

**Mapping the Economic Landscape:
Immigrant, Visible Minority & Indigenous Women in the Canadian Workplace**
(A Selected Bibliography of Media and Support Resources, 1980s-2008, Part 1)

Sana Fakih with Cecille DePass

Search terms used: immigrant, woman, visible, minority, workplace, workforce, employment, Canada, discrimination, stereotypes, wages, Aboriginal, First Nations, refugee.

This selected bibliography¹, concentrates mainly, on some key Canadian films and other media resources. It concentrates on systemic issues which racialized immigrant, and Indigenous women usually encounter, when searching for meaningful paid, employment in the high education segment of the Canadian workplace.

There are a sizeable number of resources available on issues of immigrants, racialized, and Indigenous people in Canada. However, in Part One, of this two part, bibliography, only, media and additional print resources which are most relevant to the employment issues encountered by such marginalized women, have been identified, and then selected carefully, for consideration and inclusion in this online document.

In contemporary Canada, the issues and factors that affect the employment opportunities and working conditions of marginalized women are difficult to untangle. They are intertwined, in highly fractured and fragmented multiple layers. The layers themselves converge, in order to, form a complex kaleidoscope. Like a kaleidoscope, subtle shifts, twist and turns in structural and systemic public policies, are enacted and enforced by members of the dominant groups and their representatives. The enactment of policies which impact marginalized groups, reveal a wide range of different manifestations. Invariably, such manifestations, usually, have negative impacts on marginal groups. Some of the impacts are so devastating and embedded in one's body and soul, that over generations, the legacy of the colonizers' brands/marks are either subtly, or blatantly visible and evident.

In Canada, the clusters of factors underpinning the colonial brands/marks also vary. For immigrants, for example, they range from macro-level institutional issues, such as, tri-level government policies, language acquisition programs, and recognition of professional credentials; to deeply rooted, taken for granted, power strains which relate to social and economic status, social acceptance and rejection (egs. of the latter include, structural racism and discrimination); through to presences/absences of different types of community support, and finally to, historical, socio-cultural, and largely ascribed, gender roles.

The resources listed in this bibliography have been selected for the general Canadian public who know very little, if anything, about the contemporary, every day, working lives of visible minority, immigrant and Indigenous women. The themes selected for inclusion in the documentaries, accordingly, spotlight either one or more of the issues and factors identified above, as the overarching story lines in the documentaries.

¹ The bibliography was prepared by the principal author, Sana Fakih, with some strategic input from Cecille DePass, regarding for example, the final Introductory section, and also, inclusion of a few documents and research studies which were related to her doctoral dissertation, and follow-up research. The bibliography is intended for use by researchers and progressive educators who are interested in exploring employment issues encountered by minority women in the Canadian workplace.

The resultant bibliography is, in effect a public education, teaching tool. As a valuable resource list, it provides holistic views of the history, challenges, dilemmas, triumphs, strategies and possible solutions which are relevant to immigrant, racialized, and Indigenous women who navigate the realms of employment in Canada. In viewing the media resources with critical eyes, the complexity of underlying systemic and structural factors are revealed with clarity.

In addition to the perspectives of women who are seeking employment themselves, some of the selected films also show the perspectives of second generation youth (i.e. adult children of immigrant women); or depict stories of entire families, thus capturing the landscape concerning how an individual woman's integration into the Canadian workforce affects not only herself, but the entire family unit.

Integration of each woman/wife with her spouse, and her children, is an issue of great importance to the larger Canadian society. Within this context, it is therefore, unfortunate to note that most of the films that look *directly* at immigrant, racialized and Indigenous women's perspectives on employment issues were made in the 1980's or early 1990's, (in other words, generally, around the time of the introduction, in 1986, of the federal government's Employment Equity Act. (See listing of important Royal Commission reports, in Section three, for full references). Since then, production of such documentaries, largely funded by the Women's Unit of the National Film Board of Canada, have dwindled considerably, in importance.

The employment issues, being largely systemic in nature, have not disappeared since the 1980s. At present, women's employment opportunities, viewed from new perspectives, namely the perspectives and experiences in the paid workplace, of a younger generation require exploration. Second generation perspectives and lived experiences, of either, younger immigrant women, or, of second generation immigrant women who have been raised and educated in Canada, need to be properly documented, and accordingly, addressed by employers in the public, private and corporate sectors. This is an important issue, because of the proliferation at international, national and regional levels, of a number of policies in: human rights, multiculturalism, diversity, anti-racism, anti-discrimination, and zero tolerance, which give the misleading impression to members of the younger generation that all such troubling issues have been solved.

However, since minority employment matters are predominantly, structural in nature, they remain as troubling, unresolved, perennial issues. If they remain hidden and unaddressed, they are likely to have long-term negative impacts on future generations, and on the larger Canadian society.

The bibliography of media resources, also includes another category of information, specifically, a list of significant federal government research reports, as well as a very small sample of published, and unpublished, dissertations and theses, published articles, and conference proceedings, written by Canadian scholars and authors that relate to the issues immigrant, racialized, and Indigenous people face in the realms of employment in Canada.

