
Regina City Priority Population Study Study #1 - Aboriginal People

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A report prepared for the

Planning and Development Division

of

The City of Regina

by

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Tracking economic, social, and demographic trends from a Saskatchewan perspective.



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Executive Summary

The City of Regina has commissioned four background studies to help inform the development of an Official Community Plan. This is a profile of one of the four priority population groups, namely Regina residents who self-identify as Aboriginal. For the purposes of this report, Aboriginal people are those who are either a) members of a First Nation, b) a registered or “status” Indian, c) Métis or d) a member of another Aboriginal group.

The report begins with an examination of the data sources describing the **number of Aboriginal people** living in Regina.

- According to the 2006 census, there were 16,530 Aboriginal people who were normally resident in the city of Regina in May of 2006.
- Saskatchewan Health’s “covered population” reports that there were 12,973 Registered Indians in Regina as of August 2010.
- From 1996 to 2006, the Aboriginal population increased by an average of 2.2% per year. The Aboriginal population grew from 7.5% of the city’s population to 9.3% over the ten years.

The report also contains a snapshot of basic **demographic, social, and economic** data for the Aboriginal population living in Regina. These statistics are exclusively from the Statistics Canada census.

- Aboriginal people are concentrated in inner city neighbourhoods. Four out of ten live in 3 of the 29 neighbourhoods in the city – North Central with 3,590 Aboriginal people, Dewdney East with 1,635, and Rosemount/Mount Royal with 1,135. Notwithstanding this concentration, however, there are Aboriginal people living in each of Regina’s neighbourhoods and a significant proportion in all but five.
- With Aboriginal people concentrated in the inner city, they have good access to services that are concentrated in central Regina such as transit routes and libraries. They have poorer access to services that tend to be located on the fringes of the city such as large shopping centres,
- The Aboriginal population living in the city in 2006 is a pronounced female population with a female/male ratio of 54%:46%.
- As one example of the relative youth of the Aboriginal population, 35% are under 15 years of age compared with 18% for the general population. As another, Aboriginal people make up 18% of Regina children but only 2% of Regina seniors.
- Fully 95% of Aboriginal people reported English as their mother tongue and 99% reported that they normally spoke English at home.
- With an Aboriginal household defined as one where at least one of the adults is Aboriginal, there were 6,945 “Aboriginal” households in Regina in 2006.
- Four out of ten Aboriginal dwellings were owned which is a much lower proportion than in the city as a whole where more than two thirds of dwellings are owned.
- Aboriginal dwellings are, on average, older with 20% built after 1980 compared with 28% for the city as a whole.
- Almost one half (47%) of Aboriginal households report a problem with affordability, suitability, or adequacy compared with 27% for the city as a whole. CMHC’s “core housing need” indicator suggests that, for 30% of Aboriginal households, the dwelling is both below standard and that the household did not have sufficient income to afford a dwelling that would be above standard.

- In 2006, the formal education levels for the Aboriginal population living in Regina were low relative to the average for the non-Aboriginal population with 38% of the adult Aboriginal population having less than grade twelve in 2006 compared with 22% for the general Regina city population. Restricted to those in the primary labour market, the difference persists with 25% of the Aboriginal population 25 to 54 years of age with less than grade twelve compared with 12% for the general Regina city population.
- Education is a critical factor for labour market participation. Aboriginal people with a university degree are more likely than non-Aboriginal people with a university degree to be employed.
- Using the employment rate as a measure, the general employment rate was 67% in Regina but 55% for the Aboriginal population. The employment rate is particularly low for the First Nations population; in fact the employment rate for the Métis population is slightly above the city average.
- In the primary labour market age group of 25 to 54 years of age, the employment rate is only 51% for the First Nations population compared with 85% for the general Regina city population.
- Compared with the general population, Aboriginal people are more likely to be employed in construction and business services. They are less likely to be employed in retail trade or the finance/insurance/real estate industry groups.
- Aboriginal adults had average gross incomes in 2005 that were 69% of the average for the general population –\$25,060 compared with \$36,320.
- The reasons for the lower Aboriginal incomes are multifaceted. Aboriginal people were a) less likely to report employment earnings, b) less likely to be full-time, full-year workers, and c) even among full-time, full-year workers, had lower earnings than the general population.
- In 2006 the proportion of the adult Aboriginal population who were living in low-income households was 31% compared with 9% for the general population. Among the First Nations population, the proportion is near 50%.
- The average household income before taxes was \$50,870 for Aboriginal households in 2005 which is 76% of the city average.

The report includes a **population projection** to estimate the number of Aboriginal people who will be living in Regina in the short to medium term.

- With a relatively high level of immigration anticipated, the population of the city, currently estimated at 195,820 reaches 225,000 by 2020 and 250,000 by 2027.
- Regina's Aboriginal population grows from an estimated 18,604 in 2010 to 31,787 by 2030. As a percentage of the population, Aboriginal people will make up 12% of the population by the end of the projection period compared with less than 10% now.
- There are increases in all age groups but the fastest growing group will be the Aboriginal population 55 and older.

As part of the research, a **literature review and environmental scan** on the subject of Aboriginal people was undertaken. Some of the key observations are described below.

- At 8.9% in 2006, the Regina CMA had the third highest proportion of Aboriginal people among Canadian cities, behind only Winnipeg and Saskatoon.

- Aboriginal people in Canada are increasingly an urban population in Canada and the urban Aboriginal population is more likely to be mobile, moving between the city and reserve, within an urban area, or between cities. This is especially true for the First Nations population.
- Notwithstanding the mobility, more than half (64%) of Regina's Aboriginal people who identified themselves as first generation residents have lived in Regina for more than ten years.
- Although the levels of completed education are rising among Aboriginal and non-Aboriginal populations in Saskatchewan, so too is the gap in educational attainment between the two populations.
- Education was one of the three primary reasons Aboriginal people reported as the reason that they moved to Regina.
- Both the public and separate schools systems in Regina have dedicated increased resources to improve the educational outcomes for Aboriginal students. While some improvement among Aboriginal students has occurred since 2002, a very significant and troubling gap remains.
- Some have suggested that labour market outcomes for Aboriginal people would improve if a) business, government and Aboriginal priorities were aligned, b) there was a single access point for Aboriginal employment services, c) there was enhanced workplace preparation and support for both Aboriginal and non-Aboriginal employees, and d) there was enhanced skill development and business capacity to ensure that businesses connect with young Aboriginal people and to ensure that Aboriginal people possess the skills and training needed to succeed in the workplace.
- The Urban Aboriginal Peoples Study is a rich source of information about the identity, experiences, values and aspirations of Aboriginal people living in Regina. Some of the findings are highlighted below.
 - Most urban Aboriginal peoples in Regina consider the city to be their home.
 - There is strong Indigenous pride among Aboriginal peoples in Regina.
 - Many Aboriginal peoples in Regina believe they can make their city a better place to live, but this sense of empowerment is less widespread than in other cities.
 - Aboriginal peoples in Regina are less likely to feel accepted by the broader population than in any other City except Saskatoon. Most participants feel discrimination of Aboriginal peoples to be a pervasive problem.
 - Connections to Aboriginal cultural activities and services are somewhat less evident in Regina than elsewhere. There is broad agreement that there should be Aboriginal services in addition to mainstream ones, and housing appears to be a key area.
 - The top life aspirations for Aboriginal peoples in Regina is completing their education and getting a good job or career.
- While data specific to Aboriginal populations in Regina are not available, it is likely that sport and recreation participation rates are lower than for the general population.
- Many Aboriginal people have little experience with home ownership either personally or among their friends and relatives. The condition of housing on-reserve is thought to influence the movement of Aboriginal people to urban settings to the extent that a lack of adequate housing on reserve may act to "push" Aboriginal people to urban areas.
- While health outcomes for Aboriginal people tend to be worse across the board for Aboriginal Canadians compared to other Canadians, there have been improvements in the last 30 years.

- Provincial governments have typically avoided creating discrete programs for Aboriginal people.
- The federal government has historically concentrated its policy and program efforts on registered Indians and maintained that the provinces and municipalities have primary responsibility for Aboriginal people living in urban areas.
- The City of Regina has entered into formal agreements with the File Hills Qu’Appelle Tribal Council, the Piapot First Nation, and the Star Blanket Cree Nation.
- In addition to these formal agreements, the City of Regina also provides a number of programs and services targeted to Aboriginal people living in Regina including a leadership program, lifeguard training and recreation programming in community centres.

Sounding Sessions

A “sounding session” was organized to solicit comments and feedback from Aboriginal groups in the city. Below is a list of topics brought forward at the sessions and a sample of the comments made about each.

Education

- Not enough of our young people are graduating from high school.
- We need public awareness/education campaigns to change perspectives/assumptions about our community.

Housing

- There is a lack of affordable housing (both rental and owned).
- We need to debunk the view that we do not pay tax.

Neighbourhoods

- We want to live in good neighbourhoods.
- There should be improved access to recreational facilities

Infrastructure

- There is no grocery store in the North Central neighbourhood.
- More frequent garbage pickup would be helpful.

Social Services

- The Ministry is hard to deal with.
- The system is racist. It is not welcoming to our people.

Pride

- There is a lack of pride in our community. We have no street names; no school names.
- We need cultural centres to give us a sense of place.

Income

- We need a poverty reduction strategy to increase the income levels of our people.

Policing

- Police service in the city is overly confrontational with our people.
- We need to continue to work together to help eliminate gangs.

Success

- We need to track success differently than we do today.
- We need Settlement Services which are similar to a multi-partnered immigration welcoming centre.

Other Comments

- We need a large gathering place for our ceremonies.
- There are fewer Aboriginal people on City committees.

Big Moves

- Increase the quantity / quality and placement of affordable social housing.
- Help to get targeted housing development projects approved.
- Coordinate services.
- The City (and others) needs to walk the talk.

SECTION 1 BACKGROUND

To help inform and support the development of an Official Community Plan, the City of Regina commissioned a series of background studies for four priority population groups:

- immigrants and Regina’s ethnic community;
- aboriginal people;
- seniors; and
- the population with disabilities.

The studies are intended to establish baseline information on the four population groups and to inform the City’s understanding of general characteristics and trends, city-wide patterns, current government and community roles, key community assets, and issues and opportunities to be considered in the future.

This is a profile of Regina residents who consider themselves as Aboriginal, namely those who are either a member of a First Nation, a registered or “status” Indian, a Métis, an Inuit, or another Aboriginal identity.

The report is divided into five sections including this background. Section 2 has basic statistical information about the number of Aboriginal people living in Regina. Some of the demographic and socioeconomic characteristics of this population are examined in more detail in Section 3. This is a growing population in the city as the population projection in Section 4 shows. Section 5 contains a summary of the findings of an environmental scan and literature review. A sounding session was held with key stakeholders from the Aboriginal community; a summary of those sessions is included as Section 6.

This report was prepared by a partnership of:

- Doug Elliott, the principal of *QED Information Systems Inc.* and publisher of *Sask Trends Monitor*; and
- Bonnie Durnford and Rob Cunningham, the principals of *DC Strategic Management*, a Regina-based consulting firm.

The opinions expressed in this document do not necessarily represent those of the City of Regina or its employees. Responsibility for the accuracy of the data and the validity of the conclusions reached remains with the author.

SECTION 2 BASIC COUNTS

This section has statistical information about the First Nation population, the Métis population, and other Aboriginal people living in Regina.

Reliable statistical information about Regina's Aboriginal population is mainly from the Statistics Canada census which is conducted every five years and we use this data unless otherwise specified. In the census, Statistics Canada uses an "identity" question to measure the size of the Aboriginal population. In other words, an Aboriginal person is one who, in the Statistics Canada census,

- answered "yes" to the question "Is this person an Aboriginal person, that is, North American Indian, Métis, or Inuit (Eskimo)?"; or
- answered "yes" to the question "Is this person a member of an Indian Band/First Nation?"; or
- answered "yes" to the question "Is this person a Treaty Indian or a Registered Indian as defined by *The Indian Act* of Canada?".

The term "First Nation" is used to describe those who answered only "North American Indian" to the first question. The term "Métis" is used to describe all other Aboriginal persons not because all other Aboriginal persons are Métis but to ensure that the "Métis and Other Aboriginal" population and the "First Nations" population sum arithmetically to the entire Aboriginal population.

These statistics are, unfortunately, quite out of date with 2006 being the most recent available at the time this report was prepared. This means that statistical information about Aboriginal people living in some of the newer neighbourhoods such as Harbour Landing will not be included.

Some specific information about the First Nations population is available from the "covered population" data maintained by Saskatchewan Health. This is compared with the census data later in this section.

A Note on Data Sources

To help preserve the confidentiality of individual responses to the census, Statistics Canada uses a procedure called "random rounding". With this method, all figures including totals are randomly rounded either up or down to a multiple of "5". While providing protection against disclosure of individual responses, this technique does introduce problems in data presentation. Because totals are independently rounded, they do not necessarily equal the sum of individually rounded figures in the tables. Similarly, percentages calculated on rounded figures do not necessarily add to exactly 100%. Imprecisions because of this rounding do, however, tend to cancel each other when the data are aggregated and the general characteristics of the population described by the statistics are never significantly affected by this technique.

Other rounding errors can occur in tables that contain percentage distributions regardless of whether the data has been subjected to the random rounding technique. In these cases, the sum of the percentages may differ from 100% by a small amount because of general rounding errors. Finally, unrounded data were used in preparing the charts in this report so there may be minor differences between the data reported in the tables and the graphic representation of that data in the charts.

The census collects very little information from those who live in collective dwellings¹. This means that the majority of the socioeconomic statistics for Regina city will not include those living in these collective dwellings which include special care homes, group homes, hotels and motels, and corrections facilities.

Geographic Considerations

Statistics Canada uses two different geographic variables when publishing statistics for cities. The simplest one is based on the city boundaries; these data describe the population who are “normally resident” within the 2006 legal boundaries of the census subdivision (CSD) that corresponds to the City of Regina.

The second is a broader definition and is called the Census Metropolitan Area or CMA. The Regina CMA includes the city of Regina and the surrounding “bedroom communities” and rural municipalities in which they are located. Table 2.1 shows which communities are included the Regina CMA and their 2006 populations. The map in Figure 2.1 shows the geographic extent of the Regina CMA.

Whenever possible, statistics that apply to the city of Regina are used. Many of the census statistics, however, are only published for the Regina CMA. The CMA statistics are still reliable measures of the Regina city population because 92% of the CMA population lived within the city boundaries in 2006.

When describing some of the characteristics of the Aboriginal population in different neighbourhoods, the community associations are used. Figure 2.2 shows the boundaries for these community associations.

Table 2.1 Regina City and Regina CMA Population Compared

	2006 Population
Regina	179,246
Edenwold RM#158 (includes Emerald Park)	3,611
Pilot Butte	1,867
Lumsden RM#189	1,627
Lumsden	1,523
Balgonie	1,384
Regina Beach	1,195
White City	1,113
Sherwood RM#159	1,075
Pense	507
Pense RM#160	490
Buena Vista	490
Grand Coulee	435
Edenwold	242
Belle Plaine	64
Disley	62
Lumsden Beach	40
Regina CMA	194,971

Source: Statistics Canada Census

¹ Data from the information on the “short form” is collected from all residents including those in collective dwellings. The short form measures only the total population by age, sex, and mother tongue.

