

## What's Happening Chart: Challenges and Barriers Summary of Key Findings

	On the Job	Finding & Keeping Work	Income/Cost of living	Services and Social Programs	Other
<b>Black Creek Residents</b>	<ul style="list-style-type: none"> <li>▪ Not enough stable, full-time employment available in Black Creek, high concentration of temp agencies so many people in the area are forced into precarious employment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Less job opportunities in Black Creek</li> <li>▪ Employers will not invite you for an interview when they realize that you live at “Jane and Finch”</li> </ul>	<ul style="list-style-type: none"> <li>▪ Insurance is higher if you live in Black Creek (difficult to find and keep work when you don’t have access to a car)</li> <li>▪ People in Black Creek are living pay cheque to pay cheque; can not save, travel or build collateral</li> </ul>	<ul style="list-style-type: none"> <li>▪ Lack of awareness about the range of services and programs that are available</li> </ul>	<ul style="list-style-type: none"> <li>▪ Can not take vacations; no time to relax and enjoy life/family</li> </ul>
<b>People of Colour</b>	<ul style="list-style-type: none"> <li>▪ Employers will provide opportunities and advancements to people from the same ethno-racial background</li> <li>▪ Employers think everyone from the Black Community works on “Caribbean Time”</li> <li>▪ Work overtime without pay</li> </ul>	<ul style="list-style-type: none"> <li>▪ Employers will not invite you for an interview if you have an accent, ethnic name</li> <li>▪ Employers look disappointed when they realize that they have invited a person of colour for an interview</li> <li>▪ People of Colour can not get jobs with the government</li> </ul>	<ul style="list-style-type: none"> <li>▪ Insurance rates are higher for people from particular ethnic backgrounds (Black or Hispanic)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Can not get access to proper health benefits, particularly dental care</li> </ul>	

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<b>Immigrant &amp; Refugee</b>	<ul style="list-style-type: none"> <li>▪ Professional newcomers feel demoralized working jobs that do not reflect their educational and professional experiences from their home country</li> <li>▪ Professional development opportunities and advancement are given to people who speak English as their first language</li> <li>▪ Can not adequately defend themselves while on the job because of the lack of proficiency in English</li> </ul>	<ul style="list-style-type: none"> <li>▪ Educational achievements obtain from racialized countries not valued</li> <li>▪ Credentials not recognized</li> <li>▪ Volunteer work is not recognized as legitimate Canadian Experience</li> </ul>	<ul style="list-style-type: none"> <li>▪ Rent is too high</li> <li>▪ Income not enough to support large, extended families</li> </ul>	<ul style="list-style-type: none"> <li>▪ Health benefits are not available to new immigrants in the same way that they are available to Refugees</li> <li>▪ ESL programs do not offer enough support to help newcomers get jobs in places where they need above average English</li> <li>▪ Child Tax Benefit not available until you have landed status, can access the support when you need it the most</li> </ul>	<ul style="list-style-type: none"> <li>▪ Newcomers are socially isolated and do not have established support networks</li> </ul>

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<b>Women</b>	<ul style="list-style-type: none"> <li>▪ Many women experience sexual harassment at work and must endure it in order to keep their job</li> <li>▪ Muslim women find it hard to work in places that do not respect their religious practices (limits around interacting with men)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Finding and keeping work is difficult without affordable childcare</li> <li>▪ Employers do not hire women wearing the hijab</li> </ul>	<ul style="list-style-type: none"> <li>▪ Lack of affordable child care; women can not work as much as men</li> </ul>	<ul style="list-style-type: none"> <li>▪ Need affordable childcare</li> </ul>	<ul style="list-style-type: none"> <li>▪ Women can not take care of the children and have trouble building relationships with their children</li> </ul>
<b>Children &amp; Youth</b>	<ul style="list-style-type: none"> <li>▪ Children can not build relationships with parents; parents are tired &amp; irritated because of the long hours they work; when children are at home, their parents are at work</li> </ul>	<ul style="list-style-type: none"> <li>▪ Not enough employment opportunities for youth;</li> </ul>	<ul style="list-style-type: none"> <li>▪ Inadequate childcare means that older children are forced to make sacrifices in order to care for younger siblings</li> </ul>	<ul style="list-style-type: none"> <li>▪ Youth get into trouble and start taking the wrong path</li> <li>▪ Need more financial support for Youth from low-income families so that they are not forced into a life of debt</li> </ul>	

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<b>Elderly</b>	<ul style="list-style-type: none"> <li>▪ Don't know where to go or who to talk to when mistreated on the job</li> <li>▪ Seniors find it hard to survive on their pensions and many choose to work while sick to make ends meet</li> </ul>	<ul style="list-style-type: none"> <li>▪ Participants who lost their job, find it difficult to re-enter the work force as they get older</li> </ul>	<ul style="list-style-type: none"> <li>▪ As you get older your health declines and your expenses increase</li> </ul>	<ul style="list-style-type: none"> <li>▪ Age limits on employment-related excludes older, unemployed or precariously employed adults; Programs are generally offered to young adults</li> </ul>	<ul style="list-style-type: none"> <li>▪ Elderly are socially excluded and are not supported</li> </ul>

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