There is a growing body of literature in the public domain, which emphasizes the roles of human agency, advocacy, and activism. Accordingly, on the one hand, there is the importance of remaining vigilant, and of continuously working for the rights of marginalized women. As importantly, on the other hand, there is the accompanying need to document remarkable cases of resilience, successes and triumphs, often despite the odds. This bibliography, published in CPI, makes a small contribution, to such an important endeavour.

Organization of bibliography:

The bibliography begins with a list of films in alphabetical order, according to titles. Titles marked with an asterisk (*) indicate that the film was viewed by the principal researcher, Sana Fakih. Whereas, titles with a double asterisk (**) indicate resources with which Cecille DePass has been either, closely associated, or produced, often in collaboration with other like-minded researchers. In addition, several other important resources are identified which illustrate explicitly or implicitly, employment experiences of racialized immigrants (primarily, from the Global South), and Indigenous people. The original listing of media resources (a far smaller version), identified some of the resources which were created between the 1980s-2008. This project was for the Alberta Network of Immigrant Women (ANIW, in summer 2008). By a coincidence, and even more importantly, 2008 marked, the first time in which the federal government issued a public apology for the treatment of Indigenous children in Residential Schools.

The 2015 Bibliography consists of several sections: (i) Films and documentaries, understandably, the largest category, (ii) Selected Print Resources, (iii) Significant federal government documents, and Royal Commission Reports, and (iv) a very small sample of unpublished dissertations and theses, primarily from the University of Calgary. Finally, specific terms: racialized persons or groups, indigenous peoples, and visible minorities are defined, using reputable sources.

SECTION ONE: SELECTED FILMS**9 Months, 6 Blocks***

Directed by: Christopher Romeike

Produced by: Leslie Thomas, Peter Starr

Production Agency: Mastice Productions Inc. and National Film Board of Canada

2005, 28 min 36 s

This documentary follows the lives of three residents who live in the diverse inner-city community of South Parkdale in Toronto. One of the characters in this film, Tsering, is a Nepali woman who comes to Canada with her husband and children in order to escape the rising political instability in her country of origin. Shortly after her immigration to Canada her husband passes away, leaving her alone in a new country to raise her children. Several themes emerge from this film including employment issues of immigrant women, recognition of foreign credentials, fair housing and rent, raising children as a working single mother, and the importance of finding social support in a new country.

24 Days in Brooks

Directed by: Dana Inkster

Produced by: Bonnie Thompson

Production Agency: National Film Board of Canada

2007, 42 min 03 s

In the last decade, many immigrants and refugees have come to the tiny town of Brooks, Alberta, changing the demographics of this socially conservative, primarily white town, to one of the most multicultural places in Canada. The influx of newcomers to Brooks is due to the huge demand for workers at Lakeside Packers, one of the world's largest slaughterhouses and meat packing plants. This documentary centres on the 24 days of the first-ever strike at Lakeside, and shows how people can work together, regardless of colour, culture or religion, in order to gain respect, dignity and promote marked changes in their working lives in Canada.

A Sense of Family*

Directed by: Paul Lang

Produced by: David Springbett, Christina Singer and Don Hopkins

Production Agency: National Film Board of Canada

1980, 54 min 15 s

This film looks at South Asian immigration to Canada through a historical perspective and through interviews of immigrants and their children who have been born and/or raised in Canada. As the title suggests, this film shows the importance of a cohesive family unit and the positive effect this has on the well-being of those living in the diaspora. Family members, especially children of those who immigrated to Canada, discuss the issues of identity and how they have reached a healthy balance. Furthermore, this film delves into the political organization and lobbying the South Asian community was committed to in the first half of the twentieth century that secured the civil rights and employment rights for the South Asian community, and for other immigrant communities in Canada.

A Web Not a Ladder

Directed by: Bonnie Dickie

Produced by: Chantal Bowen

Production Agency: National Film Board of Canada

1993, 23 min 55 s

In Canada, statistics have shown women are opening up new businesses at three times the rate of men. This video profiles six women who must face the problems of financial constraints, sexism, racism, and ageism, but who are determined to create a successful business.

Bamboo, Lions and Dragons*

Directed by: Richard Patton

Produced by: Jennifer Torrance and George Johnson

Production Agency: National Film Board of Canada

1981, 26 min 27 s

This film looks at two generations of Chinese-Canadians who live in Vancouver – Chang Yun Ho, who came to Canada in 1908 and Liz and Herb Lim who were born in Canada, grew up in Chinatown, and now live in the suburbs. This film looks at the history of the Chinese community in Vancouver from the construction of the Trans-Continental Railway and the Exclusion Act, to the lifestyle of the 1980's Vancouver Chinese community. Of particular significance is the progress that has been made regarding the civil rights and employment rights of the Chinese community in Canada and the sacrifices the earlier generations of Chinese immigrants have made for their families.