Figure 2.1 Regina Census Metropolitan Area

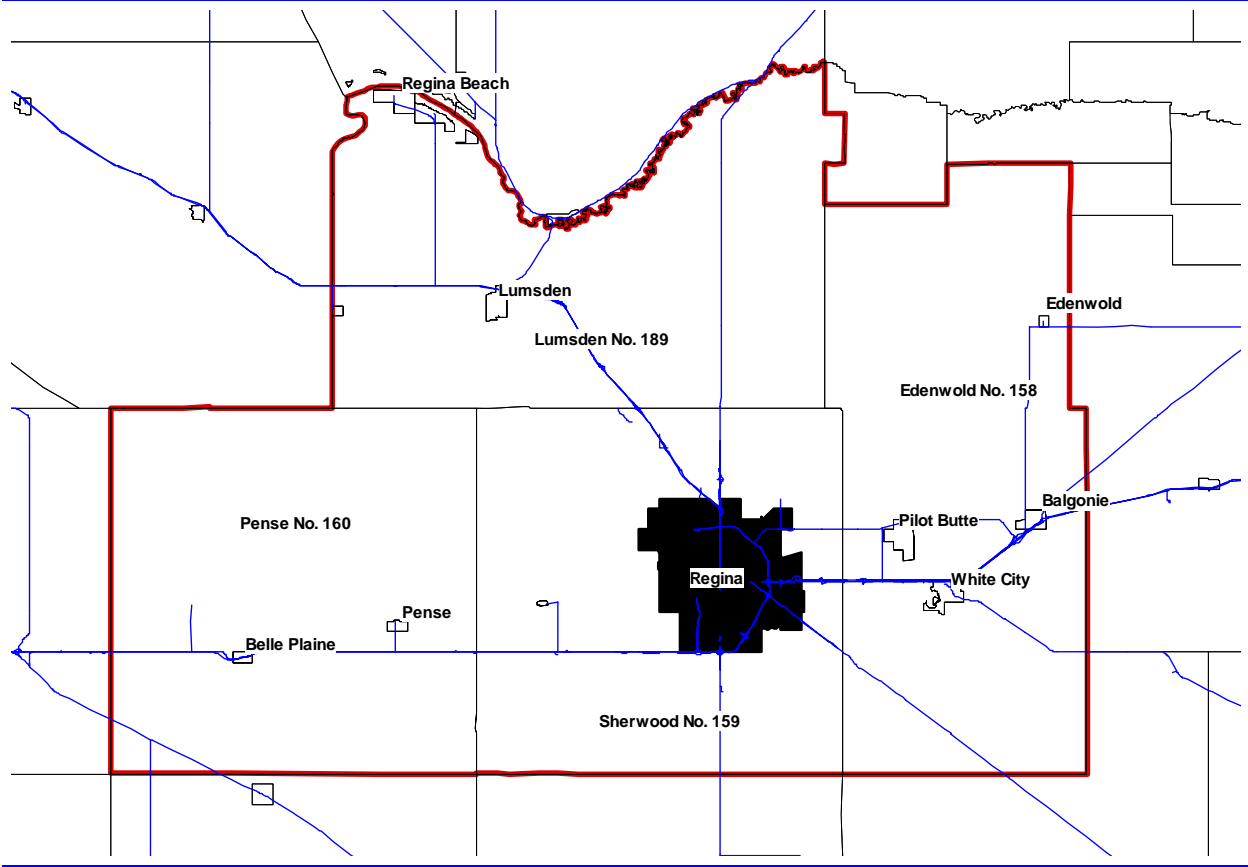
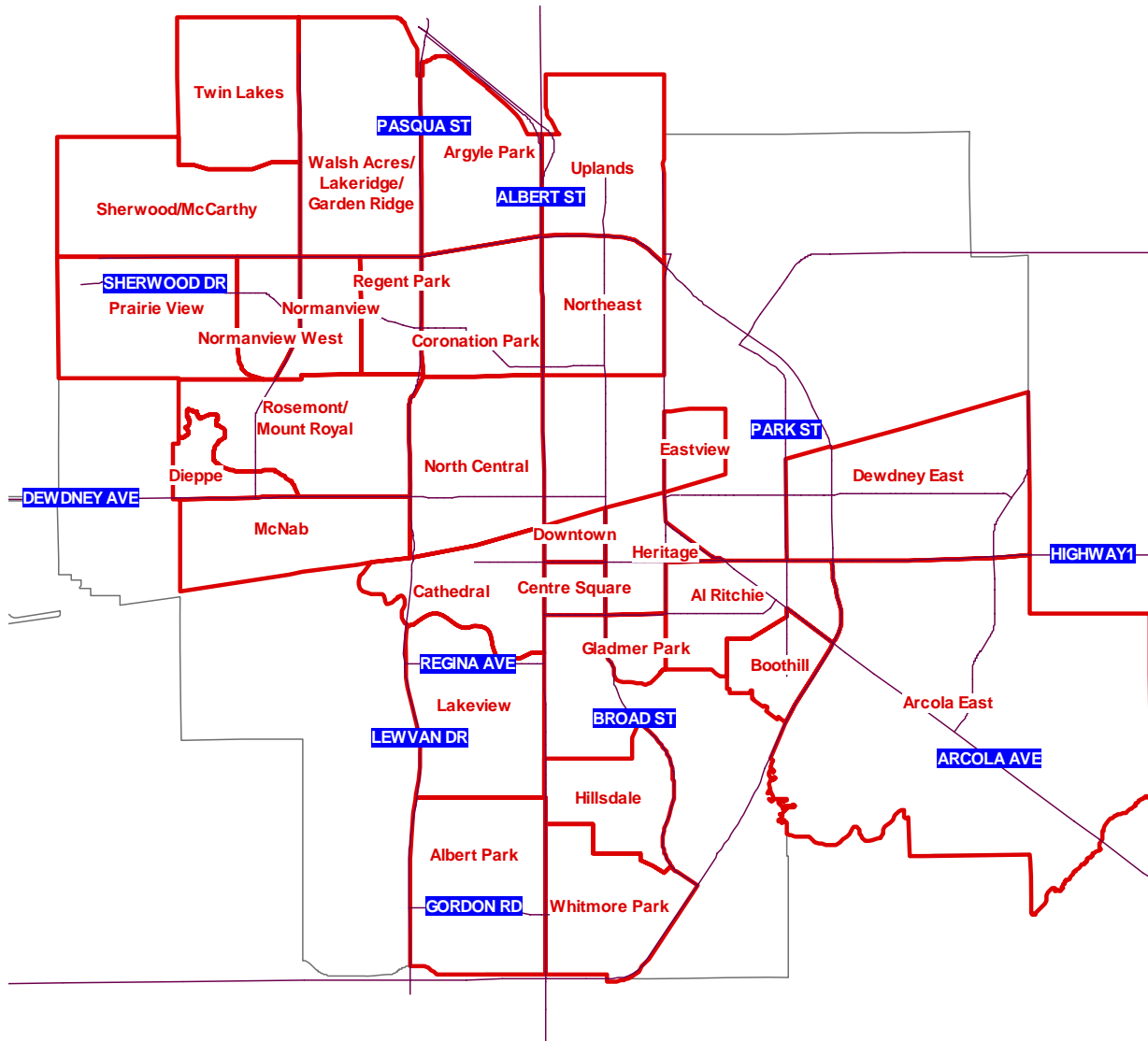


Figure 2.2 Regina Community Associations



2.1 Census Data

According to the 2006 census, there were 16,530 Aboriginal people who were normally resident in the city of Regina in May of 2006 (see Table 2.2). Of these, more than one half (56%) self-identified themselves as First Nations with the vast majority of the remaining 7,260 reporting their identity as Métis. This means that Aboriginal people represented just under 10% of the city's population in 2006.

The Aboriginal population in Regina is growing both in absolute terms and as a percentage of the population. From 1996 to 2006, the Aboriginal population increased by an average of 2.2% per year. This was during a time when the city's population was declining so the Aboriginal population grew from 7.5% of the population in 1996 to 9.3% in 2006.

The growth rate from 1996 to 2006 was higher among the Métis population (4.3% per year on average) than in the First Nations population (1.3% per year).

Figure 2.3 Aboriginal Population in Regina City, 2006, by Aboriginal Identity

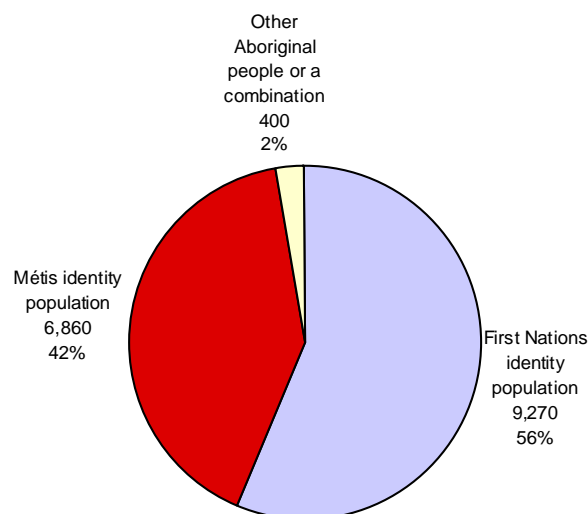


Table 2.2 Aboriginal Population Living in the City of Regina

		1996	2001	2006
Total population		178,410	175,600	176,915
of which:	First Nations identity population*	8,130	9,110	9,270
	Métis identity population	4,515	5,700	6,860
	Other Aboriginal people or a combination	685	490	400
	Aboriginal total	13,330	15,300	16,530
Aboriginal people as % of population		7.5%	8.7%	9.3%

Source: Statistics Canada Census

* The number of people who reported that they were "registered Indians" was somewhat larger (9,635) than the population who reported that they were First Nations members.

2.2 Saskatchewan Health Covered Population

The Saskatchewan Health population data is commonly referred to as the “covered population” because it measures the population with a valid health insurance card. While not designed as a population measure, the covered population is often used as a proxy for the population, particularly when the census figures become dated.

The covered population counts for Registered Indians² will differ from the First Nations identity population in the census for a number of reasons. Firstly, some individuals may identify themselves as First Nation in the census but not be Registered Indians and the opposite, while less likely, may also be true.

Secondly, residents who move out of the province retain their health coverage for a period of three months and people who move into the province are not covered until they have lived here for three months. As well, members of the RCMP and the Armed Forces and are not included. The address on the card is updated whenever the person contacts a health service but is routinely updated for all residents every three years. This helps explain the periodic drops evident the provincial population as they correspond with years in which new cards are mailed.

The covered population counts for the First Nations population are much higher than the number of people who reported a First Nations identity in the census. In 2006, for example, the covered population for Regina reported that there were 12,688 Registered Indians compared with 9,270 persons who reported that they were First Nations identity in the 2006 census. Part of the reason for this difference will be the under-coverage in the census. The other part may be persons whose mailing address is in the city of Regina but who actually reside elsewhere.

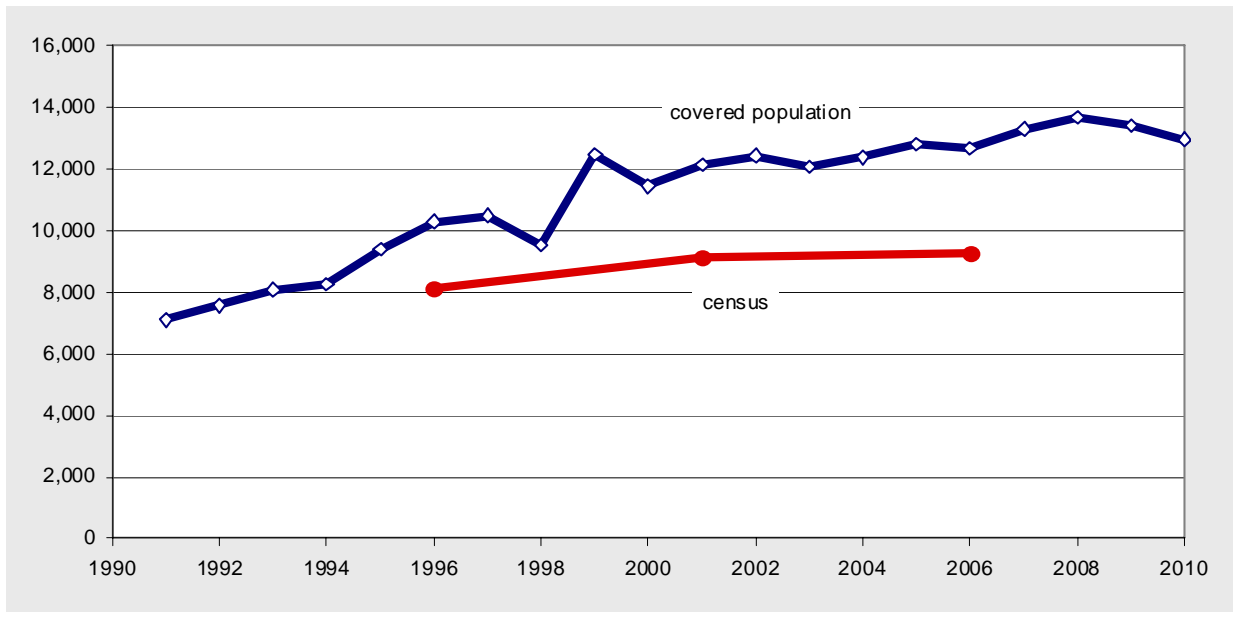
Although more volatile from year to year, the covered population figures show the same general upward trend in population counts for the First Nations population (see Figure 2.4). In any case, the comparison suggests that the census counts for Aboriginal people living in Regina may understate the actual number.

Table 2.3 Covered Population, Registered Indians, Regina City

As of August 1:	Registered Indian Population
1991	7,095
1992	7,577
1993	8,091
1994	8,269
1995	9,394
1996	10,292
1997	10,500
1998	9,548
1999	12,477
2000	11,450
2001	12,143
2002	12,440
2003	12,069
2004	12,386
2005	12,818
2006	12,688
2007	13,296
2008	13,676
2009	13,421
2010	12,973

² The Métis are not identified separated in the covered population data.

Figure 2.4 Comparison of Registered Indians in the Covered Population with the Census First Nations Identity Population, Regina City



SECTION 3 SOCIOECONOMIC AND DEMOGRAPHIC CHARACTERISTICS

This section of the report has information about various characteristics of Aboriginal people who live in Regina. Some characteristics are classified as demographic – age, sex, living arrangements, for example. Others are more economic status – education, labour force attachment, and income, for example.

As with the other information in this report, information from the 2006 and previous Statistics Canada census publications is used to describe the Aboriginal population who are currently living in the city of Regina. Where necessary, the statistics refer to the larger metropolitan area rather than the city proper³. When available, the data are presented separately for the First Nations population and for the Métis population.

³ See note on page 3.

3.1 Neighbourhood

The sample size of the census enables an examination of where within the city Aboriginal people live. Table 3.1 shows the population within the community association boundaries and compares it with the number of Aboriginal people living in these neighbourhoods.

Aboriginal people tend to be concentrated in certain neighbourhoods. In absolute numbers, four out of ten Aboriginal people live in 3 of Regina's 29 neighbourhoods;

- North Central with 3,590 Aboriginal people or 22% of the total living in Regina;
- Dewdney East with 1,635 (10%); and
- Rosemount/Mount Royal with 1,135 (7%).

As a proportion of the population, Aboriginal people are concentrated in:

- North Central where 39% of the residents are Aboriginal;
- Heritage (22%);
- Eastview (14%); and
- Northeast (14%).

Notwithstanding this concentration, however, there are Aboriginal people living in each of Regina's neighbourhoods and a significant proportion (more than 5%) in all but five neighbourhoods.

The concentration in neighbourhoods is also evident in the First Nations population (see Figure 3.2) but is less pronounced in the Métis population (see Figure 3.3.)

There are several maps in Appendix A that show the residence of the Aboriginal population in Regina overlaid with other City services and facilities such as transit routes and recreational facilities.

With Aboriginal people concentrated in the central part of the city, they have good access to services that are concentrated in central Regina such as transit services and libraries. They have poorer access to services that tend to be located on the fringes of the city such as major shopping centres. Below are several qualitative observations that can be about the information in the maps.

- Map 1 shows that Aboriginal people generally have good access to bus service.
- Aboriginal people living in North Central, Northeast, or Heritage areas have relatively poor access to open spaces (Map 5) and the bicycle path (Map 2).
- Map 3 shows that Aboriginal people generally have good access to libraries.
- Aboriginal people generally live near schools (Map #4) and playgrounds (Map #7) although those living south of Dewdney Avenue in the North Central neighbourhood are further away than others.
- Few of the Aboriginal people living in the North Central and Heritage neighbourhoods are near a major shopping centres (map 6).

