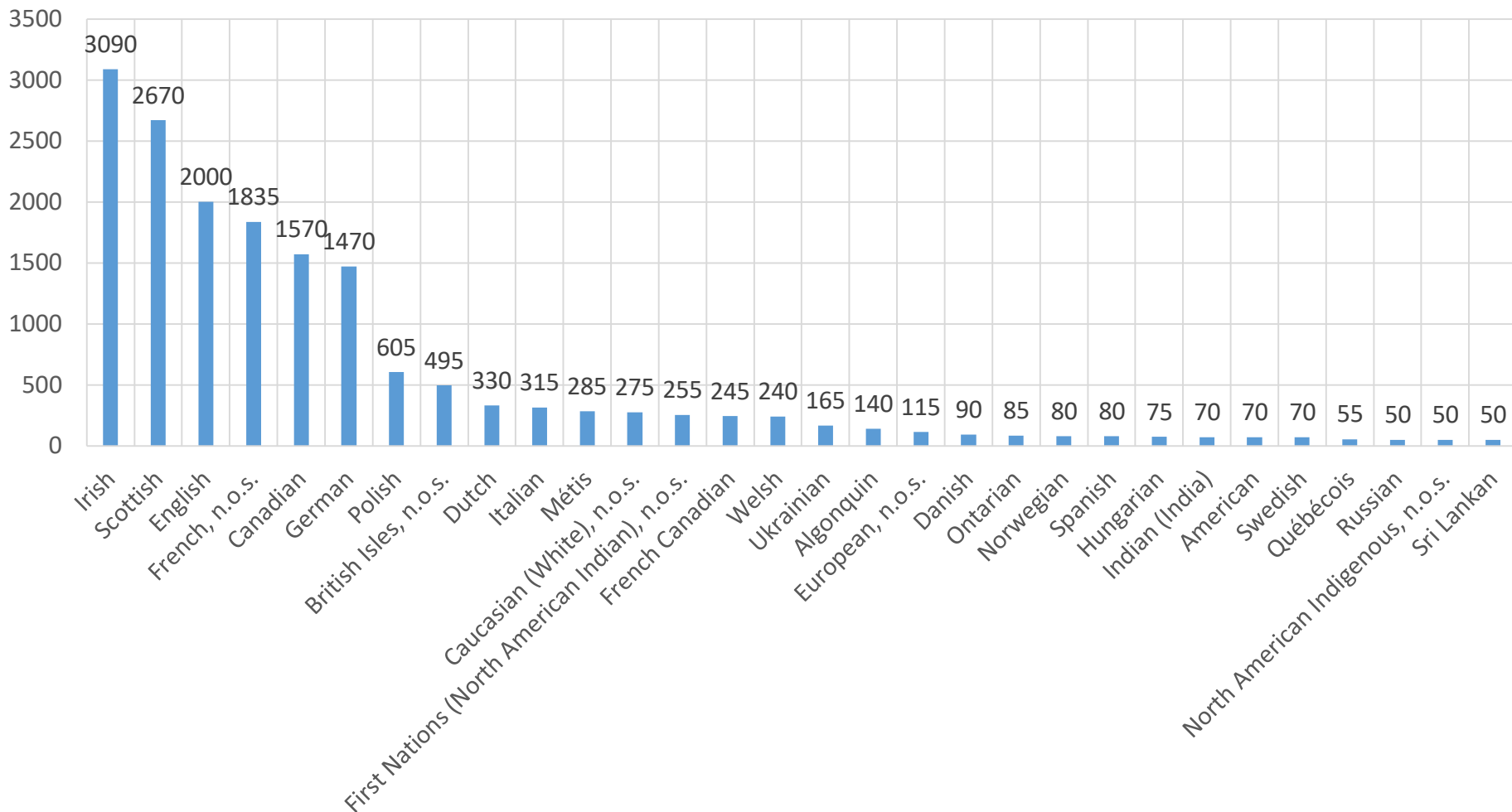
Ethnic or cultural origin refers to the ethnic or cultural origins of the person's ancestors. Ancestors may have Indigenous origins, or origins that refer to different countries, or other origins that may not refer to different countries.