Black Mother Black Daughter**

Directed by: Sylvia Hamilton and Claire Prieto

Produced by: Shelagh Mackenzie

Production Agency: National Film Board of Canada

1989, 28 min 59 s

Black Mother Black Daughter explores the lives and experiences of black women in Nova Scotia and the contributions they have made in their family life, the church and the overall community. Women that appear in the film include Edith Clayton, a basket maker; Pearleen Oliver, a historian; Daurene Lewis, a weaver and politician; and Dr. Marie Hamilton, an educator and community leader. Dr. Hamilton discusses the issues of discrimination and exclusion Black women faced (and continue to face) in certain

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professions, and tells of her experiences of wanting to become a nurse but because of prejudicial policies, was forced to change her professional route.

Bridges

Directed by: Deepak Sahasrabudhe
Production Agency: SOMA Film Producers
1982, 23 min 40 s

This documentary interviews South Asian immigrants regarding how new arrivals can contribute to the multicultural quality of Canadian life. By sharing one's culture and traditions and by volunteering in the community, new immigrants are able to feel welcomed and begin to adapt to their new homeland. Taken from the perspective of both women and men, such contributions and initiatives can add to the cohesiveness and well-being of the various communities that have made Canada their new home.

Canadian Portraits

Directed by: Peter Williamson and Siobhan Flanagan
Produced by: Ira Levy and Peter Williamson
Production Agency: Breakthrough Films and Television Production
1989, 29 min 56 s

This film begins with a teenage girl who is answering an exam question regarding who has played an important role in building the country of Canada. Instead of picking famous figures that she has learned about in school, she decides to write an essay that pays tribute to the "ordinary folk" who migrated to Canada from all over the world, and who are profiled in the video. These people discuss their successes, the problems they faced as new immigrants or racialized groups, and the contributions they have made to this country.

Chinese Restaurants – Disc 3: Three Continents, Madagascar, Norway, Canada*

Directed by: Cheuk Kwan
Associate Producers: Monika Mérinat, Randy Shek and Linda Tse
Distributed by: Filmwest Associates
2005, 80 min

This documentary tells the story of Chinese restaurant owners in three continents – Madagascar, Norway and Canada. The Canadian story is of pertinence to this particular research, but the stories from Norway and Madagascar provide similarities and insight into the Chinese diaspora that can be applied to issues in Canada. The Canadian story gives a brief history of how Chinese workers came to Canada in the 19th Century to build the Trans-Continental railroad, but how shortly after its completion, the country deported many Chinese immigrant workers, as their services were no longer required. Director Cheuk Kwan tells the story of Jim Kook, who came to the Prairie town of Outlook, Saskatchewan as a "paper son" using a dead Canadian's identity and started a café to begin a new life in Canada. Later, Kook brought his wife over from China and had seven children – five daughters and two sons – all of whom helped out with the family business, and for whom Kook provided a home, education, and a strong sense of community. Although this film is not focused on women's experiences securing employment directly, it still provides insight into some of the main themes of finding employment in Canada that can apply to women.

Doctor, Lawyer, Indian Chief

Directed by: Carol Geddes
Produced by: Barbara Janes
Production Agency: National Film Board of Canada and Federal Women's Film Program

1986, 28 min 42 s

This documentary focuses on five Indigenous women from across Canada of various ages and backgrounds. The women documented are the Yukon legislature's first Indigenous woman minister, a deck hand on a fishing boat, a teacher, a lawyer, and a band council chief. Each woman discusses the hardships they went through to achieve success, but all agree that their Indigenous culture played a very important role in helping them develop a deep and strong self-concept through its values, arts, and spiritual beliefs.

Earth to Mouth*

Directed by: Yung Chang

Produced by: Germaine Ying-Gee Wong

Production Agency: National Film Board of Canada

2002, 41 min 33 s

This documentary is about an elderly woman, Lau King-Fai (or Ma), who immigrates to Canada from the Hunan Province of China so spend her final years with her son. Very different from her bustling life in Hunan, Ma now lives near Newcastle, ON where she helps her son on his farm by growing the young shoots of Asian vegetables for the Chinese market. Filmed over a complete farming cycle, we learn about the life of Ma and the hardships she endured while in China, including war, famine and the death of her husband. In Canada, despite the hard work that is required for working on the family farm, she enjoys the freedom she has in Canada, and although it is a quieter lifestyle in Canada, she is content. Juxtaposed with the story of Ma is the story of Mexican workers who have come to Canada to earn money and support their families in Mexico. There are several interviews with these workers regarding their dreams, aspirations, and their willingness to work such hard and long hours for the sake of their families.