Table 3.1 Aboriginal Population, City of Regina, by Community Association, 2006

Community Association	Population	All Aboriginal People		by Identity	
		Number	as % of population	First Nations	Métis and Other Aboriginal
Al Ritchie	7,745	975	12.6%	635	340
Albert Park	11,245	240	2.1%	105	135
Arcola	19,910	545	2.7%	190	355
Argyle Park	3,800	320	8.4%	165	155
Boot Hill	2,665	170	6.4%	25	145
Cathedral	6,985	750	10.7%	405	345
Centre Square	3,755	225	6.0%	120	105
Heritage	4,385	950	21.7%	790	160
Coronation Park	6,325	640	10.1%	270	370
Dewdney East	16,470	1,635	9.9%	835	800
Dieppe	1,415	145	10.2%	75	70
Downtown	615	35	5.7%	25	10
Eastview	1,690	230	13.6%	45	185
Gladmer Park	1,675	105	6.3%	25	80
Hillsdale	6,250	230	3.7%	100	130
Lakeview	7,490	395	5.3%	175	220
McNab	1,360	125	9.2%	65	60
Normanview	3,695	350	9.5%	170	180
Normanview West	2,960	190	6.4%	75	115
North Central	9,270	3,590	38.7%	2,590	1,000
Northeast	6,875	925	13.5%	465	460
Prairie View	6,305	370	5.9%	140	230
Regent Park	2,660	295	11.1%	190	105
Rosemount-Mount Royal	8,650	1,135	13.1%	495	640
Sherwood-McCarthy	6,175	605	9.8%	330	275
Twin Lakes	5,585	375	6.7%	175	200
Uplands	5,245	545	10.4%	215	330
Walsh Acres	8,635	265	3.1%	30	235
Whitmore Park	6,425	170	2.6%	75	95
Other Areas	125	10	8.0%
Regina City	176,445	16,520	9.4%	9,270	7,265

Figure 3.1 Aboriginal Population as a Percentage of the Total Population, 2006

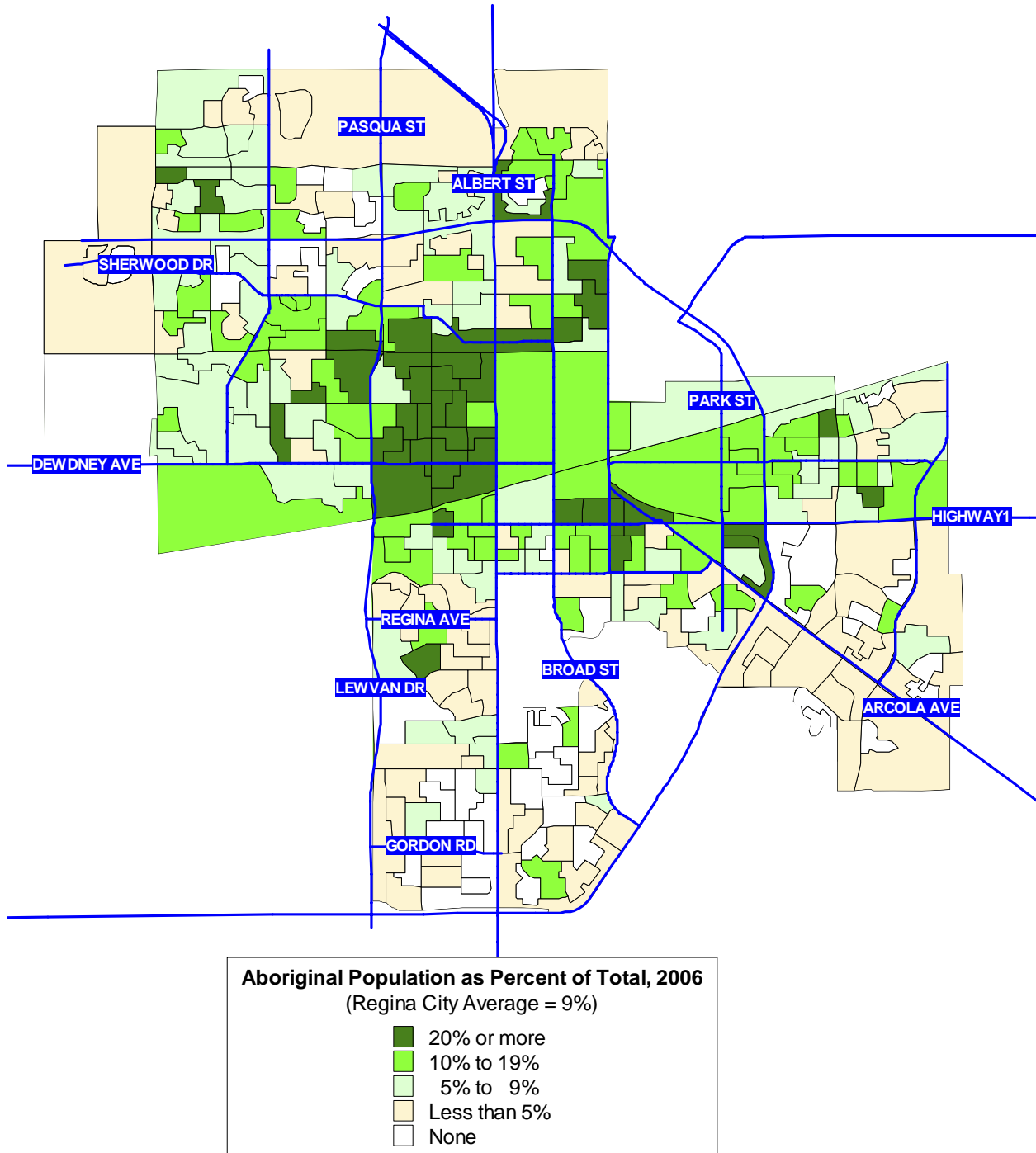


Figure 3.2 First Nations Population as a Percentage of the Total Population, 2006

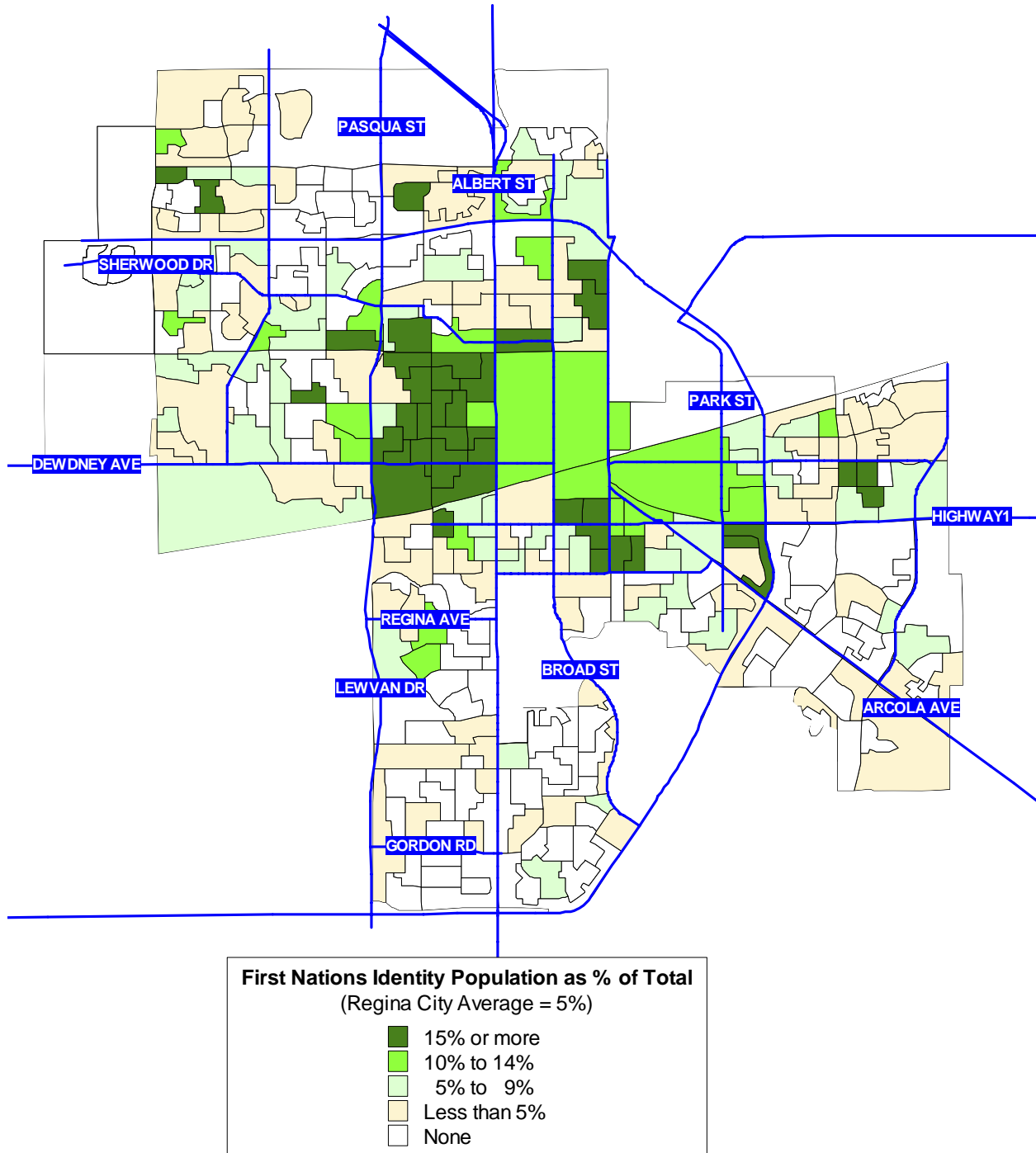
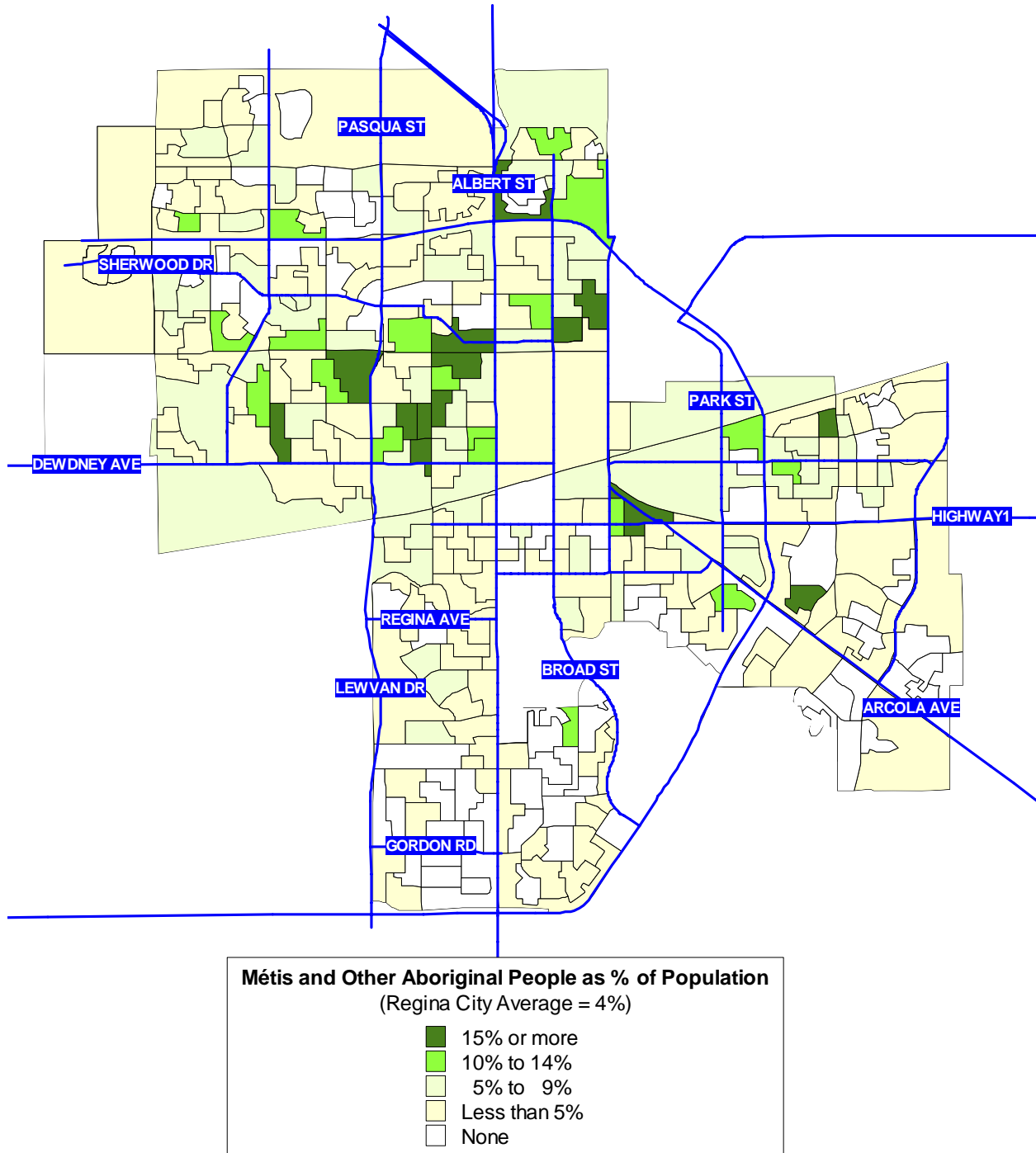


Figure 3.3 Métis and Other Aboriginal People as Percentage of the Total Population, 2006



3.2 Age and Sex

In Regina city, women made up 52% of the population in 2006. The dominance is the result of two factors. Firstly, higher mortality rate among men means that women tend to live longer than men so an older population generally has a higher proportion of women. Secondly, interprovincial migration is more common among men than women so the net out-migration from the city during the 1990s has left a relatively shortage of younger men in the city.

The Aboriginal population living in the city in 2006 had an even more pronounced female population with a female/male ratio of 54%:46% in the general Aboriginal population and a 56%:44% split in the First Nation community.

The Aboriginal population is relatively young so all else being equal, one would expect a more equal female/male ratio. The fact that the opposite is true probably indicates that young women are more likely than young men to move to the city. (The difference is most pronounced among young adults – for example, women make up 63% of the Aboriginal population in the 30 to 34 age group.) Although there may be other reasons for this migration, the main ones are probably education and employment opportunities.

Table 3.2 Regina City Aboriginal Population, 2006, by Sex

	Men	Women	Total	Percent women
First Nations	4,105	5,160	9,270	55.7%
Métis and other Aboriginal	3,575	3,690	7,260	50.8%
Aboriginal Total	7,680	8,855	16,535	53.6%
Non-Aboriginal	77,440	82,940	160,380	51.7%
Total	85,120	91,790	176,910	51.9%

Age

The Regina city population, like the population in Saskatchewan and in fact like the population in Canada as a whole, is dominated by the “baby boom” generation. This group of individuals is usually taken to be those who were born between 1946 and 1964 and who are, in 2011, 47 to 65 years of age. Those in the next generation, called the “bust” generation by some and the “x-generation” by others, is relatively small. The “echo” generation is currently aged 15 to 29 years of age and is larger in size than the “bust” generation. Table 3.3 and Figure 3.4 in this section look at the age distribution of Aboriginal population living in the city.

Compared with the general population, the Aboriginal population is much younger. As one example, 35% of Aboriginal people are under 15 years of age compared with 18% for the general population. At the other end of the age scale, only 2% of the Aboriginal population is 65 years of age or older compared with 13% in the general population. Stated another way, Aboriginal people make up 18% of Regina children but only 2% of Regina seniors.

Table 3.3 Regina City Aboriginal Population, by Age Group, 2006

	Regina City		Aboriginal		First Nations		Métis and Other Aboriginal	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 15 years	31,495	18%	5,710	35%	3,665	40%	2,045	28%
15 to 24 years	28,165	16%	3,495	21%	1,765	19%	1,730	24%
25 to 34 years	24,590	14%	2,545	15%	1,415	15%	1,130	16%
35 to 44 years	25,075	14%	2,090	13%	1,160	13%	930	13%
45 to 54 years	27,220	15%	1,530	9%	655	7%	875	12%
55 to 64 years	17,840	10%	760	5%	395	4%	365	5%
65 and older	22,525	13%	405	2%	210	2%	195	3%
All ages	176,910	100%	16,535	100%	9,270	100%	7,265	100%

The figures also show that this concentration is more pronounced among the First Nations population. Although still relatively young on average, the age distribution of the Métis is closer to the distribution of the non-Aboriginal population (see Figure 3.5) than the First Nations population.