Top Ethnicities/Cultures:

- European (Irish, Scottish, English, French, German, Polish, British Isles, Dutch, Italian, Welsh, Ukrainian, Danish, Norwegian, Spanish, Hungarian, Swedish, Russian)
- Canadian (French Canadian, Ontarian, Quebecois)
- North America – Indigenous (Metis, First Nations, Algonquin)
- American
- India
- Sri Lanka



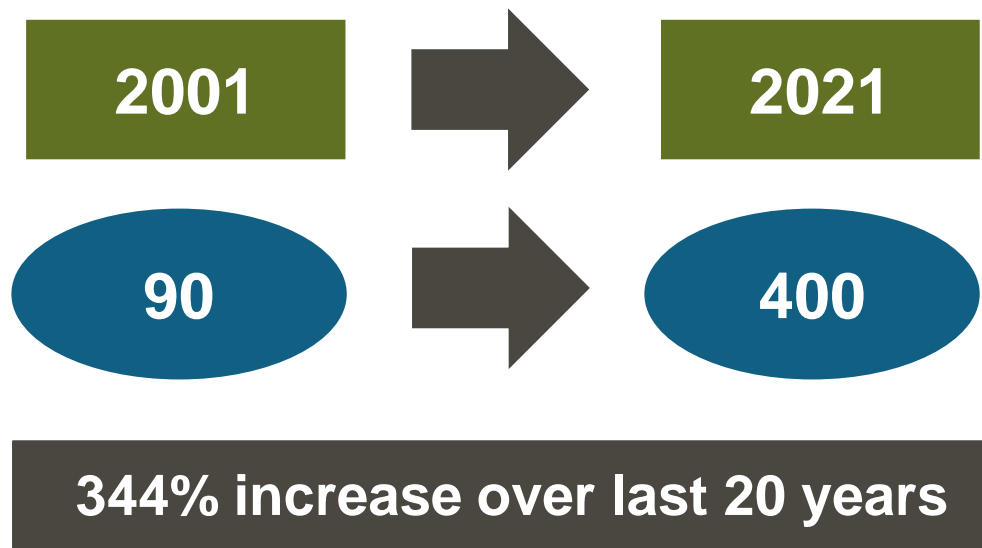
Ethnic or Cultural Origin



Note: Does not include all data. Those characteristics shown have above 50 responses in 2021 Census.

Visible Minority

- A Visible minority refers to whether a person is a visible minority or not, as defined by the Employment Equity Act.
- The Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour".