Family Motel

Directed by: Helene Klodawsky

Co-Produced by: Instinct Films and the National Film Board of Canada

2007, 80 min

Ayan, a Somalian refugee, arrives in Canada to begin a new life with her two teenage daughters while her husband waits in East Africa for permission to arrive. Upon coming to Canada, Ayan is ready to provide for her family as best she can by taking up two jobs as a cleaner. However, with the rising cost of rent and living costs, making ends meet becomes very difficult. Before the beginning of summer, Ayan is late with a rent payment and is evicted out of her apartment in Ottawa. Social Services find Ayan and her daughter's subsidized housing in one of Ottawa's more notorious neighbourhoods, which brings with it a number of challenges. The film elucidates issues regarding racism, single parenthood, working conditions of refugee women, and the effectiveness of social service programs for refugee women.

For Angela**

Directed by: Nancy Trites Botkin and Daniel Prouty

Produced by: Nancy Trites Botkin and Joe MacDonald

Production Agency: National Film Board of Canada

1993, 21 min 20 s

An Aboriginal woman (Rhonda Gordon) takes a courageous stance against racism and ignorance after she and her daughter (Angela) are harassed by three boys on a bus. This film looks at racism the impact it has on individuals and society.

Flemingdon Park*

Directed by: Andrew Faiz

Produced by: Gerry Flahive

Production Agency: National Film Board of Canada

2002, 47 min

Through the use of personal stories of the present and former residents of Flemingdon Park, this film provides insight into how a community's demographic profile has evolved, to reflect changes in Canadian immigration laws. Initially, Flemingdon Park was built to be a trendy, urban community for artists and new professionals in 1960's Toronto. After being sold a decade later, for subsidized housing, waves of immigrants and refugees from all over the world, came to live here. The most pertinent theme from this film is looking at the impacts on the immigrant children and their parents of living in such a culturally diverse community. Issues such as racism, stereotypes, schooling, identity, family unit, education, and multiculturalism are discussed and explored.

Hopes and Dreams: Stories from Young Refugees**

Conceptualized, Researched, Directed and Produced by: Dr. Pamela Dos Ramos

Production Agency: Alberta Civil Liberties, Research Centre, University of Calgary

2002, (Statistics updated, 2012), 90 mins

The DVD was developed as a response to record for educational purposes, the plight of refugees fleeing from the former Yugoslavia (late 1990s), and later from Ruanda (early-mid 2000s). The documentary is well researched, with empirical data, and illustrations of life in different refugee camps. The young people's stories demonstrate the ability of humans to: survive horrific condition, to dream of migrating to a safer country, and, to deliberately, prepare themselves for a new life, and a brighter future.

It also shows significant societal contradiction, between the teen refugee's expectations prior to migration, in marked contrast with, the realities, experienced during the early years of settlement and adjustment.

The accompanying curriculum guide, is helpful for post-secondary and public school instructors who might not have the knowledge required to teach such sensitive issues in the prescribed curriculum.

In the Name of the Mother and the Son*

Directed by: Maryse Legagneur

Produced by: Yves Bisailon

Production Agency: National Film Board of Canada

2005, 52 min 28 s

The movie follows the lives of two young men of Haitian decent who have lived in the Saint-Michel area of Montreal, Quebec all their lives. As the two characters struggle with racism and discrimination, poverty, and their search for becoming far more than what Canadian society has dictated for them, it is clear that the heart of this story lies in discussing their mothers' impacts on them. Throughout this film, the two characters discuss the hardships and sacrifices their mothers have endured immigrating to Canada from Haiti, all for the sake of providing a better future for their children. It provides insight into the reasons for their mothers' immigration to Canada, the working conditions they have endured to provide for their families, the dreams they have for their children, and the encouragement and wisdom they have provided their children in order, to create a better life for themselves.

No Time to Stop*

Directed by: Helene Klodawsky

Produced by: Chantal Bowen

Production Agency: National Film Board of Canada

1990, 29 min 05 s

This film interviews three immigrant women who are working as foreign domestic workers in Canada. These women discuss the conditions under which they work – low wages and benefits, sexism and racism from employers, and long working hours – for the sake of providing a better life for their families and themselves. Issues such as lack of: recognition of international credentials and prior job experiences are discussed, as well. One woman, Alberta Onyejekwe, a computer scientist from Ghana, is determined to stop this cycle of exploitation. She organizes a labour union within the garment factory in which she works. Through this union, she is able to successfully obtain for her work colleagues, the rights to have free classes in one of the official languages, and to have additional on the job training. Discussions also occur regarding the importance of strong social supports for immigrant women, many of whom have left their families in their country of origin, and have no other means of financial or emotional support in Canada.

Older Strong Wiser**

Directed by: Claire Prieto

Produced by: Ginny Stikeman

Production Agency: National Film Board of Canada

1989, 27 min 59 s

This documentary features five Black women who discuss their lives living either in rural or urban Canada, between the 1920s and 1950s. These stories paint a picture of the history of Canada's Black people and the important roles and functions of their community elders. One featured person, Eva Smith, discusses her arrival in Canada in 1955 under the West Indian Domestic Scheme, which put workers under strict employment conditions. (Interestingly enough, by the 1990s, sizeable numbers of education women from the Philippines, similar to some of the West Indian workers of a previous generation, have entered Canada, to become nannies for children, and care givers for elderly, Euro-Canadians.