Figure 3.4 Age Distributions in 2006, Aboriginal and Regina City Populations

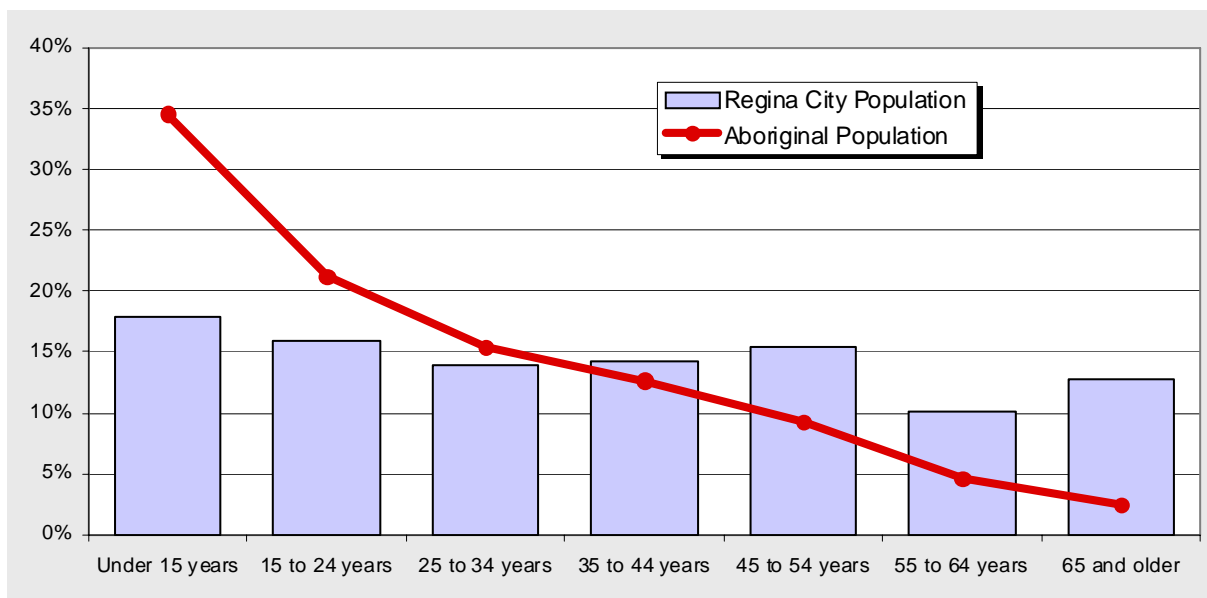
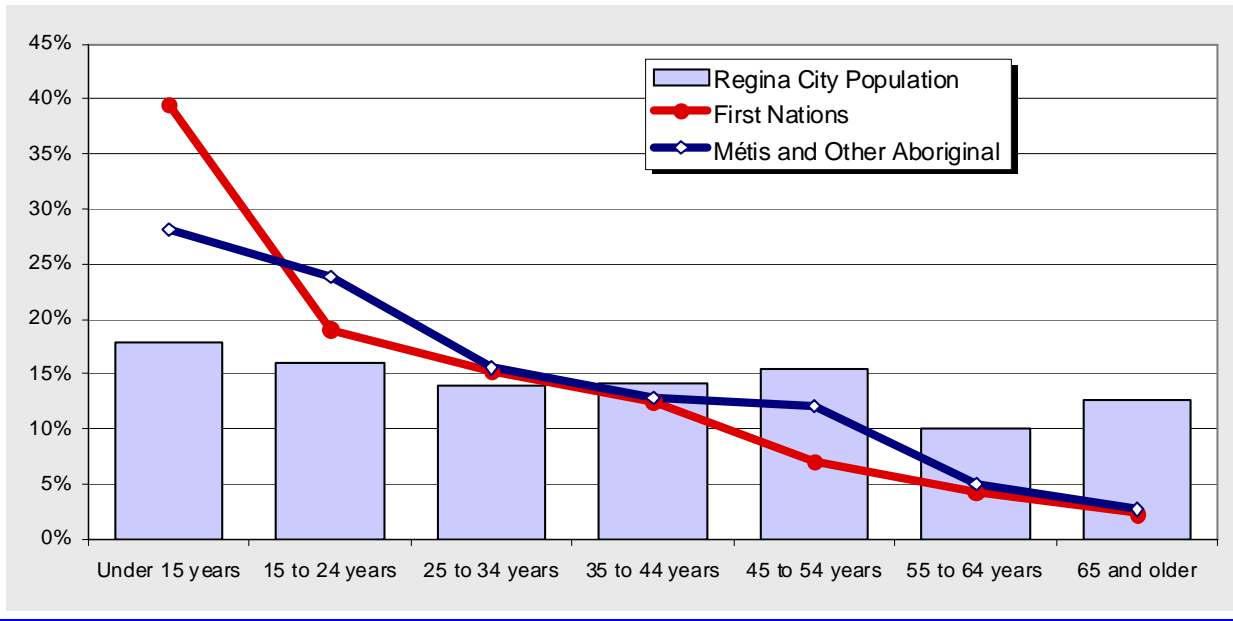


Figure 3.5 Age Distributions in 2006, First Nations and Métis Populations



3.3 Language

There are three statistical measures of language available from census data – mother tongue, official language knowledge, and home language. Only two are published for the Aboriginal population in Regina.

- Mother tongue is defined as the language learned at home in childhood and still understood by the individual at the time of the census.
- The second language measure, home language, refers to the language spoken most often at home at the time of the census.

Multiple responses were allowed for each question. The details on these measures are in Table 3.4 for the Regina CMA in 2006.

Aboriginal people living in Regina are more likely than other Regina residents to report that their mother tongue is English. Fully 95% reported English as their mother tongue and 99% reported that they normally spoke English at home. These compared with 88% and 96% of the general Regina population. In fact, fewer than 1,000 of the 17,105 Aboriginal people living in Regina reported that they could speak an Aboriginal language.

Table 3.4 Selected Language Characteristics of the Aboriginal Population, Regina Metropolitan Area, 2006

		Regina CMA		Aboriginal		First Nations		Métis and Other Aboriginal	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Mother tongue	English	169,720	88.2%	16,280	95.2%	8,995	94.7%	7,285	95.7%
	English and other	1,545	0.8%	85	0.5%	80	0.8%	5	0.1%
	Other	21,170	11.0%	740	4.3%	420	4.4%	320	4.2%
	Total	192,435	100.0%	17,105	100.0%	9,495	100.0%	7,610	100.0%
Home language	English	183,820	95.5%	16,935	99.0%	9,410	99.1%	7,525	98.9%
	English and other	1,290	0.7%	55	0.3%	45	0.5%	10	0.1%
	Other	7,330	3.8%	115	0.7%	45	0.5%	70	0.9%
	Total	192,440	100.0%	17,105	100.0%	9,500	100.0%	7,605	100.0%

3.4 Housing

Statistics about households and families are complicated by the different ideas about what makes up a “family” and by the variety of living arrangements present in today’s society. To understand these statistics, it is necessary to look at the different ways in which Statistics Canada measures family structures and living arrangements. There are two separate concepts involved – one for households and one for families.

Private dwelling Dwellings are physical structures. A “private dwelling” is a separate set of living quarters which has a private entrance either directly from outside or from a common hall, lobby, vestibule or stairway leading to the outside. Apartments and most basement suites are therefore considered as separate dwellings.

Household A “household” is a person or group of persons who occupy a private dwelling.

Family A “family” is defined as a married couple (with or without children of either or both spouses), a couple living common-law (with or without children of either or both partners), or a lone parent of any marital status, with at least one child living in the same dwelling. A couple living common-law may be of the opposite or the same sex. It is not necessary for the adults to be the biological parents of the children so families with adopted children or “blended” families are included in the definition. Extended family arrangements are considered as multi-family households.

Applying Aboriginal identity (which refers to a characteristic of an individual) to collective statistics such as families or households can be problematic. In the statistics about housing and households that follow, the household is considered an “Aboriginal” household if:

- for non-family households, at least 50% of household members are Aboriginal; or
- for family households, at least one spouse, common-law partner, or the lone parent is Aboriginal.

With this definition, there were 6,945 “Aboriginal” households in Regina in 2006. This is 9.3% of the 74,800 households in the city in 2006 which is the same proportion as Aboriginal people in the city. In the balance of this section, we focus on these households.

Table 3.5 documents several characteristics of Aboriginal households relative to the city as a whole. Some of the observations that can be made are as follows (see Figure 3.6).

- Four out of ten dwellings (40%) were owned which is a much lower proportion than in the city as a whole where more than two thirds (68%) of dwellings are owned.
- Aboriginal dwellings are, on average, older with 20% built after 1980 compared with 28% for the city as a whole.
- Aboriginal households are as likely to be apartments or single detached dwellings as other households.

Table 3.5 Selected Housing Statistics, Aboriginal Households, Regina City, 2006

		All households		Aboriginal households	
		Number	Percent	Number	Percent
Total		74,800	100.0%	6,945	100.0%
Average number of persons per dwelling		2.4	...	2.9	...
Average number of rooms per dwelling		6.6	...	6.1	...
Tenure	Owned	51,135	68.4%	2,740	39.5%
	Rented	23,660	31.6%	4,210	60.6%
	Total	74,800	100.0%	6,945	100.0%
Age (year built)	Before 1961	21,030	28.1%	2,585	37.2%
	1961 to 1980	32,635	43.6%	2,980	42.9%
	1981 to 2006	21,130	28.2%	1,390	20.0%
	Total	74,800	100.0%	6,945	100.0%
Type	Single detached	50,075	66.9%	4,550	65.5%
	Apartment	19,020	25.4%	1,665	24.0%
	Row house/semi-detached/other	5,700	7.6%	730	10.5%
	Total	74,800	100.0%	6,945	100.0%
Below standard ¹	Affordability	13,240	18.2%	1,975	29.5%
	Adequacy	5,765	7.9%	845	12.6%
	Suitability	3,235	4.4%	900	13.5%
	At least one of these	19,850	27.3%	3,125	46.7%
	None of these	52,885	72.7%	3,565	53.3%
	Total	72,730	100.0%	6,690	100.0%
CMHC adequacy ²	In core need	7,190	9.9%	2,000	29.9%
	Not in core need	65,545	90.1%	4,690	70.1%
	Total	72,735	100.0%	6,690	100.0%

1 Affordable dwellings are those where rent or mortgage payments cost less than 30% of total before-tax household income. Adequate dwellings are those reported by their residents as not requiring any major repairs. Suitable dwellings have enough bedrooms for the size and make-up of resident households, according to National Occupancy Standard requirements.

2 CMHC defines a household as "in core need" if the dwelling falls below at least one of the adequacy, suitability, or affordability standards (see above) and if it would have to spend 30% or more of its total before-tax income to pay the median rent of alternative local housing that meets all three standards.

There are a number of housing adequacy measures that can be derived from the census statistics. These are shown in Table 3.5 and graphically in Figure 3.7 on the next page.

Aboriginal households were, compared with all households in Regina, much more likely to be below standards in terms of affordability, suitability, and adequacy. Almost one half (47%) of Aboriginal households report a problem in one of these three categories compared with 27% for the city as a whole.

CMHC’s “core housing need” indicator suggests that, for 30% of Aboriginal households, the dwelling is below standard and that the household did not have sufficient income to afford a dwelling that would be above standard.

Figure 3.8 shows that the Aboriginal dwellings that are below standard are concentrated but not exclusively located in the centre of the city.

- In the North Central neighbourhood, 74% of Aboriginal dwellings are below standard, usually affordability (49%).
- In the Heritage neighbourhood, 64% of Aboriginal dwellings are below standard.
- In the Al Ritchie neighbourhood, 54% of Aboriginal dwellings are below standard.

Figure 3.6 Selected Housing Characteristics, Regina City, 2006

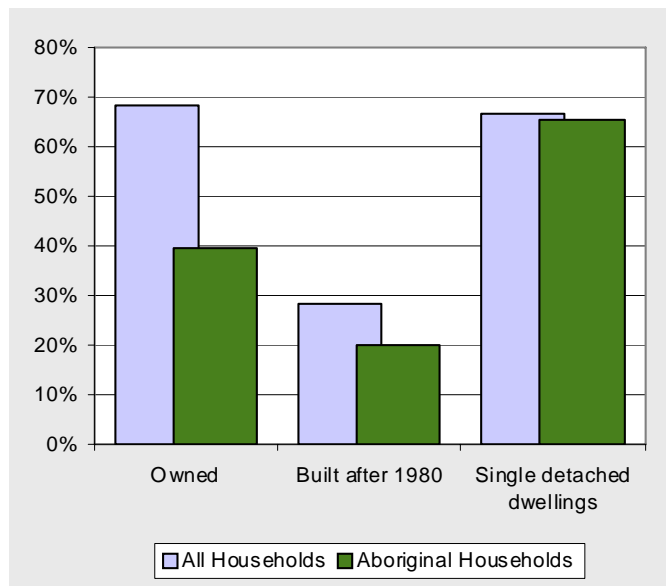


Figure 3.7 Housing Suitability, Adequacy, and Affordability Measures, Regina City, 2006

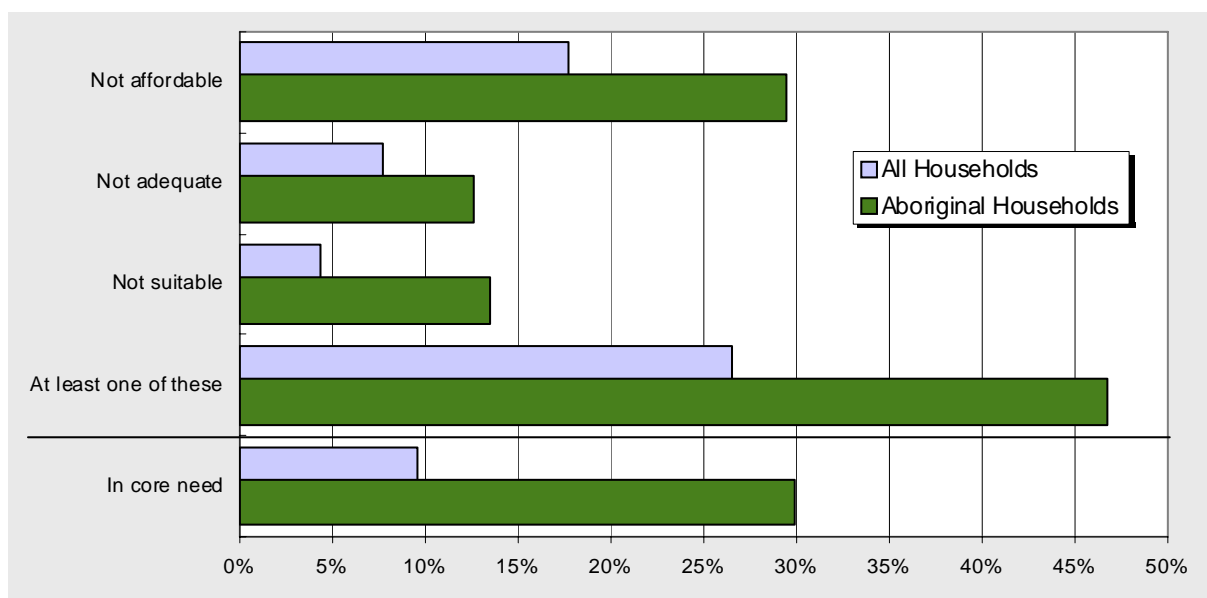
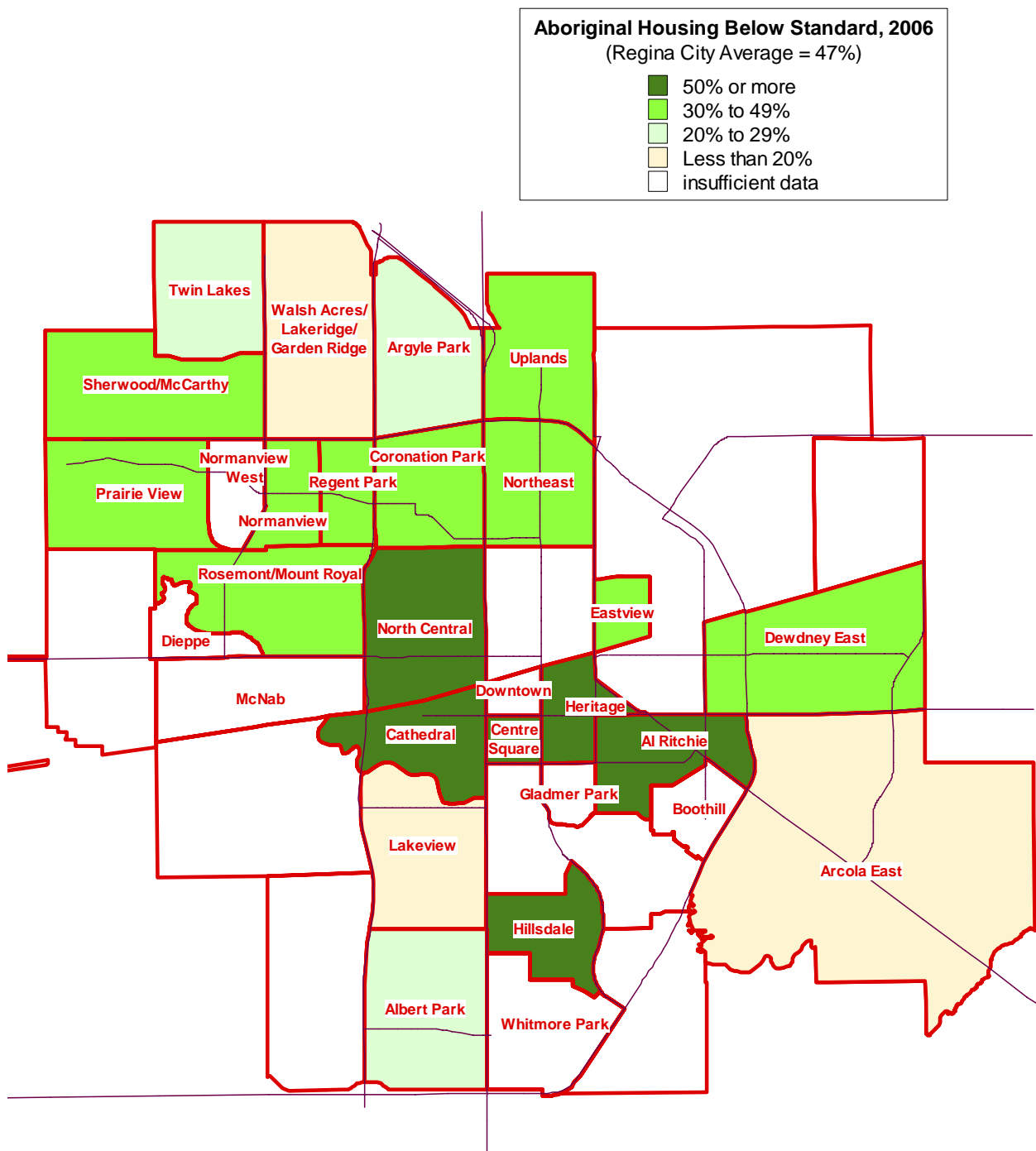


Figure 3.8 Aboriginal Housing Below Standard (at least one of affordability, adequacy, or suitability), 2006, by Neighbourhood



3.5 Completed Education

In census data, the level of completed formal education refers to the highest grade or year of elementary or secondary school attended, or to the highest year of university or other non-university education completed. In the classification scheme, university education is considered to be a “higher” level of schooling than non-university education so those with, for example, a university degree and a trades certificate will be classified as having a university degree. Apprentices who have completed their program are counted as having a certificate, even if they did not complete grade 12. Note that some certificates or diplomas can be obtained at a university.