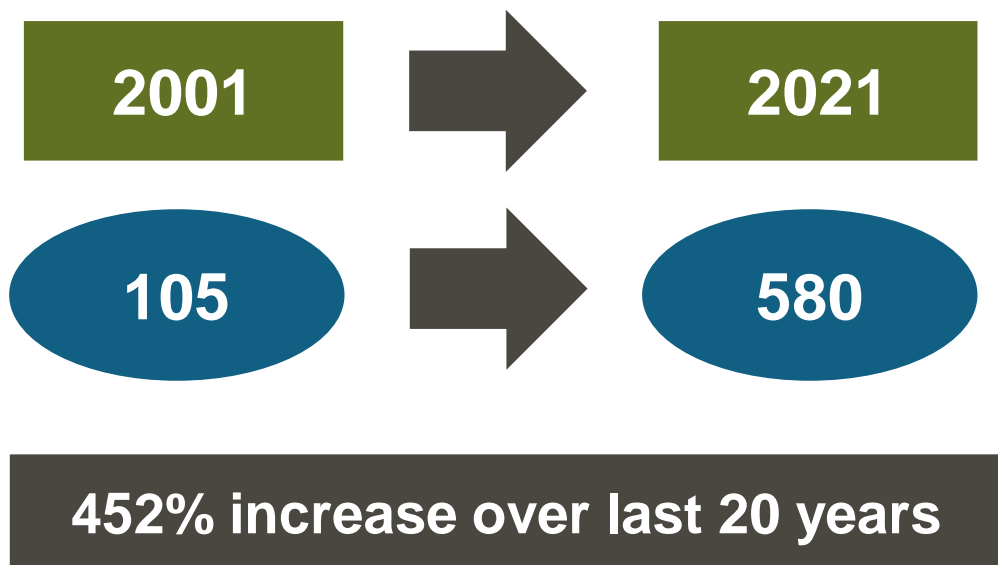


Visible Minority

Response	2001 Results	2021 Results	% Change
South Asian	30	120	↑ 300%
Chinese	10	10	↔
Black	15	45	↑ 200%
Filipino	0	25	↑
Arab	20	15	↓ 25%
Latin American	0	25	↑
Southeast Asian	0	60	↑
West Asian	0	45	↑
Korean	0	15	↑
Japanese	0	30	↑

Indigeneity

While the 2001 Census did not break down indigeneity by the 3 groups of Indigenous peoples enumerated in the Canadian Constitution, there has been a significant increase in overall indigeneity among residents over the last 20 years.



Group	Total
First Nations	280
Metis	265
Inuk (Inuit)	0
Indigenous responses not included elsewhere	20

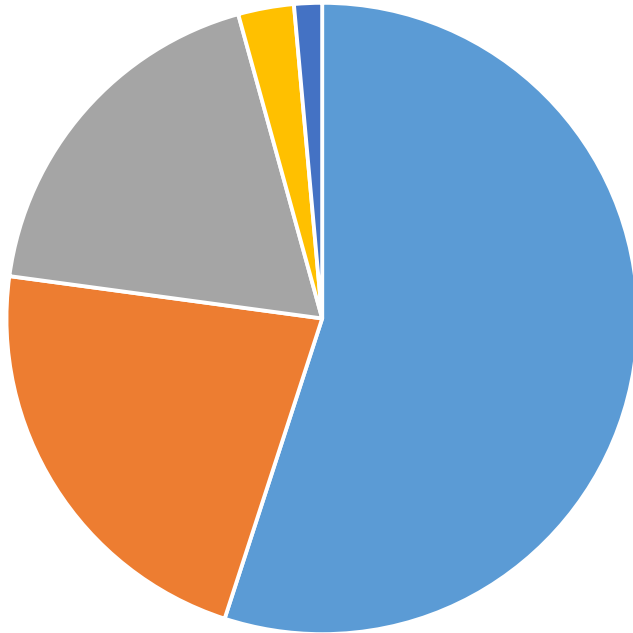


Immigration Period

The Immigration Period refers to the period in which the immigrant first obtained landed immigrant or permanent resident status in Canada.

Response	2021 Results
Before 1980	300
1980 to 1990	80
1991 to 2000	60
2001 to 2010	125
2011 to 2021	120
Non-Permanent Residents	15

Immigration based on Place of Birth



- Europe
- Asia
- Americas
- Africa
- Oceania and other places of birth

Response	2021 Results
Europe	385
Asia	155
Americas	130
Africa	20
Oceania and other places of birth	10



Generation Status

The Generation Status refers to whether the person or the person's parents were born in Canada.

Response	2021 Results
First Generation	785
Second Generation	1010
Third Generation or More	7625



Understanding Qualitative Data



Qualitative Data

- Are not number-based and provide rich context for statistical information. They can answer “why” and “how” questions.
- Can be **Text, Audio, or Images**
- Are compared to each other to understand the perceptions, beliefs, and experiences of specific community of people at a specific time.
- Qualitative Analysis can help us develop and implement cultural strategies that are well aligned with the concerns and perspectives of our entire community.