Rosanna: A Portrait of an Immigrant Woman

Directed by: Sharon McGowan

Produced by: Shelah Reljic

Production Agency: National Film Board of Canada

1980, 11 min 03 s

This short documentary tells the story of Rosanna Santamaria, an Italian immigrant who arrives in Canada in 1969. Rosanna comes to Canada as a single parent with three children. She must work hard to support her children, adapt to: a new marital status, a new culture, and a new language. Rosanna discusses how she faces the added difficulty of being an immigrant. Over time, she realizes that her problems are structural, and common to many women. Rosanna is now working to help others make the transition to a new life in Canada.

The Dreams of the Night Cleaners**

Directed by: Leila Sujir

Produced by: Leila Sujir, Jerry Krepakevich and Sara Diamond

Production Agency: LRS Productions Ltd., National Film Board of Canada and the Banff Centre for the Arts

1996, 46 min 30 s

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The Dreams of the Night Cleaners brings together the stories of two immigrant women who work as night shift cleaners in urban Canada. This film shows how cultural stereotypes and ignorance regarding immigrants and the countries from which they come, can have devastating effects on public policy, public attitudes, and on individual lives. By looking at personal interviews, as well as, historical accounts, this film examines immigration to Canada, racism, sexism, and employment fears in an uncertain marketplace.

The Third Heaven*

Directed by: Georges Payrastre

Producers: Yves Bisaillon and Jacques Ménard

Production Agency: National Film Board of Canada

1998, 48 min 52 s

This film follows the Lam family who immigrated to Canada from Hong Kong in 1998. Filmed in Vancouver and Hong Kong, this film shows the Lam's economic and community success in Canada. Importantly, it stresses the family's ability to keep strong cultural and business ties with individuals and communities in Hong Kong. This particular film is interesting in that it looks at a single-family unit and how economic success and the development of strong community ties is a vital part of their well-being. Integration of immigrant and second-generation students into the school system is also explored, as well as, issues around stereotyping and well-being.

The Tree that Remembers

Directed by: Masoud Raouf

Production Agency: National Film Board of Canada

2002, 50 min 19 s

This film interviews former Iranian political prisoners, women and men, and their adjustment to their new lives in Canada. Although vulnerable immigrants are free from political persecution in Canada, they are still coming to terms with the post-traumatic stress, associated with the torment, torture, and oppression they endured in Iran. This film shows how recovery from such experiences is very difficult and almost overwhelming.

Voice of Our Own

Directed by: Premika Ratman and Ali Kazimi

Production Agency: Shadowcatcher Productions

1988, 25 min

This film depicts immigrant women from all over Canada who come together to debate and discuss the creation of the National Organization of Immigrant and Visible Minority Women.

Walk a Mile: The Immigrant Experience in Canada, Episode 1: Identity*

Directed and Produced by: Dan Moscrip

Production Agency: Knowledge Network and National Film Board of Canada

1999, 26 min 51 s

This episode interviews several immigrants as to why they have come to Canada and how this move has changed or affected their sense of identity. Families also discuss, candidly, the various intergenerational conflicts and compromises that occur as a result of living in Canada.

Walk a Mile: The Immigrant Experience in Canada, Episode 2: Language*

Directed and Produced by: Dan Moscrip

Production Agency: Knowledge Network and National Film Board of Canada

1999, 27 min 43 s

This episode discusses the problems, struggles, and successes new immigrants face when trying to learn one or both of Canada's official languages. From interviews with various immigrants, it is clear that the most important asset in obtaining employment in Canada is the proficiency one has in at least one of Canada's official languages. Using dramatizations and interviews with new and established immigrants, issues such as employment, the effectiveness of ESL/FSL and other community programs, discrimination, social integration, and family dynamics when two languages are spoken in a household are discussed.

Walk a Mile: The Immigrant Experience in Canada, Episode 3: Discrimination*

Directed and Produced by: Dan Moscrip

Production Agency: Knowledge Network and National Film Board of Canada

1999, 27 min

This episode explores Canada's cultural and racial diversity, where official policy mandates that ethnic and cultural diversity is respected. In discussing these issues with several immigrants across Canada, it is apparent that realities do not always match with the official policy. The documentary looks at how some racialized people encounter discrimination in employment, housing, and social acceptance. The film also looks at discrimination issues that young immigrants encounter in schools.

Walk a Mile: The Immigrant Experience in Canada, Episode 4: Employment*

Directed and Produced by: Dan Moscrip

Production Agency: Knowledge Network and National Film Board of Canada

1999, 27 min

This episode looks at the challenges new immigrants face when seeking employment. Issues such as, obtaining recognition for professional credentials, job experience, job training, and skills are thoroughly explored. In the episode, a dramatization showing a highly qualified immigrant woman being refused a job based on the fact that her credentials and experience are not recognized by the employer. The vignette illustrates well the on-going issues immigrants face when seeking employment in Canada. Furthermore, through interviews with immigrant men and women, ideas about traditional gender roles are addressed, an issue that is especially pertinent when women often obtain employment faster than their husbands, even though traditionally men are expected to be the "bread winners", culturally, and in the eyes of immigration laws.