Table 3.6 has the educational attainment data for the Aboriginal population living in Regina city in 2006.

In 2006, the formal education levels for the Aboriginal population living in Regina were low relative to the average for the non-Aboriginal population as Figures 3.9 and 3.10 show. For example, 38% of the adult Aboriginal population had less than grade twelve in 2006. This compares with 22% for the general Regina city population. Restricted to those in the primary labour market, the difference persists with 25% of the Aboriginal population 25 to 54 years of age with less than grade twelve compared with 12% for the general Regina city population. In both age groups, the First Nations population has lower levels of education than the Métis population.

At the other end of the scale, 31% of the adult Aboriginal population were post-secondary graduates compared with 48% of the general Regina city population. Restricted to those 25 to 54 years of age, the equivalent figures are 43% for the Aboriginal population and 59% for the general Regina city population. As with those who have less than grade 12, there are differences between the First Nations and Métis population with the Métis population generally more likely to be post-secondary graduates.

Table 3.6 Selected Education Statistics, Aboriginal Population, Regina City, 2006

		Regina CMA		Aboriginal		First Nations		Métis and Other Aboriginal	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
15 years of age and older	Less than high school	31,775	22%	4,080	38%	2,275	41%	1,805	35%
	High school	44,430	31%	3,370	31%	1,665	30%	1,705	33%
	Certificate or diploma	42,050	29%	2,475	23%	1,245	22%	1,230	24%
	University degree	27,160	19%	900	8%	405	7%	495	9%
	Total	145,415	100%	10,830	100%	5,600	100%	5,230	100%
25 to 54 years	Less than high school	8,855	12%	1,525	25%	880	27%	640	22%
	High school	22,560	29%	2,045	33%	1,065	33%	980	33%
	Certificate or diploma	26,420	34%	1,885	31%	990	31%	895	30%
	University degree	19,080	25%	765	12%	340	11%	425	14%
	Total	76,880	100%	6,175	100%	3,230	100%	2,945	100%

Figure 3.9 Percent of the Population with Less than Grade 12, Regina City, 2006, by Aboriginal Identity

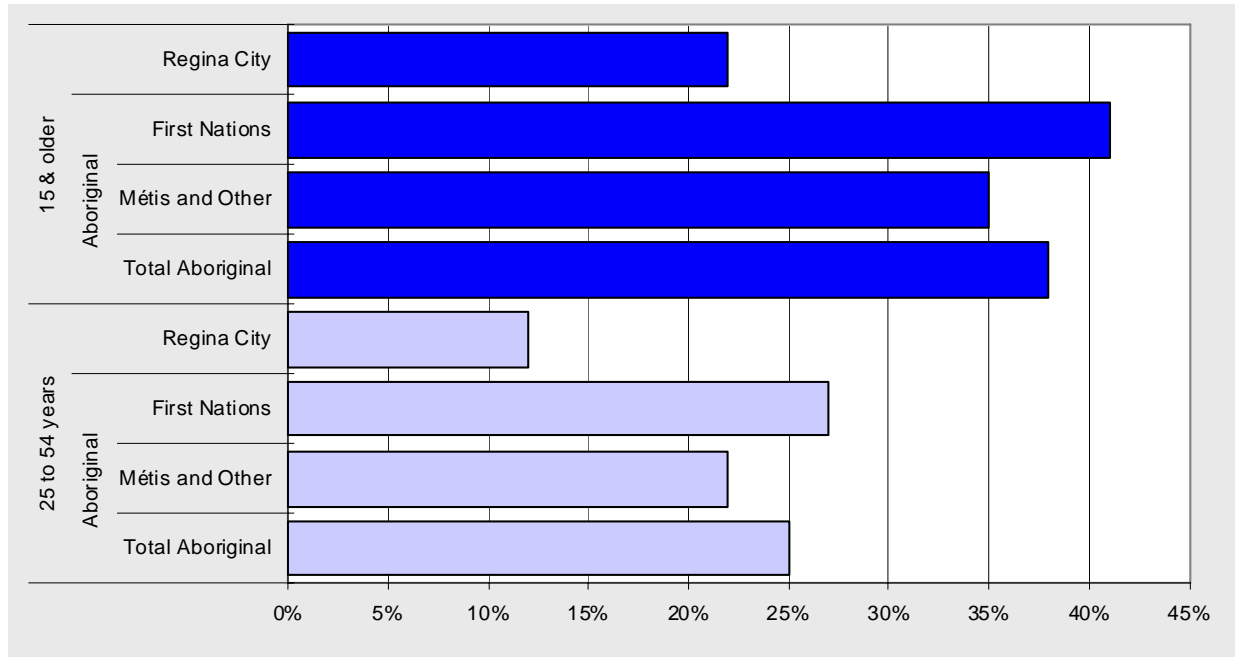
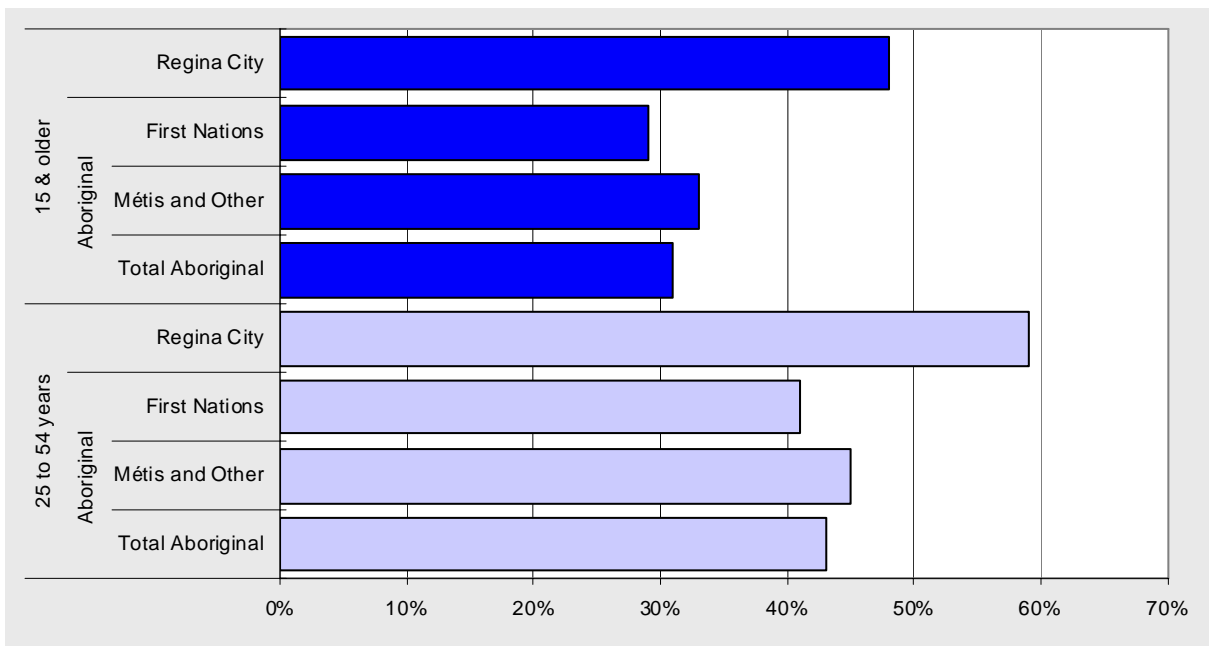


Figure 3.10 Percent of the Population with a Post-Secondary Certificate, Diploma, or Degree, Regina City, 2006, by Aboriginal Identity



3.6 Labour Market Participation

Labour market data for the Aboriginal population living in the Regina CMA is available from the census. For these statistics, each adult (defined as persons 15 years of age or older) is classified as belonging to one of three categories, depending on their activity in the week prior to the census.

Employed	This includes persons who did any work at all during the week. Employed persons can be self-employed or the so-called “unpaid family workers”, namely those who work without pay in a family farm, business or professional practice. Those who were absent from their job or business because of a vacation, illness, labour dispute, or other reason are still considered as employed.
Unemployed	This includes persons who were not employed but were available for work and who had actively looked for work in the past four weeks.
Not in the labour force	This is the remaining population, that is, those who were neither employed nor unemployed.

Three ratios that are commonly used labour market indicators can be derived from these three statistics.

- The employment rate is the percentage of the population who are employed.
- The unemployment rate is the number of unemployed as a percentage of the labour force (employed plus unemployed).
- The participation rate is the labour force (employed plus unemployed) as a percentage of the population.

Education levels and labour market participation are strongly correlated so one would expect that with lower levels of formal education, the Aboriginal population would have lower levels of employment. Table 3.7 shows that this is, in fact, the case.

Using the employment rate as a measure, the general employment rate was 67% in Regina but 55% for the Aboriginal population (see Figure 3.11). The employment rate is particularly low (43%) for the First Nations population; in fact the employment rate for the Métis population is slightly above the city average.

Figure 3.11 also shows that the same pattern of employment rates, namely lower rates for the Aboriginal population in general and the First Nations population in particular, is evident among both men and women although, as with the general population, employment rates are higher for Aboriginal men than for Aboriginal women.

Restricted to the primary labour market age group of 25 to 54 years of age, the employment rate is only 51% for the First Nations population compared with 85% for the general Regina city population.

Table 3.7 Selected Labour Force Statistics, Regina City, 2006, by Aboriginal Identity

		Regina City	Aboriginal Total	First Nations	Métis and Other Aboriginal	
Total both sexes, 15 & older	Population	145,415	10,830	5,595	5,235	
	In the labour force	Employed	97,485	5,980	2,405	3,575
		Unemployed	5,135	970	670	300
		Total	102,625	6,950	3,080	3,870
	Not in the labour force	42,790	3,880	2,515	1,365	
	Employment rate	67%	55%	43%	68%	
	Unemployment rate	5%	14%	22%	8%	
Male	Population	69,200	4,835	2,360	2,475	
	In the labour force	Employed	49,045	2,895	1,150	1,745
		Unemployed	2,790	480	340	140
		Total	51,840	3,375	1,490	1,885
	Not in the labour force	17,365	1,455	865	590	
	Employment rate	71%	60%	49%	71%	
	Unemployment rate	5%	14%	23%	7%	
Female	Population	76,215	6,000	3,235	2,765	
	In the labour force	Employed	48,440	3,085	1,255	1,830
		Unemployed	2,345	485	330	155
		Total	50,785	3,570	1,590	1,980
	Not in the labour force	25,430	2,430	1,645	785	
	Employment rate	64%	51%	39%	66%	
	Unemployment rate	5%	14%	21%	8%	
25 to 54 years of age	Population	76,880	6,170	3,220	2,815	
	In the labour force	Employed	65,380	4,020	1,645	2,290
		Unemployed	2,450	555	415	130
		Total	67,825	4,570	2,060	2,420
	Not in the labour force	9,040	1,600	1,160	385	
	Employment rate	85%	65%	51%	81%	
	Unemployment rate	4%	12%	20%	5%	

Figure 3.11 Employment Rates in May 2006, Regina City, by Aboriginal Identity

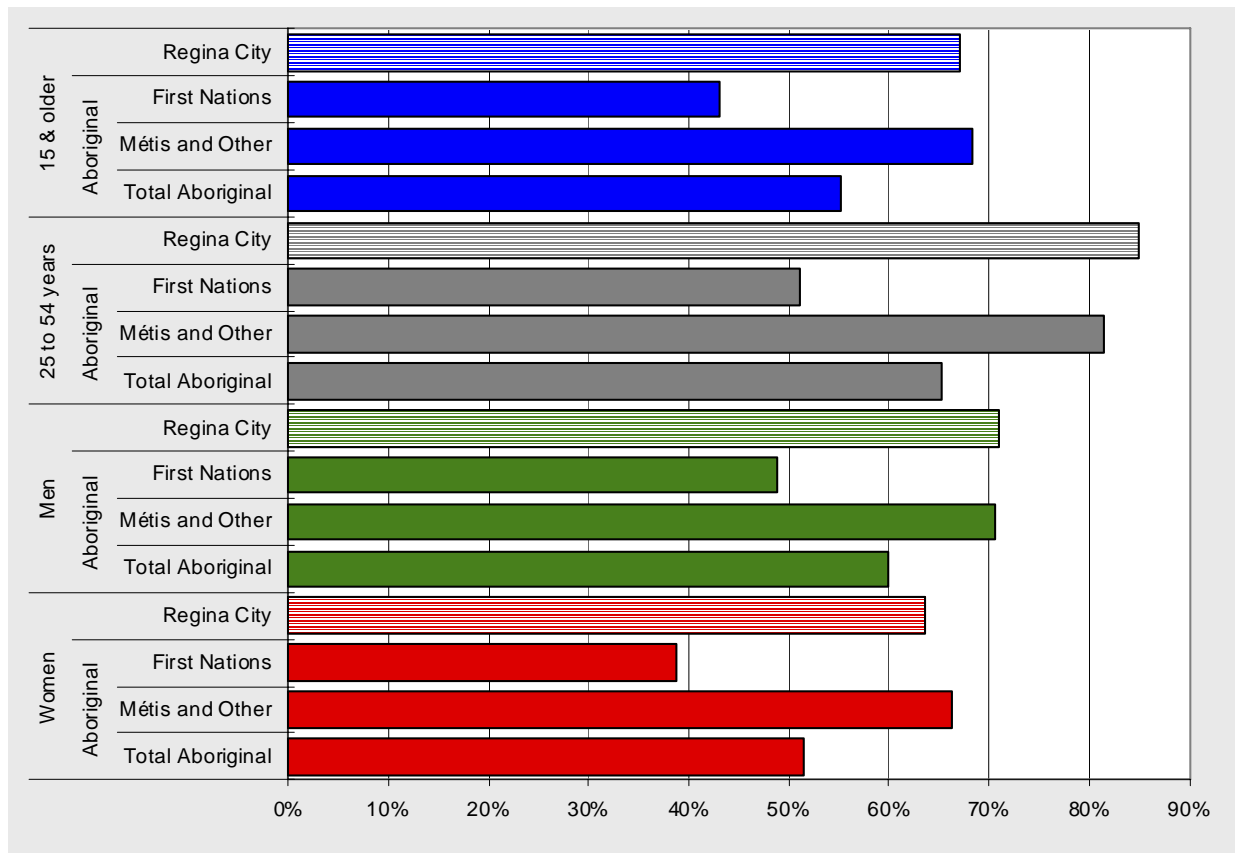


Figure 3.12 shows that the Aboriginal population are less likely than the general Regina population to be self-employed – 4.3% compared with 7.9%.