Workshop Activity

- To delve into qualitative data analysis, this mini workshop will allow the committee to create first-hand data and then analyze the data to assess common themes.
- Activity:
 - Break into groups of 2 or 3 committee members
 - Each group member will be asked to spend 2-3 minutes detailing their thoughts on the topic question.
 - Other members will record the comments shared on the laptop provided.
 - Once completed, the comments will be pulled together for group review.

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



Question

**What does equity
feel like to you?**



IDAC Survey Results

- Qualitative Questions:
 - Question 33: “What actions would you want to see implemented to restore/accurately reflect Arnprior history?”
 - Question 34: “What actions do you believe could be taken within Arnprior in the short and long term to improve our community for marginalized groups including racialized and LGBTQ2S+ members?”

Questions?



• WHERE THE RIVERS MEET •



ARNPRIOR
· WHERE THE RIVERS MEET ·

Appendix A: IDAC Survey Results

Results

1. What is your age?

[More Details](#)

[Insights](#)

● 18 years or younger	9
● 19 - 30 years	30
● 31 - 45 years	58
● 46 - 60 years	47
● 61 years or older	16



2. Do you presently live in or have you lived in the Town of Arnprior?

[More Details](#)

[Insights](#)

● Yes - I am a current resident o...	107
● Yes - I am a former resident of...	13
● No - I live in the surrounding ...	40



Results

3. Which race would you choose to describe yourself? Please include all that apply

[More Details](#)

 Insights

160

Responses

Latest Responses

"human"

"Caucasian"

"Caucasian"


67 respondents (42%) answered **White** for this question.



Results

4. What ethnicity would you choose to describe yourself? Please include all that apply

[More Details](#)

 Insights

160

Responses

Latest Responses

"human"

"White"

"Canadian"

57 respondents (36%) answered **Canadian** for this question.



Results

5. What sexual orientation do you most closely identify with?

[More Details](#)

 Insights

160

Responses

Latest Responses

"female"

"Straight"

"Straight"

53 respondents (33%) answered **Heterosexual** for this question.









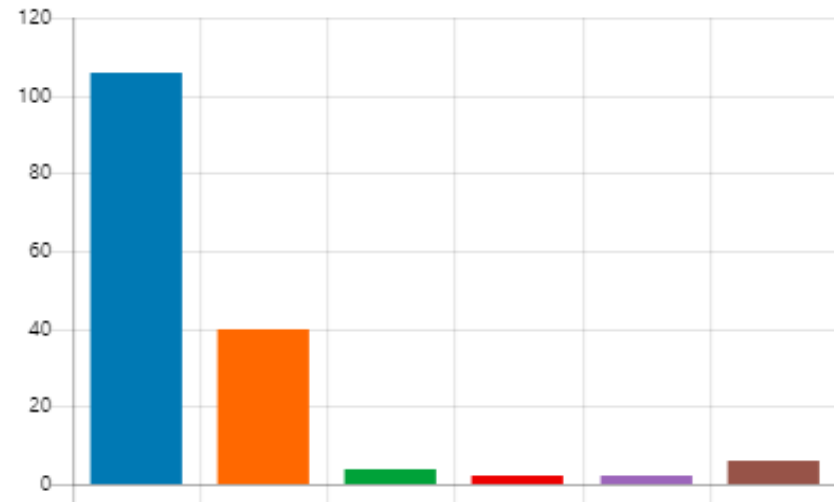
Results

6. Which gender do you most closely identify with?

[More Details](#)

 [Insights](#)


 Woman	106
 Man	40
 Non-binary	4
 Two - Spirit	2
 Not Listed	2
 Prefer Not to Share	6



Results (scale 1-10)

7. How safe/comfortable do you feel expressing your identity from a perspective of race?

[More Details](#)

 Insights

160


Responses

8.94

Average Number

8. How safe/comfortable do you feel expressing your identity from a perspective of ethnicity and culture?

[More Details](#)