When Strangers Reunite*

Directed by: Marie Boti and Florchita Bautista

Produced by: Malcolm Guy, Michelle Smith and Germain Ying-Gee Wong

Production Agency: Les Productions Multi-monde Inc. and National Film Board of Canada

1999, 52 min

Through a government sponsored initiative, every year thousands of women come to Canada to work as domestic servants or nannies, the majority of them being from the Philippines. Many of these women come alone, leaving their husbands and children in order to earn money to send back home to their families. For many years, these women remain alone in Canada in minimum wage jobs, cooking, cleaning, or taking care of others, waiting for their families to be accepted for immigration, which can take several years. When reunion does occur, these women and their families feel as though they are meeting strangers. This documentary looks at how families begin their lives again not only in a foreign

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land, but in a family unit that is strange to them. This documentary also looks at how the children of these families adjust to living in a new country and a new family, and how the Filipino community is working to create organizations that successfully support these women and their families during reunification.

Who's Counting? Marilyn Waring About Sex, Lies, and Global Economics

Directed by: Terre Nash

Produced by: Kent Martin

Production Agency: National Film Board of Canada

1995, 94 min 03 s

This film looks at the effect the global economy has had on women in Canada, New Zealand, New York City, the Persian Gulf, and the Philippines. The film proposes that the current economic system, which values goods and activities only in terms of their monetary value, has made work that is unpaid, and usually done by women, go unrecognized. This film addresses several issues regarding women in the workplace. The various perspectives that are explored in the film, shed light regarding, directions the economic system should take in order, to benefit all of society – women, men and children.

Women in the Shadows**

Directed by: Norma Bailey

Produced by: Christine Welsh and Signe Johansson

Production Agency: Direction Films and National Film Board of Canada

1991, 55 min 55 s

Christine Welsh, well-established professor, researcher, and film maker at the University of Victoria, British Columbia, conceptualized, and created this groundbreaking documentary. Welsh, working with Signe Johansson, document, in considerable detail, her quest to find out the stories of her First Nations and Metis ancestors that have remained hidden, since the establishment of the Hudson Bay Company. By interviewing several members of her family, sometimes with great difficulty, she discovers that her family is Metis. One of the revelations in the documentary is the deliberate, process of reclamation of her Métis heritage. Throughout the documentary, we learn about assimilation processes, the rejection, denial, and hardships that Métis women endured, as the price they had to pay, for survival.

Work for All: Stop Racism in the Workplace

Production Agency: National Film Board of Canada

2006, 202 min 12 s

This DVD looks at both direct and systemic racism in order to create discussion and solutions to stop racism faced by racialized and Indigenous people at their respective workplaces. The titles in this DVD are *Hanging On*, *Making It*, *Screen Test*, *Still Waiting for Justice*, *Une femme de tête* and *Voice Job*.

i) *Hanging On*

Directed by: Chedly Belkhodja

Produced by: Patricia Bergeron

Production Agency: National Film Board of Canada

2006, 14 min 10 s

This film documents the lives of young immigrants who are struggling to have their skills recognized in the job market. The setting takes place in a small French community. Historically, such communities, like many other rural Canadian communities, have not experienced the benefits of cultural, ethnic, and racial diversities which have become characteristic of large metropolitan centres in Canada.

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ii) *Making It*

Directed by: Sobaz Benjamin
 Produced by: Patricia Bergeron
 Production Agency: National Film Board of Canada
 2006, 10 min 49 s

This documentary focuses on Black youth who are determined to achieve their dreams in Canada.

iii) *Screen Test*

Directed by: Linda Lee
 Production Agency: LL Productions
 2004, 06 min 56 s

This documentary spotlights an actor's perspective concerning structural ethnocentrism and systemic racism in the cultural/ entertainment industry.

iv) *Still Waiting for Justice*

Directed by: Nadine Valcin
 Produced by: Patricia Bergeron
 Production Agency: National Film Board of Canada
 2006, 15 min 20 s

This film tells the story of a First Nations employee who has spent, at least, 18 years fighting for justice from a government institution after, being racially harassed in his workplace.

v) *Une femme de tête*

Directed by: Mohammed Belhaj
 Produced by: Patricia Bergeron
 Production Agency: National Film Board of Canada
 2006, 14 min 27 s

This film portrays the story of a racialized woman who is fighting for her rights and dignity in the workplace.

vi) *Voice Job*

Directed by: Mila Aung-Thwin
 Produced by: Patricia Kearns
 Production Agency: National Film Board of Canada
 2006, 9 min 35 s

This film shows how the employment agency, Voice Job, offers effective strategies to the traditional job search approaches, in a society that has admitted sizeable numbers of immigrants into the labour force.