Figure 3.12 Percentage of the Employed Population who are Self-Employed, 2006, Regina City, by Aboriginal Identity

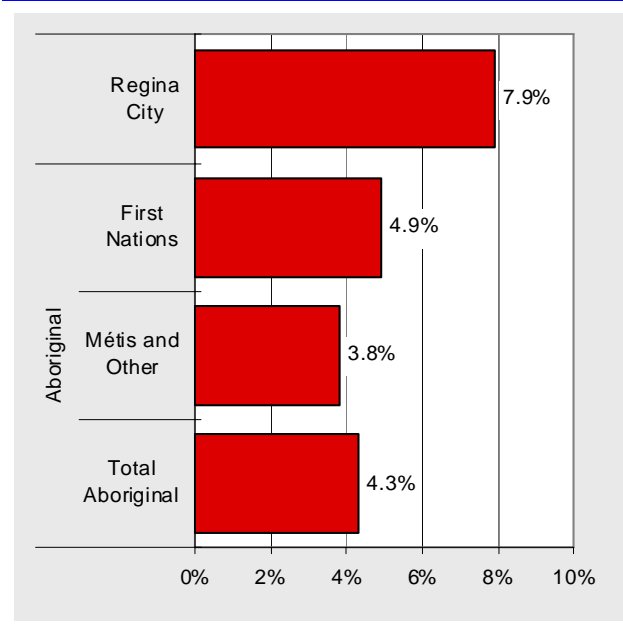
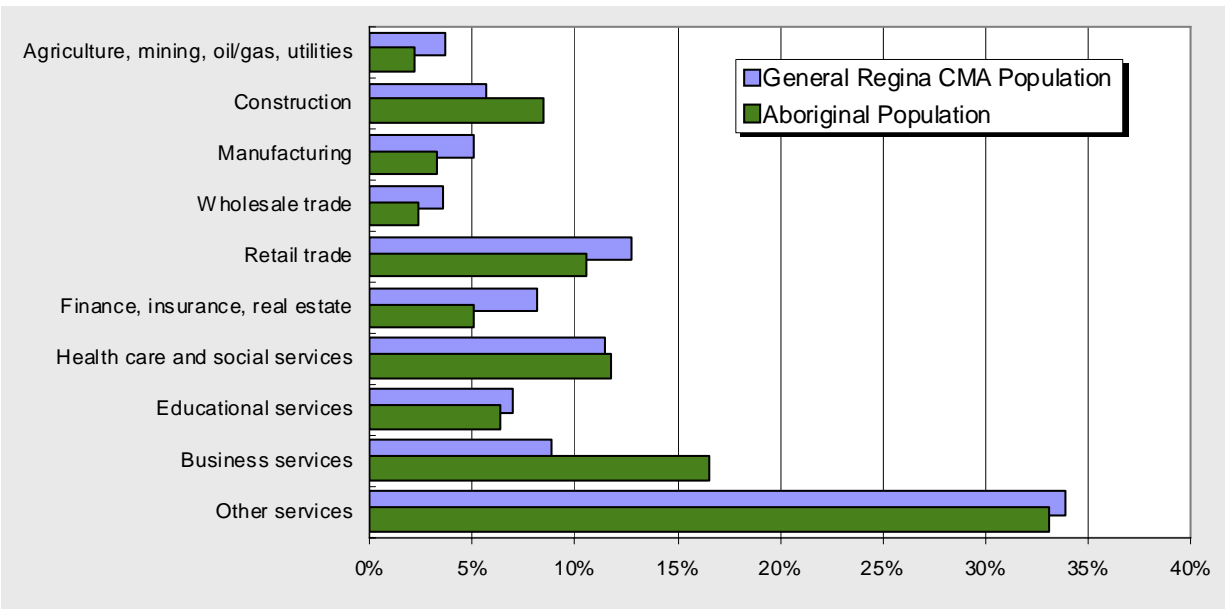


Figure 3.13 and Table 3.8 compare the industry group for Aboriginal employment with the general Regina CMA population. The differences are generally quite small. Compared with the general population, Aboriginal people are more likely to be employed in:

- construction (8.5% of Aboriginal people compared with 5.7% of non-Aboriginal people); and
- business services (16.6% compared with 8.8%).

Figure 3.13 Employment by Industry, Regina CMA, 2006, by Aboriginal Identity



They are less likely to be employed in:

- finance, insurance, real estate (5.1% compared with 8.2%); and
- retail trade (10.6% compared with 12.8%).

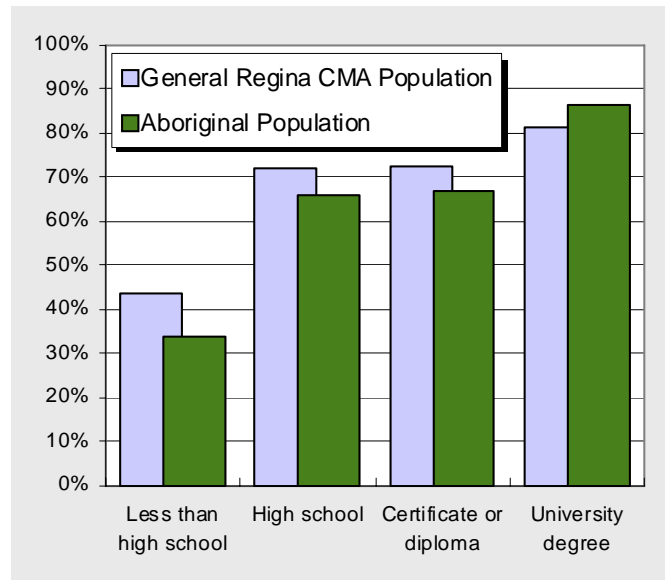
Table 3.8 Experienced Labour Force by Industry, Regina CMA, 2006

	Regina CMA		Aboriginal	
	Experienced Labour Force	Percent of Total	Experienced Labour Force	Percent of Total
Agriculture and other resource-based industries	4,040	3.7%	150	2.2%
Construction industries	6,285	5.7%	590	8.5%
Manufacturing industries	5,570	5.0%	230	3.3%
Wholesale trade	3,930	3.6%	170	2.4%
Retail trade	14,110	12.8%	735	10.6%
Finance, insurance, real estate	9,035	8.2%	355	5.1%
Health care and social services	12,660	11.4%	815	11.7%
Educational services	7,715	7.0%	445	6.4%
Business services	9,770	8.8%	1,150	16.6%
Other services	37,510	33.9%	2,295	33.0%
Total	110,625	100.0%	6,945	100.0%

The correlation between the level of completed education and the employment rate is strong for the general population and Figure 3.14 shows that it is even stronger for the Aboriginal population.

In the Regina CMA, the Aboriginal employment rate in 2006 ranges from a low of 34% for those with less than high school to a high of 86% for those with a university degree. In fact, Aboriginal people with a university degree are more likely than non-Aboriginal people with the same level of completed education to be employed.

Figure 3.14 Employment Rates, May 2006, Regina CMA, by Aboriginal Identity and Level of Completed Education



3.7 Income and Poverty

Statistics about income are complicated by the fact that socioeconomic status is often a function of household or family income rather than individual income. To use an example, there is probably a significant difference between the economic circumstances of an Aboriginal woman living alone with a \$25,000 annual income and one who is living with a partner who also has a \$25,000 annual income so that household income is \$50,000. Aboriginal identity, on the other hand, is a characteristic of the individual so most published income and poverty data are restricted to individuals.

A special tabulation of household incomes was obtained for this research using the definition of an “Aboriginal household” to be one where:

- for non-family households, at least 50% of household members are Aboriginal; or
- for family households, at least one spouse, common-law partner, or the lone parent is Aboriginal.

In the first instance, however, we look at individual rather than household income.

Individual Incomes

Table 3.9 has information about individual incomes in the Regina CMA. In the general population, and in spite of the large proportion of seniors, three quarters of the population has at least some employment income and 43% worked throughout 2005 on a full-time basis. The average employment earnings for these full-time, full-year workers at \$47,960 brings overall individual income to \$36,320. After income tax, the average income drops to \$29,850.

The Aboriginal adult population had average gross incomes that were 69% of the average for the general CMA population –\$25,060 compared with \$36,320. The differential is somewhat smaller after the levelling effects of the income tax system are taken into account – Aboriginal after-tax incomes are 73% of the general CMA average.

Table 3.9 Personal Income in 2005, Regina CMA, Persons 15 Years of Age and Older

		Regina CMA	Aboriginal Identity		
			First Nations	Métis and Other	Total
Average personal income	Average before taxes	\$36,320	\$21,860	\$28,240	\$25,060
	Average after taxes	\$29,850	\$19,670	\$24,030	\$21,860
Employment earnings	Percent with employment earnings	76%	54%	76%	65%
	Average employment earnings	\$25,610	\$24,250	\$28,630	\$26,780
	Percent with FTFY earnings*	43%	24%	38%	31%
	Average employment earnings for FTFY workers*	\$47,960	\$38,750	\$41,390	\$40,350
Percent in low income households	Before taxes	12%	51%	24%	38%
	After taxes	9%	42%	21%	31%

* employment income among those who worked throughout 2005 on a full-time basis, the so-called full-time, full-year workers

Lower personal incomes can arise from one or more of three factors.

- Lower average incomes arise if fewer adults have employment earnings. This is because incomes from pensions or government transfer payments tend to be lower than incomes from employment.
- A weaker attachment to the labour force will typically result in lower incomes. For example, if the employment is seasonal or part-time, earnings and therefore total income will be lower.
- Lower average wage rates either because of discrimination or because of a concentration in low-paying occupations or industries will result in lower employment earnings and therefore, lower total incomes.

The lower incomes among Aboriginal people are the result of all three of these factors.

Firstly, Aboriginal people were less likely to report employment earnings (65% compared with 76%) than other adults in Regina (see Figure 3.15). This is spite of their relative youth which, all else being equal, would suggest a higher proportion should have employment income.

Figure 3.15 shows that this is exclusively an issue for the First Nations population. Among the Métis, the percentage with employment income is the same as in the general population.

Secondly, Aboriginal people were less likely to be full-time, full-year workers than the general CMA population (see Figure 3.16). Among those who reported at least some employment income 31% of Aboriginal people were full-time, full-year workers compared with 43% of the general population.

This differential is present for both the First Nations population and the Métis population although it is more pronounced among the former.

Figure 3.15 Proportion of Adults with at Least Some Employment Income in 2005, Regina CMA, by Aboriginal Identity

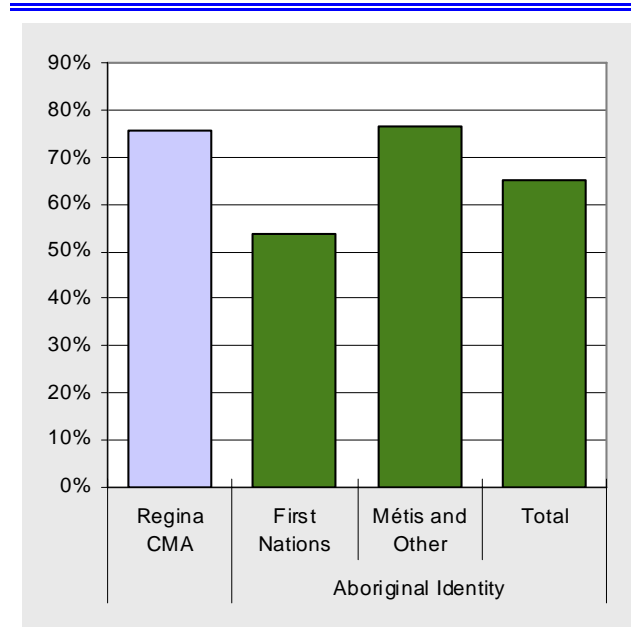
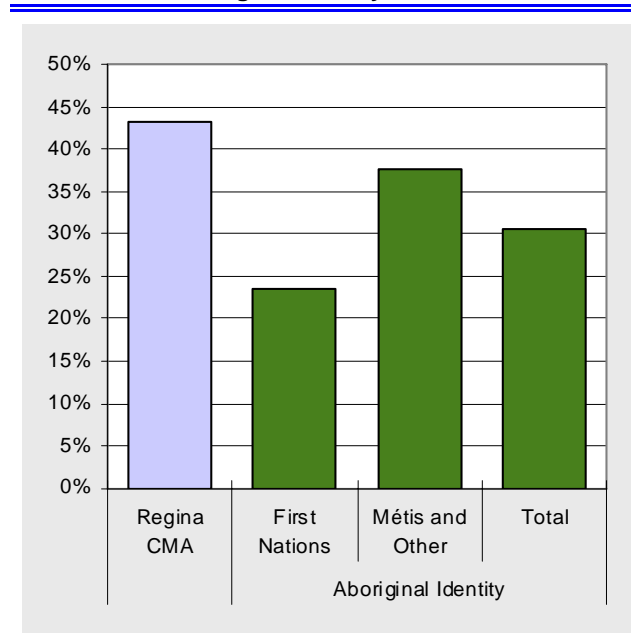


Figure 3.16 Full-Time Full-Year Workers as a Proportion of the Adult Population with Employment Earnings, Regina CMA, by Aboriginal Identity



The third factor is also present. Among full-time, full-year workers, the average earnings were \$40,350 for Aboriginal people which was 84% of the average for the general CMA population. This means that Aboriginal people are more likely to be working in occupations and/or industries with lower average wage rates.

Figure 3.17 shows that this is an issue for both the First Nations and Métis populations although, once again, the differential is greater among the First Nations population.

Poverty

The number of adults considered to have “low incomes” in Table 3.9 is based on the Low Income Cutoff or LICO. The LICO is an income inequality measure designed to measure the percentage of individuals who live in households where the proportion of household income that is spent on food, shelter and clothing is well above average. Some examples of the LICO in 2005 in Regina are:

- \$17,900 for an individual living alone;
- \$22,290 for a two-person household; and
- \$33,270 for a family of four.

An individual is considered to be below the LICO if the household or family in which they live has income below the LICO. The LICO is often referred to as the “poverty line” even though it is a measure of income inequality rather than a measure of absolute poverty.

With lower incomes, it is no surprise that Aboriginal people are more likely to live in low-income households but the data shown in Figure 3.18 are dramatic, nonetheless. In 2006 and using the after-tax measure, the proportion of the adult population who were living in low-income households was 31% compared with 9% for the general population. Among the First Nations population, the proportion is approaching 50%.

Figure 3.17 Average Employment Earnings in 2005, Full-Time, Full-Year Workers, Regina CMA, by Aboriginal Identity

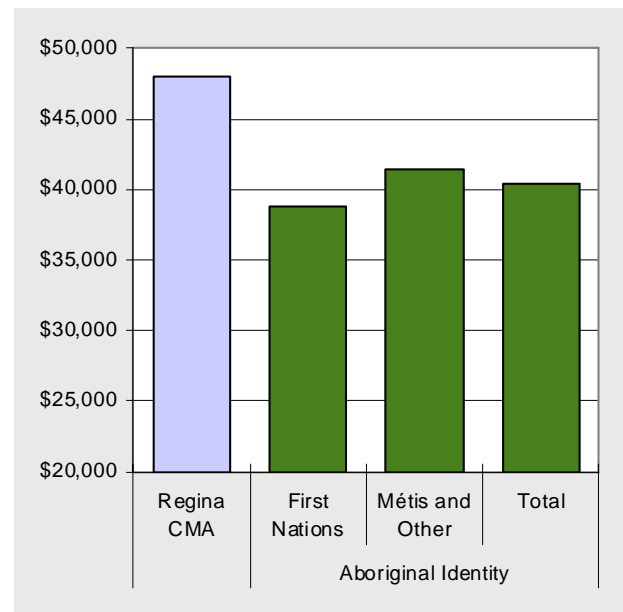
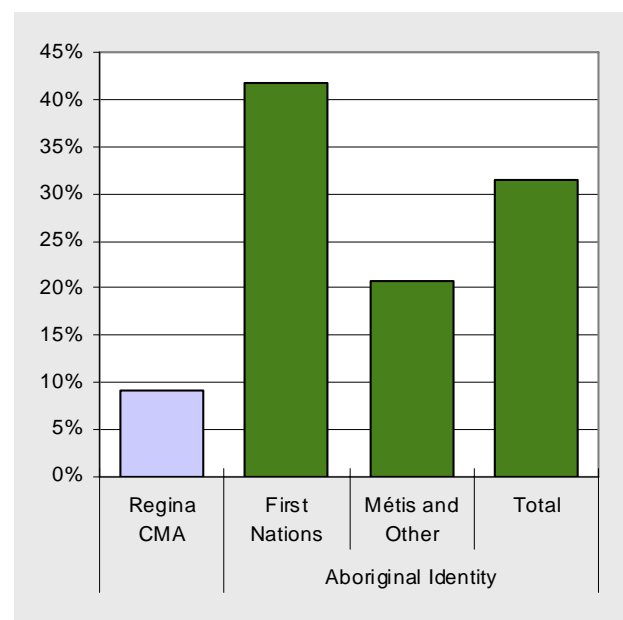


Figure 3.18 Percentage of the Adult Population living in Households with 2005 Incomes below the LICO, Regina CMA, by Aboriginal Identity



Household Income

Table 3.10 uses the definition of an Aboriginal household described earlier in this section and focuses on Regina city rather than the metropolitan area. The figures show that, as with individual incomes, the average income in Aboriginal households is well below the city average.