 Insights

160

Responses

8.84

Average Number

9. How safe/comfortable do you feel expressing your identity from a perspective of sexual orientation?

[More Details](#)

 Insights

160

Responses

8.13

Average Number

Results (scale 1-10)

10. How safe/comfortable do you feel expressing your identity from a perspective of gender?

[More Details](#)

 Insights

160

Responses

8.62




Average Number

Results

11. Have you personally experienced or witnessed homophobia in Arnprior?

[More Details](#)


 Insights

 Yes	82
 No	76
 Prefer Not to Share	2



12. If you answered "yes", please note any information from the incident you are comfortable sharing

[More Details](#)

 Insights

60
Responses

Latest Responses

"Primarily in social settings. Bars, social outings, sports leagues. "
"Rainbow" flags being stolen or defaced. Homophobic rhetoric online."

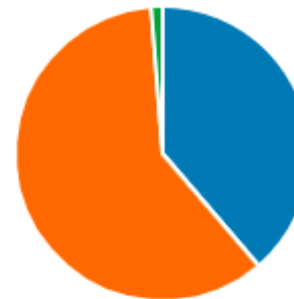
Results

13. Have you personally experienced or witnessed transphobia in Arnprior?

[More Details](#)


 Insights

● Yes	62
● No	96
● Prefer Not to Share	2



14. If you answered "yes", please note any information from the incident you are comfortable sharing

[More Details](#)

 Insights

39

Responses

Latest Responses

"Primarily in social settings. Bars, social outings, sports leagues."

Results

15. Have you personally experienced or witnessed racism or discrimination in Arnprior?

[More Details](#)

[Insights](#)

● Yes	100
● No	56
● Prefer Not to Share	4



16. If you answered "yes", please note any information from the incident you are comfortable sharing

[More Details](#)

[Insights](#)

70
Responses

Latest Responses

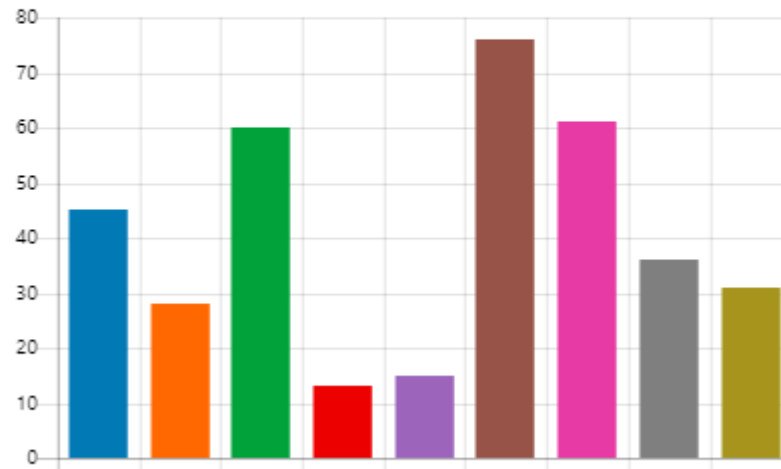
- "People here really only notice "outsiders" who are not white. There is ...
- "Primarily in social settings. Bars, social outings, sports leagues. "
- "Occasional slurs. Mostly systemic racist behaviour like minorities bei...