SECTION TWO: SELECTED PRINT RESOURCES, PUBLISHED ARTICLES, REPORTS, AND CONFERENCE PROCEEDINGS

DePass, C, et al. (1991). *Getting There: Minority Experiences in the Corporate Sector* (Research Report). Prepared for the Women of Colour Collective, Calgary.

DePass, C. (Ed). (1991). *Getting there: Minority Experiences in the Corporate Sector* (A literature Review). Researched and written by Nilima Sonpal Valias. Prepared for the Women of Colour Collective, Calgary.

A unique, comprehensive, two part, study of the employment experiences of women, indigenous people, people of colour, and people with disabilities working with major corporate sector organizations in Calgary. The research distributed to some 200 major organizations across Canada, sparked the creation of Projects 2 and 3, namely the production of a cluster of interactive, immersion, workshop resources to be used by corporate sector human resource officers, in organizations which fell within the Employment Equity Act's jurisdiction (See deva resources, Calgary, Full Spectrum resources, 1992-1994. Limited print resources available, from C. DePass).

Elabor-Idemudia, P. (1999). The Racialization of Gender in the Social Construction of Immigrant Women in Canada: A Cause Study of African Women in a Prairie Province. *Canadian Woman Studies/les cahiers de la femme*. 19(3), 38-44.

This case study looks at the employment trends and status of African immigrant women in Saskatoon. An in-depth discussion is presented on the systemic problems African immigrant women face in obtaining meaningful employment in sectors which are not basic, low level jobs, requiring minimal education and skills, of associated with manual labour, and service sectors. As importantly, it explores the negative social, emotional, and personal repercussions on the women of working in a highly stratified labour market. Interviews with professional immigrant women who are struggling to obtain employment commensurate with their international educational credentials and previous training, are well documented. The discussion concerning the impacts on the women, of the gradual loss of their specialized knowledge and skills, as a result of the devaluation of their prior university knowledge and training, and the loss of significant economic contributions to the larger society, as well as, the loss of human (cultural and social) capital are well presented. (Contact, Alberta Network of Immigrant Women, for examples of community action research projects).

Hu, X. (2005, June). *What Makes Them So Upset? Chinese Immigrant Women in Vancouver Labour Market*. Paper presented at the IWPR's Eighth International Women's Policy Research Conference, Washington, DC.

This paper examines the issues that affect and restrict, highly educated Chinese immigrant women from finding jobs in the high-education segment of the labour market in Vancouver. Hu identifies several difficulties egs. the lack of: recognition of international education, English language proficiency; information about the local job market; self-confidence, and childcare opportunities. In addition to which: labour market restructuring, existing government policies, and other business practices, all combine to present massive hurdles for such educated immigrant women.

Ng, R. (2002). Freedom for Whom? Globalization and Trade from the Standpoint of Garment Workers. *Canadian Woman Studies/les cahiers de la femme*, 21/22 (4&1), 74-81.

This article examines how globalization has and is continually affecting the working conditions of the garment workers in Canada, an industry that consists mostly of immigrant women. The author puts an emphasis on the commercial understanding of the garment industry and shows how globalization has restructured this industry to put garment workers at the bottom of the economic hierarchy.

Ng, R. (1999). Homeworking: Dream Realized or Freedom Constrained? The Globalized Reality of Immigrant Garment Workers. *Canadian Woman Studies/les cahiers de la femme*, 19(3), 110-114.

This article attacks the poor living conditions of garment workers in the Greater Toronto Area. Thirty women from Asia (Hong Kong, China, and Vietnam) were interviewed who worked on contract, in this industry by sewing garments at home. This study adds to what we know about their working conditions. It raises questions regarding the popular picture of the benefits of working from home as a desirable alternative to a full-time job in an office or a factory.

Siddiqui, K. (2006). *Immigrant Women in Contingent Work in Toronto: Dealing and Coping with Health Related Problems in the Workplace*. Paper presented at the Canadian Association for the Study of Adult Education (CASAE) National Conference, Toronto, ON.

This paper focuses on health related issues immigrant women face in the workforce in Toronto. Health related problems such as stress, emotional and physical health problems are focused on as well as how women learn to deal with and cope with these problems.

SECTION 3: IMPORTANT FEDERAL GOVERNMENT RESEARCH DOCUMENTS AND ROYAL COMMISSION REPORTS

Most recent (2015): Truth and Reconciliation Commission of Canada

Website: <http://www.trc.ca/websites/trcinstitution/index.php?p=3>

In Canada, 'Indian' Residential Schools operated from the 1870s to 1996, and institutionalized, over 150,000 Indigenous children over the decades. Funded by the Canadian government, and administered by various Christian churches, the purpose of these schools was to remove Indigenous children from the influence of their families, communities and cultures, and assimilate them into the dominant Canadian (White) culture. In addition to harsh processes of cultural assimilation, accounts of physical, sexual and emotional abuse of children, as well as death, were widely prevalent in some of these schools, leaving a damaging and traumatic impact on the lives of Indigenous people and communities in from the late 19th century, until the present day. Generations of Indigenous people have been impacted by the negative ripple effects.