The average of \$50,870 in Aboriginal households is 76% of the city average (see Figure 3.19). The difference is more pronounced among single-person households (typically seniors in the non-Aboriginal population) where the average of \$24,940 in Aboriginal households is 70% of the city average.

The low income figures for Aboriginal households will differ from those described in Table 3.9 because they include persons under 15 years of age. In 2005, approximately 39% of Aboriginal households had incomes below the LICO. This compares with 16% for the city as a whole.

Figure 3.20 shows how the proportion of Aboriginal households with low incomes are distributed through the city. An above-average proportion are in the central parts of the city including:

- North Central (72%);
- Heritage (61%);
- Centre Square (50%);
- Al Ritchie (45%);
- Coronation Park (42%);
- Cathedral (42%); and
- Regent Park (40%).

Figure 3.19 Average Household Income in 2005, Regina City

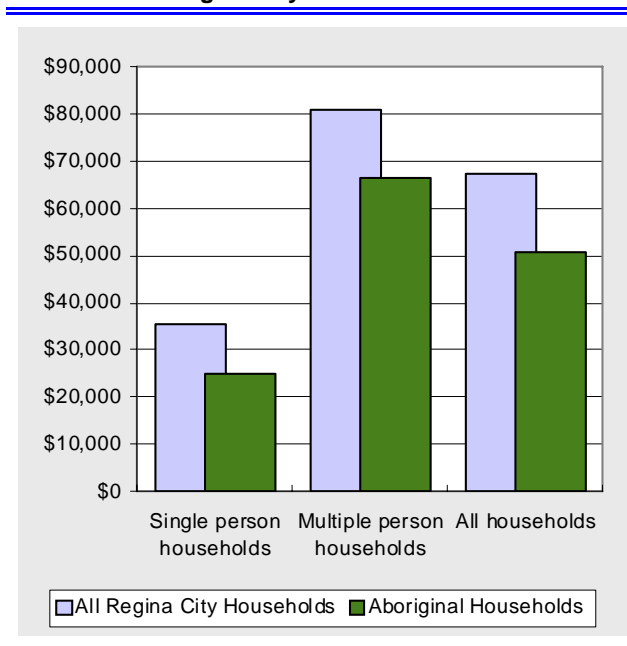
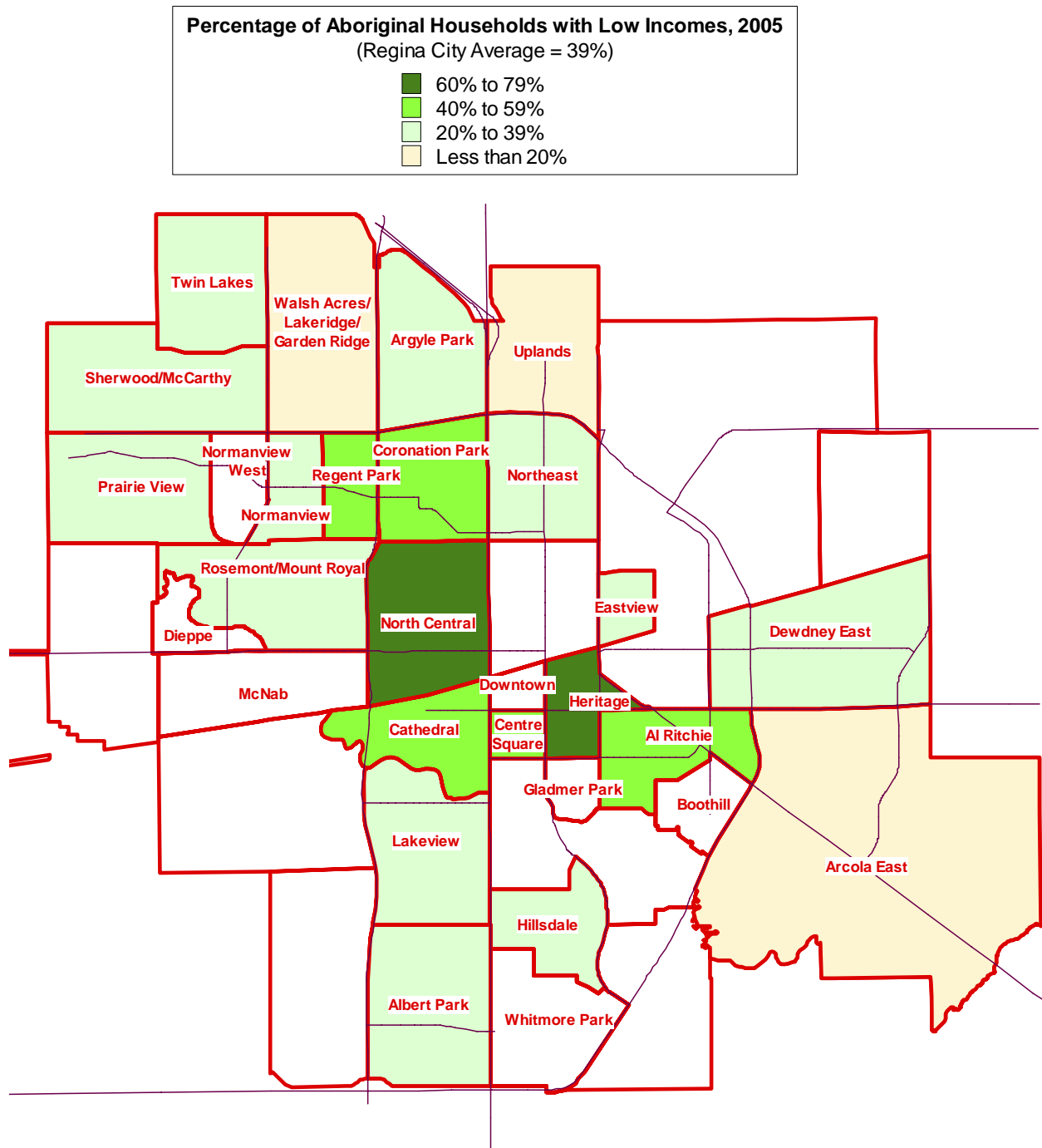


Table 3.10 Household Incomes, Regina City, 2005

		All Households	Aboriginal Households
Number of households		74,800	6,945
Average household income	All households	\$67,200	\$50,870
	Single-person households	\$35,300	\$24,940
	Multi-person households	\$81,100	\$66,540
Percentage of households with incomes below the LICO		16%	39%
Percentage of persons in households with incomes below the LICO		14%	44%

Figure 3.20 Percentage of Aboriginal Households with Low Incomes, 2005, by Neighbourhood



SECTION 4 POPULATION PROJECTION

This section contains a projection for the size of the Aboriginal population living in Regina over the short to medium term. These projections should be treated with caution because forecasting the size of a population is a difficult task, especially for a single community and especially over a long time period. Readers should pay particular attention to the assumptions because these determine the size of the projected population; different assumptions would lead to different population projections.

The population of the city over time is determined by the action of eight different variables usually grouped into four categories:

- natural growth (births less deaths);
- net international migration (persons moving to Regina from other countries less the number moving from Regina to other countries);
- net interprovincial migration (persons moving to Regina from other provinces less the number moving from Regina to other provinces); and
- net intraprovincial migration (persons moving to Regina from elsewhere in Saskatchewan less the number moving from Regina to elsewhere in Saskatchewan) which includes the population moving to/from Regina from/to the metropolitan area around the city.

These eight variables interact in complex ways. Interprovincial migration, for example, tends to occur among young adults so an increase in net interprovincial migration will typically lead to an increase in the number of births. Higher levels of international in-migration, to use another example, may lead to higher levels of interprovincial out-migration if recent immigrants are more likely than other residents to move to other provinces.

The economy in general and the labour market in particular are also factors affecting migration patterns. Many people who come to Regina do so to take a new job and many of those who move out of the city do so because they have a job elsewhere. Changes in the labour market will therefore affect population trends as well. The Saskatchewan Immigrant Nominee Program is the reason for most of the increase in immigrants during the past few years and will continue to be important in the future. The program is, however, demand driven in the sense that if employers are not having difficulty hiring then the number of immigrants coming to the city will decline.

This population projection was done independently of a previous projection prepared by Derek Murray Consulting and Associates for the Official Community Plan but the assumptions were similar and the results were compared to ensure that the population projection used here was consistent with the “medium” scenario from that study⁴.

Section 4.1 has the projected population for the city as a whole in order to provide context for the population projection of Aboriginal people described in Section 4.2.

⁴ Population, Employment and Economic Analysis of Regina, Derek Murray Consulting and Associates, April 2010

4.1 General Regina City Population

The population projection model used for the general Regina city population uses a multi-step process in what is called a “cohort survival” methodology.

1. The population of the Regina CMA by 5-year age group and sex for July 2010 is used as the starting point⁵. The CMA rather than the city proper was used because the CMA population data are more up-to-date than the population for the city proper.
2. For each subsequent year to 2030, individuals are “aged” one year and the estimated number of international, interprovincial, and intraprovincial migrants is added or subtracted. This is where the term “cohort survival” arises.
3. The number of births is added and the number of deaths is subtracted.
4. The final step is to adjust the population downward to convert from the CMA back to the city population. This was done by assuming the same age/sex distribution between the city and the CMA as was the case in 2006.

The assumed fertility and mortality rates are shown in Table 4.1. These rates are provincial averages because the Regina population is too small to enable the reliable calculation of rates that are specific to the city.

Table 4.2 documents the three kinds of net migration flows that were assumed for the projections⁶. The five-year averages (2005-06 to 2009-10) were used for interprovincial and intra-provincial flows. This was a period in which interprovincial migration to the city switched from a negative to a positive value. The three most recent years (2007-08 to 2009-10) rather than the five most recent years were used to calculate the flows from international migration to account for the fact that migration is expected to increase in the next few years.

With these assumptions, the population of the city, currently estimate at 195,820 reaches 225,000 by 2020 and 250,000 by 2027. The average annual growth rate is 1.5%.

Table 4.1 Assumed Fertility and Mortality Rates

Age	Fertility Rate*	Mortality Rate**	
		Men	Women
Under 5	0.0	0.9983	0.9988
5 to 9	0.0	0.9998	0.9998
10 to 14	0.0	0.9997	0.9998
15 to 19	31.6	0.9990	0.9994
20 to 24	85.5	0.9989	0.9995
25 to 29	122.8	0.9990	0.9994
30 to 34	94.8	0.9985	0.9993
35 to 39	34.1	0.9984	0.9990
40 to 44	5.0	0.9978	0.9987
45 to 49	0.3	0.9969	0.9981
50 to 54	0.0	0.9950	0.9969
55 to 59	0.0	0.9922	0.9950
60 to 64	0.0	0.9868	0.9929
65 to 69	0.0	0.9790	0.9873
70 to 74	0.0	0.9682	0.9810
75 to 79	0.0	0.9487	0.9691
80 to 84	0.0	0.9158	0.9450
85 to 89	0.0	0.8644	0.8931
90 to 94	0.0	0.7853	0.7781
95 plus	0.0	0.5000	0.5000

* live births per 1000 women, Saskatchewan average, 2005

** probability of surviving for one year, Saskatchewan average, 2008

⁵ Source: CANSIM Table 051-0046

⁶ Source; CANSIM Table 051-0047

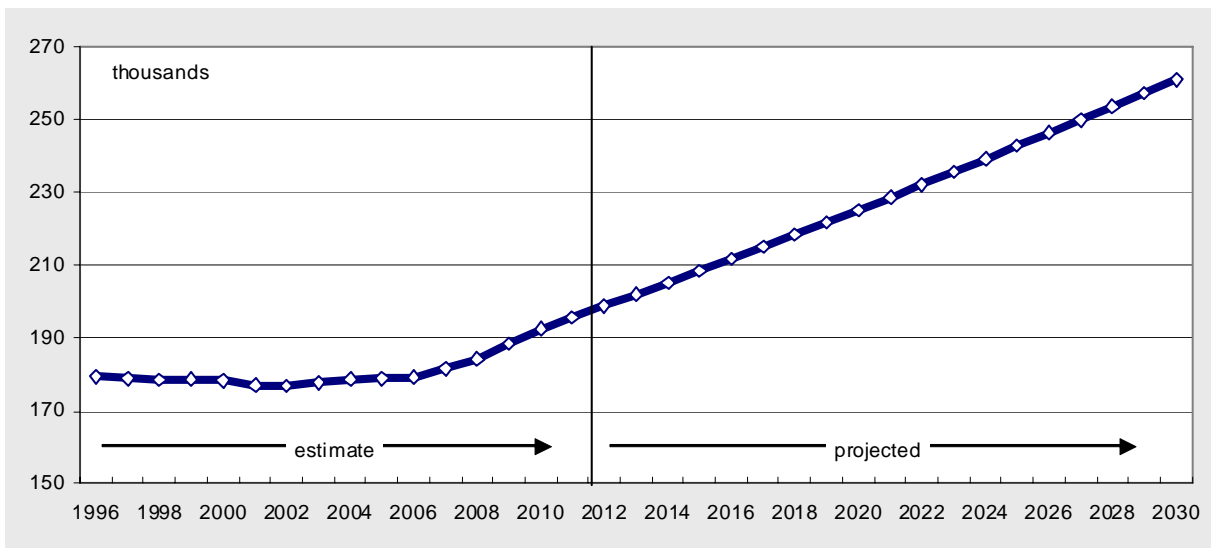
Table 4.2 Assumed Net Migration Flows per Year, Regina City

Age Group	Men			Women		
	International*	Interprovincial**	Intraprovincial**	International*	Interprovincial**	Intraprovincial**
0 to 4 years	1.75%	1.16%	0.10%	0.86%	0.60%	-0.16%
5 to 9	1.22%	0.69%	0.03%	1.25%	0.37%	0.33%
10 to 14	1.15%	0.28%	-0.14%	1.53%	0.44%	-0.56%
15 to 19	0.17%	-0.16%	1.69%	1.15%	-0.24%	2.53%
20 to 24	0.90%	-1.01%	1.00%	0.58%	-0.85%	1.18%
25 to 29	0.94%	-0.10%	0.08%	0.92%	0.58%	0.08%
30 to 34	1.63%	0.27%	0.91%	1.75%	0.06%	0.40%
35 to 39	0.83%	0.70%	0.09%	1.60%	-0.05%	0.66%
40 to 44	1.23%	0.16%	0.47%	0.76%	0.22%	-0.15%
45 to 49	0.49%	0.19%	-0.19%	0.48%	-0.25%	0.51%
50 to 54	0.37%	-0.47%	0.66%	0.07%	-0.24%	-0.17%
55 to 59	0.10%	-0.49%	-0.23%	0.00%	-0.29%	-0.14%
60 to 64	0.22%	0.17%	-0.44%	0.22%	-0.25%	-0.34%
65 to 69	0.16%	0.35%	-0.12%	0.19%	0.21%	0.53%
70 to 74	0.01%	-0.17%	0.39%	0.08%	-0.21%	0.75%
75 to 79	0.04%	-0.32%	0.61%	0.03%	-0.05%	0.67%
80 to 84	0.00%	-0.73%	0.93%	0.01%	-0.63%	0.66%
85 to 89	0.00%	0.02%	0.71%	0.00%	-0.84%	0.67%
90 years & over	0.00%	0.00%	0.95%	0.00%	-0.18%	1.45%

* average of the three years 2007-08, 2008-09, 2009-10 as a percentage of the population in 2009

** average of the five years from 2005-06 to 2009-10 as a percentage of the population in 2008

Figure 4.1 Estimated and Projected Population, Regina City



4.2 Population Projection for Aboriginal People

The population projection for the Aboriginal population uses the same “cohort survival” methodology that was used for the general Regina city population but there are changes in the assumptions.