Results

17. Within Arnprior, in which of the following settings have you witnessed or experienced racism, discrimination, or unfair treatment because of race? Please check all that apply


[More Details](#)

● At school	45
● In the workplace	28
● In stores / restaurants	60
● In the health care / social servi...	13
● In dealing with the police / jus...	15
● Local social media groups / fo...	76
● On the street	61
● N/A	36
● Other	31



18. If you chose "other" and are comfortable listing the setting please note here:

[More Details](#)

 Insights

13

Responses

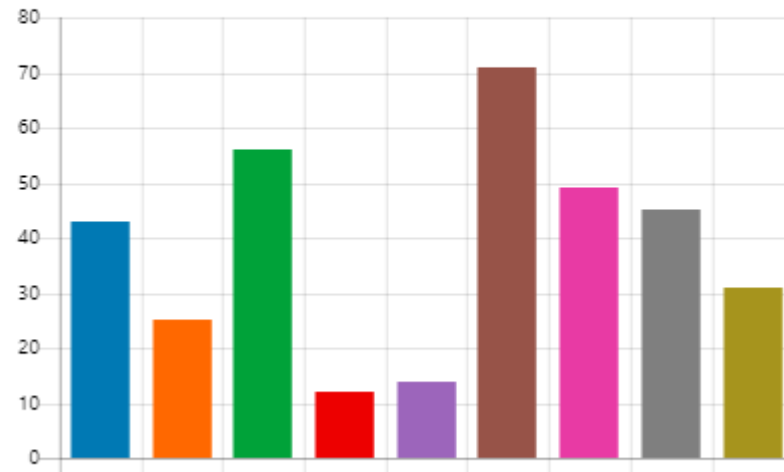
Latest Responses
"Robert Simpson Park"

Results

19. Within Arnprior, in which of the following settings have you witnessed or experienced racism, discrimination, or unfair treatment because of ethnicity? Please check all that apply

[More Details](#)

● At school	43
● In the workplace	25
● In stores / restaurants	56
● In the health care / social servi...	12
● In dealing with the police / jus...	14
● Local social media groups / fo...	71
● On the street	49
● N/A	45
● Other	31



20. If you chose "other" and are comfortable listing the setting please note here:

[More Details](#)

[Insights](#)

16

Responses

Latest Responses

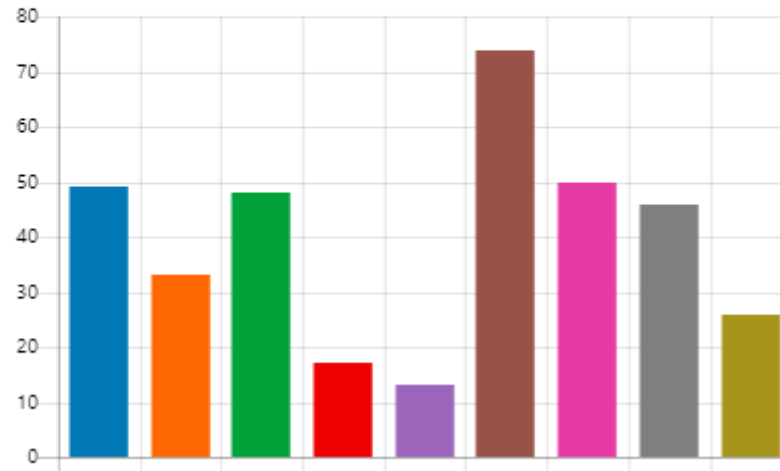
"People have "confided in me" (because I'm white) about thier concer...

Results

21. Within Arnprior, in which of the following settings have you witnessed or experienced homophobia, discrimination, or unfair treatment because of sexual orientation? Please check all that apply

[More Details](#)

● At school	49
● In the workplace	33
● In stores / restaurants	48
● In the health care / social servi...	17
● In dealing with the police / jus...	13
● Local social media groups / fo...	74
● On the street	50
● N/A	46
● Other	26



22. If you chose "other" and are comfortable listing the setting please note here:

[More Details](#)

[Insights](#)