The Truth and Reconciliation Commission (TRC) of Canada was established by the federal government in 2008, to uncover and document the truth about these schools in its entirety. Chief Justice, and Judge Sinclair, directed and chaired the TRC. The Commission, which was completed in 2015, gathered statements from residential school survivors through public and private statement gatherings occurring at different events across Canada, at local, regional and national levels. The 260-page report provides moving personal stories of residential school survivors, and all that they had to endure, and the impact this has on individuals and the community today.

(Judge Sinclair, presented a summary of his findings, as a keynote address, for the Social Sciences and Humanities Research Council of Canada's, Annual Congress, the University of Ottawa, in early June, shortly before presenting his formal report to the House of Commons, in June 2015. On that day there

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<http://ejournals.library.ualberta.ca/index.php/cpi/index>

was a major public demonstration by First Nations people, and supporters who marched to Parliament Hill. Perhaps, as a symbolic gesture of reclamation of the land. Interestingly enough, the University of Ottawa, located in downtown Ottawa, is itself built on unceded First Nation's lands. Cecille DePass, and Enid Lee, CPI Board member, attended Sinclair's calm, yet extremely, moving keynote speech).

Royal Commission: mid 1980s:

The Royal Commission, chaired by Family Court, Judge, Rosalie Silberman Abella produced the formal report, submitted to the House of Commons in 1986 which laid the foundations for the subsequent framing, discussion, and approval of the Employment Equity Act, 1986.

SECTION 4: VERY SMALL SAMPLE OF RELEVANT DISSERTATIONS AND THESES (1988-2004) **

Brigham, Susan Mary. (2002). Women migrant workers in the global economy. The role of critical feminist pedagogy in Filipino domestic workers. Unpublished doctoral dissertation, University of Alberta. 2003. (Brigham, Recipient, of the CIESC Michel Laferriere, Research Award, and is presently, a professor, in Nova Scotian university).

DePass, Cecille. (1988). From Periphery to Periphery: Employment Equity for Visible Minorities in Canada. Unpublished doctoral dissertation, University of Calgary. The 1st doctoral dissertation to analyze the Abella Report, and to systematically trace, structural impediments encountered by highly educated and trained visible minority immigrants. Research was still being cited, in the early 2000s, by John Samuel (PhD) and Associates (Ottawa), in a series of federally funded workshops held in major Canadian urban centres.

Dobson, Margaret. (2004). Honour song. Native grads voice success. Unpublished MA thesis, University of Calgary. (Dobson's thesis, a finalist, in the Michel LaFerriere Research Award, 2005. Dobson received, a major Provincial Human Rights Award for her work with 1st Nations postsecondary education, students. Doctoral dissertation, completed 2012, to be listed in Part Two, of Sana Fakih's Bibliography).

Jaffer, Rozmin. (2005). Situating, knowledge, and subjectivity. The case of radical women of colour in higher education. Unpublished doctoral dissertation, University of Calgary.

Johnston, Brenda. (2003). Revisiting resistance: Conversations with anti-racist educators. Unpublished MA thesis, University of Calgary,

Saldanha, Louise Theresa. (2004). Colouring outside the lines: Children's literature by women of colour in Canada. Unpublished doctoral dissertation, University of Calgary.

Wallis, Maria. (1998). The social imaginary of systemic racism versus the human spirit: Back of the bus social practices and the aesthetics of everyday resistance. Unpublished, doctoral dissertation, Toronto, York University.

APPENDIX: DEFINITION OF TERMS

Indigenous: According to the United Nations Permanent Forum on Indigenous Issues, indigenous peoples are the descendants “of those who inhabited a country or a geographical region at the time when people of different cultures or ethnic origins arrived. The new arrivals later became dominant through conquest, occupation, settlement, or other means.” Indigenous peoples practice unique traditions and “retain social, cultural, economic, and political characteristics that are distinct from those of the dominant societies in which they live.”^{2,3}

The principal author believes this to be the most accurate definition to represent the Indigenous people of Canada, who might in other documents be called “Aboriginal” or “First Nations”. However, for legal purposes in Canada, the federal government’s 1986 definition of Aboriginal people, which is documented in the federal Employment Equity Act, and in the earlier Abella Report, is the most widely used in public policy.

Racialized person or racialized group: A person or a group who has come to be designated as being of a particular “race”, and on that basis subjected to differential and/or unequal treatment⁴.

The concept **visible minorities**, was coined by the federal government, and documented in the Abella Report. The term includes members and descendants, of immigrants who have come to Canada, from countries in Africa, Asia, Central and South America, and the Caribbean.

² <http://www.un.org/esa/socdev/unpfii/en>

³ <http://undesadspd.org/indigenouspeoples.aspx>

⁴ <http://www.ucalgary.ca/cared/racialization>