17

Responses

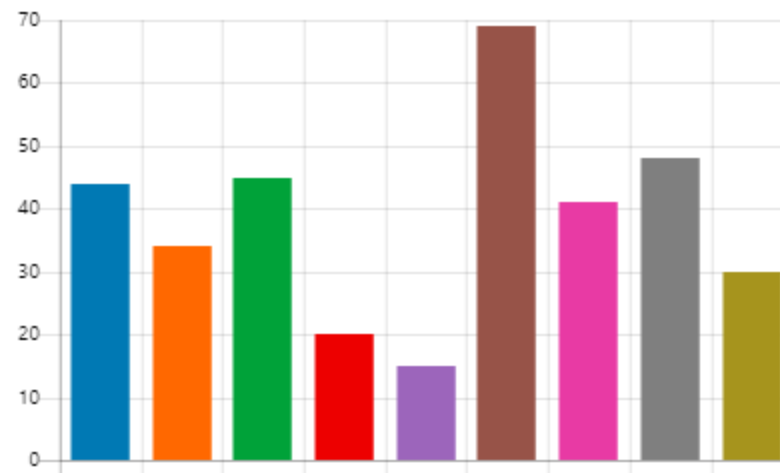
Latest Responses

Results

23. Within Arnprior, in which of the following settings have you witnessed or experienced homophobia, transphobia, discrimination, or unfair treatment because of gender identity? Please check all that apply


[More Details](#)

● At school	44
● In the workplace	34
● In stores / restaurants	45
● In the health care / social servi...	20
● In dealing with the police / jus...	15
● Local social media groups / fo...	69
● On the street	41
● N/A	48
● Other	30



24. If you chose "other" and are comfortable listing the setting please note here:

[More Details](#)

 Insights

14

Responses

Results (scale 1-10)

25. How comfortable are you in accessing services provided by the local school system with regards to your race, gender, ethnicity or sexual orientation?

[More Details](#)

[Insights](#)

150

7.41

26. How comfortable are you in raising issues of race, gender, ethnicity or sexual orientation at your place of work?

[More Details](#)

[Insights](#)

154

7.46

27. How comfortable are you in your dealings with stores/restaurants with regards to your race, gender, ethnicity or sexual orientation?

[More Details](#)

[Insights](#)

158

Responses


7.89

Average Number

Results (scale 1-10)

28. How comfortable are you in accessing services provided by our healthcare/social services system with regards to racism, discrimination or unfair treatment.

[More Details](#)

 Insights

158

Responses

8.08

Average Number

29. How comfortable are you in accessing services provided by our police/justice system with regards to racism, discrimination or unfair treatment.

[More Details](#)

 Insights

158


Responses

7.18

Average Number

30. What do you see as the largest systemic problems that are presently barriers to achieving equity in Arnprior?

[More Details](#)

 Insights

150

Responses

Latest Responses

"People are very committed to this weird idea that our ridiculous colo...

"Denial of a problem by community leaders; lack of 'safe space' and p...

"Older generations passing on their dated ideals to a new generation."

Results

31. Have you ever been reluctant to participate in a town program because you feel like you didn't belong?

[More Details](#)

 Insights

● Yes	49
● No	111



32. If you answered yes, and are comfortable providing the program and the reason why you felt you didn't belong please note here.

[More Details](#)

 Insights

30


Responses

Latest Responses

Results

33. What actions would you want to see implemented to restore / accurately reflect Arnprior's history?

[More Details](#)

 Insights

144

Responses

Latest Responses

"How about remembering the indigenous community and all cultures .."

"Action from community leaders - council, business community, publi..."

"Truth and acknowledgement about any unsavoury history."

34. What actions do you believe could be taken within Arnprior in the short- and long-term to improve our community for marginalized groups including racialized and LGBTQ2S+ members?

[More Details](#)

 Insights

145

Responses

Latest Responses

"Right now activities, amenities and health care are focused on one gr..."

"Representation in our community (councils, boards, committees, etc) ..."

"Not sure. It's hard to give advice on this being a straight, white middl..."



Question 33: Accurately Reflecting Arnprior History

- Have presentations/booths during the summer street market that showcase our history and education about Arnprior.
- Indigenous representation in artwork around town. Historical markers about the indigenous who lived here when the town was founded instead of just about old business.
- Acknowledge the important role of the Scottish refugees who arrived in the Ottawa Valley.
- Aboriginal education / programs. Rename the Madawaska Bridge to honor all Aboriginal children by flying orange flags year round
- Not sure we should be looking at history, rather focusing on the challenges a growing Arnprior has ahead of it, including having a welcoming nature to the increasingly diverse newcomers to the town.



Question 33: Accurately Reflecting Arnprior History

- Education – the fact that this land was home to Algonquin families for generations uncounted, and was never ceded by a treaty should be common knowledge. The truth of Archibald McNab. A safe and significant place should be set aside in order to honour past inhabitants, including Constant Pinesi, the great Anishnaabe chief.
- Acknowledge that First Nations were here long before explorers and settlers arrived.
- More focus on the history of colonization and the displacement of the Algonquin people from this area. This needs to be better reflected in our museum, our archives and related programs.
- Acknowledge past wrongdoing and move on.
- Land acknowledgements at all levels of government business. Indigenous heritage in signage, future naming of town developments, roads, parks, etc. could reflect our history. Community indigenous education programs, activities with Indigenous partners through the Library, Town of Arnprior and McNab/Braeside.



Question 33: Accurately Reflecting Arnprior History

- More cultural activities
- Acknowledge the colonization of indigenous lands and people and begin to decolonize our policies. Bring speakers into school and the public. Educate people on the land we're standing on... make land acknowledgments and highlight indigenous history in museums and schools and other clubs and community programs. Teach about the residential school system.
- Continuation of land acknowledgement statement before council meetings and to extend to other events hosted by the municipality. Understand and be knowledgeable of the truth and reconciliation commission. Provide leadership by reaching out to Elders for their input, advice and recommendations at the start of a project or event. Foster relationships to encourage meaningful sharing of stories and histories the from folks of all walks of life.



Question 34: Improvements for Marginalized Communities

- Better access to support groups, more signage that shows support.
- Education
- Acknowledgement. Educate. Call it out when you can. Welcome these members to actively participate in the community on boards and working for the municipality. Encourage people to embrace different cultures.
- More diversity in town employees, partnerships with diverse businesses.
- Strong anti-discriminatory messaging from the town at every level.
- Continued visible acceptance of marginalized groups by Council and Staff.
- If you see something, say something.
- More events that involve Arnprior Pride.
- Keep having genuine regular conversations about inclusion. Continue to offer specific supports and incentives for people of colour and marginalized groups. Continue to be mindful of language being inclusive at schools, public places and especially local government.



Question 34: Improvements for Marginalized Communities

- Do the research. Engage immigration groups. Proactively seek out groups and support them. Encourage diversity in town leadership. Admit that system racism exists.
- Have town representatives speak and educate more about programs and initiatives taken by the town to increase awareness and reduce bias.
- Listen to marginalized and LGBTQ2S+ members.
- Short term – more cultural / diverse events; inclusive policies and procedures; ongoing training/information for staff and the public; Long term – implementation of an Action Plan for Inclusivity and Diversity.
- Increased awareness and education, unified support from community leaders.
- Short term – more diverse programming – programming run by people from the marginalized group's long term – education to youth.
- Opening a safe space and programs for LGBTQ2S and also culturally diverse citizens.



Question 34: Improvements for Marginalized Communities

- Short term – education and awareness Long term – more diverse staff at all levels, more diverse council.
- Creation of public awareness campaigns about inclusion and diversity, requiring equity diversity inclusion and accessibility training for council and staff; integrate inclusion into recreation policies with respect to financial barriers faced by those from marginalized groups; make IDAC a permanent advisory committee; bring together stakeholder groups to discuss issues of diversity and inclusion on a regular basis, increase and highlight diversity in town staff, ensure marketing materials reflect the increasingly diverse community; create a diversity and inclusion plan; partner with stakeholders to create community discussion forums (safe space conversations about experiences)