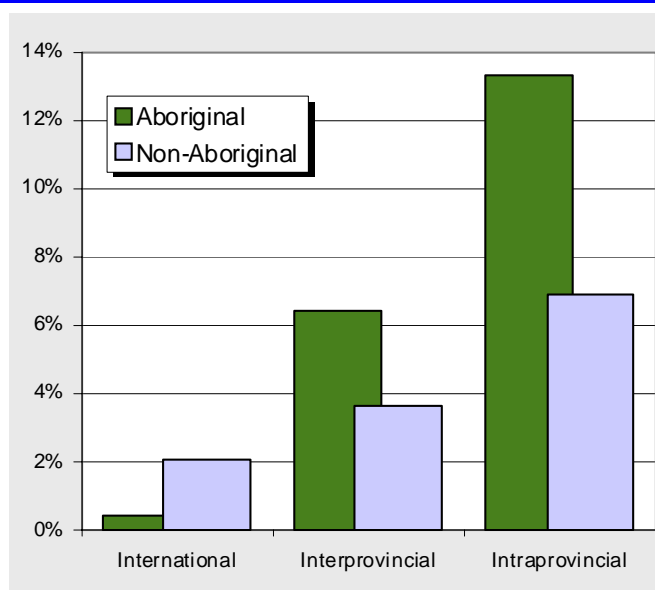
1. The Aboriginal population of Regina city by 5-year age group and sex, estimated as of May 2006 from the census, was used as the starting point.
2. For each subsequent year to 2030, individuals are “aged” one year and the estimated number of new international, interprovincial, and intraprovincial migrants is added or subtracted to/from the counts. The migration rates are assumed to be the same for the Aboriginal population as they were during the period from 2001 to 2006.
3. The number of births is added and the number of deaths is subtracted. Fertility and mortality rates for the Aboriginal population are assumed to be the same as the fertility and mortality rates for the Aboriginal population in the province as a whole. Generally, both fertility and mortality rates are higher than for the non-Aboriginal population of the same age⁷.

The rate of intraprovincial migration is probably the most important determinant of the size of Regina’s Aboriginal population. Figure 4.2 shows that 13% of the adult Aboriginal population living in Regina in 2006 had moved to the city from another part of Saskatchewan. This is double the proportion of non-Aboriginal people. Interprovincial migration rates are also higher than among the non-Aboriginal population. Flows in the other direction, that is, from Regina to other parts of Saskatchewan and Canada are thought to be high as well although no published data from the census are available.

Table 4.3 and Figure 4.3 show that with these assumptions Regina’s Aboriginal population grows from an estimated 18,604 in 2010 to 31,787 by 2030. As a percentage of the population, Aboriginal people will make up 12% of the population by the end of the projection period compared with less than 10% now.

There are increases in all age groups but the fastest growing cohort will be the population 55 and older. The size of this age group increases by an estimate 4.8% per year compared with 2.7% overall (see Figure 4.4).

Figure 4.2 Mobility to Regina City, 2001 to 2006, Percentage of the Population 15 & Older



⁷ There are no published data available for the mortality and fertility rates of the Aboriginal population so estimates were based on the rates for the Registered Indian population.

Table 4.3 Estimated and Projected Aboriginal Population, Regina City

		Total population	Aboriginal Population					Total	as % of total population
			under 15	15 to 24	25 to 54	55 & older			
Actual	2001	177,152	6,000	2,835	5,510	965	15,310	8.6%	
	2006	179,260	5,705	3,490	6,165	1,175	16,535	9.2%	
Estimated	2007	181,708	5,723	3,666	6,372	1,267	17,028	9.4%	
	2008	184,400	5,761	3,821	6,591	1,366	17,539	9.5%	
	2009	188,489	5,815	3,957	6,823	1,470	18,064	9.6%	
	2010	192,754	5,885	4,076	7,066	1,577	18,604	9.7%	
Projected	2011	195,820	5,968	4,182	7,320	1,687	19,157	9.8%	
	2012	198,925	6,062	4,277	7,585	1,799	19,723	9.9%	
	2013	202,073	6,167	4,363	7,858	1,913	20,301	10.0%	
	2014	205,265	6,282	4,442	8,139	2,028	20,892	10.2%	
	2015	208,503	6,406	4,517	8,427	2,144	21,494	10.3%	
	2016	211,784	6,537	4,588	8,722	2,261	22,108	10.4%	
	2017	215,108	6,675	4,658	9,022	2,378	22,733	10.6%	
	2018	218,470	6,819	4,728	9,326	2,496	23,368	10.7%	
	2019	221,869	6,968	4,798	9,634	2,614	24,015	10.8%	
	2020	225,301	7,122	4,871	9,946	2,733	24,672	11.0%	
	2021	228,763	7,279	4,946	10,260	2,854	25,339	11.1%	
	2022	232,253	7,440	5,024	10,577	2,975	26,016	11.2%	
	2023	235,768	7,603	5,105	10,896	3,098	26,703	11.3%	
	2024	239,308	7,768	5,191	11,216	3,224	27,400	11.4%	
	2025	242,871	7,936	5,281	11,538	3,351	28,106	11.6%	
	2026	246,457	8,105	5,376	11,861	3,481	28,822	11.7%	
	2027	250,067	8,275	5,474	12,185	3,614	29,549	11.8%	
	2028	253,703	8,447	5,577	12,510	3,750	30,285	11.9%	
2029	257,366	8,621	5,684	12,836	3,890	31,031	12.1%		
2030	261,058	8,795	5,795	13,164	4,033	31,787	12.2%		

Figure 4.3 Actual and Projected Aboriginal Population, Regina City

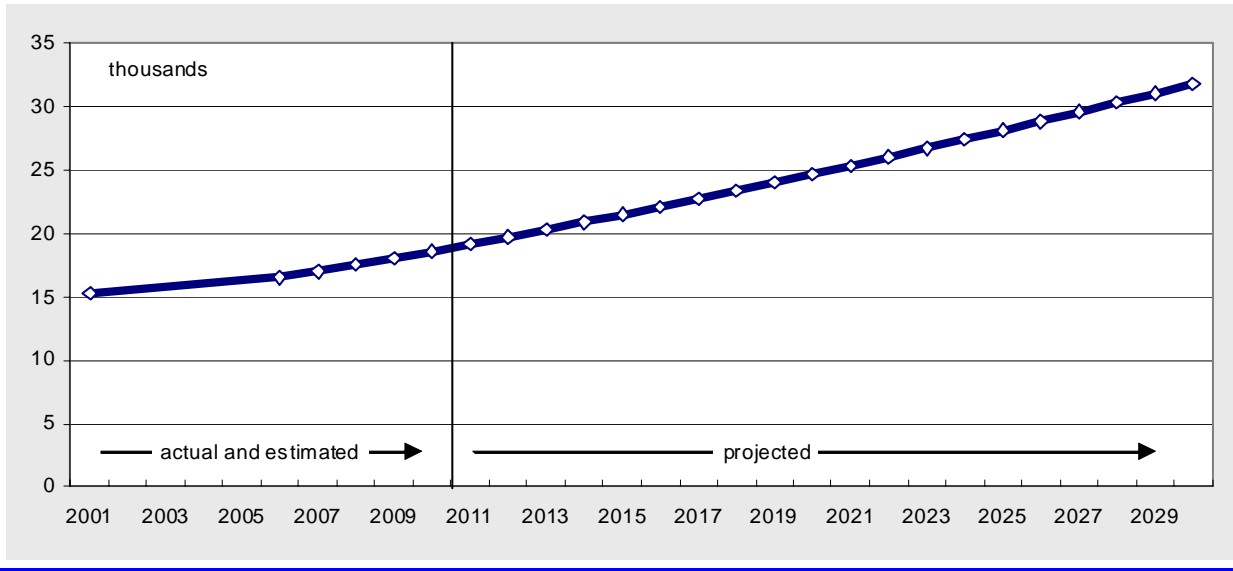
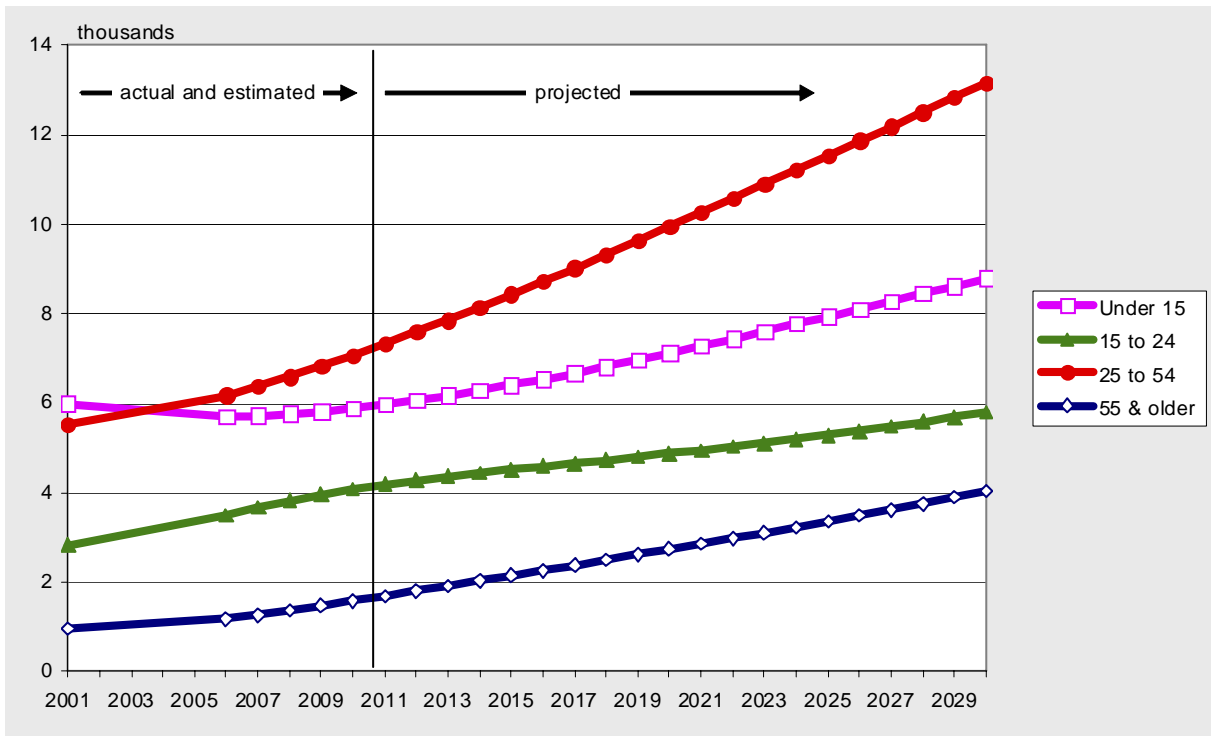


Figure 4.4 Actual and Projected Aboriginal Population, by Age Group, Regina City



SECTION 5 ENVIRONMENTAL SCAN

This section summarizes the findings of a literature review and environmental scan which focussed on urban Aboriginal people in general and those in Saskatchewan in particular. References are in square brackets and refer to the bibliography contained in Appendix B.

5.1 Context

Canada is now a nation of cities. Fully 80 percent of the Canadian population now lives in urban centres. Cities are important to the economic, social, and cultural health of the country. Aboriginal people represent an important constituency in the attempt to build vibrant and attractive cities, and cities are increasingly important to the economic, social, and cultural life of Aboriginal peoples. [Newhouse & Peters, 2003]

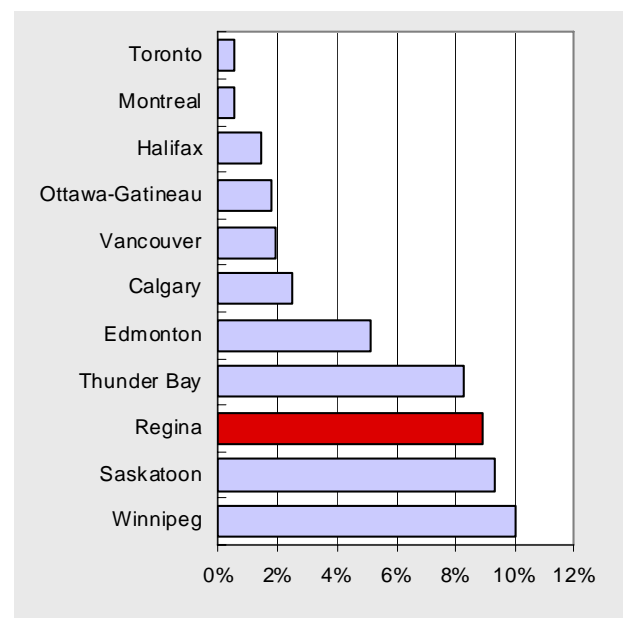
Aboriginal people are a large and growing segment of the population provincially and in Regina. Compared to most other provinces, Saskatchewan is home to a proportionally large Aboriginal population. At just under 15%, Aboriginal people compose a significant component of Saskatchewan's population. Likewise Aboriginal people compose a significant portion of Regina's population (see Figure 5.1). At 8.9% in 2006, the Regina CMA had the third highest proportion of Aboriginal people among Canadian cities, behind Winnipeg and Saskatoon.

Aboriginal people in Canada are increasingly an urban population. Prior to the 1950s registered Indian populations resided primarily on reserves and in rural areas. Movement to urban areas began to increase following the Second World War and around the time that the Department of Indian Affairs implemented a relocation program in 1956 [Newhouse, 2003: 243; Peters, 2010: 376]. By 2006, over half (53.2%) of Aboriginal people in Canada lived in urban settings. Nationally, Métis have the highest rates of urbanization at 70%; Inuit have the lowest rates at 37.6%. The rate of urbanization for registered Indians (First Nation people registered under *The Indian Act*) remained relatively unchanged between 1996 and 2006 declining from 41.0% to 40.6% [Peters, 2010: 376].

As indicated by the different rates of urbanization above, the urban Aboriginal population is diverse, consisting of Status Indians, Métis, those who have had their status reinstated through Bill C-31, and includes a wide range of different cultural identities [Newhouse & Peters, 2003: 281]. In Saskatchewan alone there are seventy-five First Nations signatory to one of six different treaties, nine Tribal Councils, and five linguistic groups: Cree, Dakota, Dene (Chipewyan), Nakota (Assinboine) and Salteaux [Indian and Northern Affairs Canada].

In addition to being diverse, the urban Aboriginal population is more likely to be mobile, moving between the city and reserve, within an urban area, or between cities. This is especially true among status

Figure 5.1 Aboriginal Population as a Percentage of the Total Population, Selected Metropolitan Areas, 2006



Indians [Institute on Governance, 2010: 6]. Researchers note that there is considerable “churn” among First Nations people between the city and reserve with regular movements back and forth between the two [Norris & Clatworthy, 2003].

Like other populations, mobility is driven in part by economic forces – the search for a job or to get training and education. Other forces are also at work including the search for adequate housing, attraction to the “bright lights of the city” and in the case of moving back to a reserve from the city – at times an inability to adjust to life in the city. In these cases the disruption associated with mobility brings not better circumstances for the mover, but adverse outcomes such as lower educational attainment, poor housing and homelessness [Norris & Clatworthy, 2003].

While mobility levels among Aboriginal people are high, there is some recent evidence that “...the high mobility of Aboriginal people is beginning to lessen and instead, natural increase and ethnic mobility represent the main contributor to the growth of the urban Aboriginal population” [Institute on Governance, 2010: 7].

While the size of urban Aboriginal populations is growing, it is not the case that it is at the expense of rural populations. In fact, the size of reserve populations across Canada increased between 1996 and 2006, suggesting that the growing urban aboriginal population is not the result of rural depopulation [Newhouse D., 2003; Peters, 2010: 377].

5.2 Education and Training

As Canadian economies become increasingly technologically advanced, the level of education required to participate in society as employees, business owners, and citizens rises. Only one or two generations ago in Saskatchewan it was common for individuals to drop out of high school and still get good jobs and careers. Today, most jobs require at a bare minimum a high-school education and many require multiple years of post-secondary education (PSE). In fact, completion of PSE is no longer the exception for the majority of working age Canadians – it is the norm. Beginning in 1998 more than half of Canadians aged 25 - 64 had completed some form of PSE [CCL: 2009: 117].

The history of education for Aboriginal people is a difficult one and the consequences of bad experiences with schools can be seen today. Although the levels of completed education are rising among Aboriginal and non-Aboriginal populations in Saskatchewan, so to is the gap in educational attainment between the two populations (see Figure 5.2).

For example, in 1996, 41% of Aboriginal adults had completed high school compared with 58% of non-Aboriginal adults, a gap of 17%. By 2006, 51% of Aboriginal adults had completed high school compared with 72% of non-Aboriginal adults, a gap of 20%⁸.

This gap exists across all age levels but is most pronounced among young adults (see Figure 5.3).

Figure 5.2 Two Education Indicators, Saskatchewan Population 15 and Older

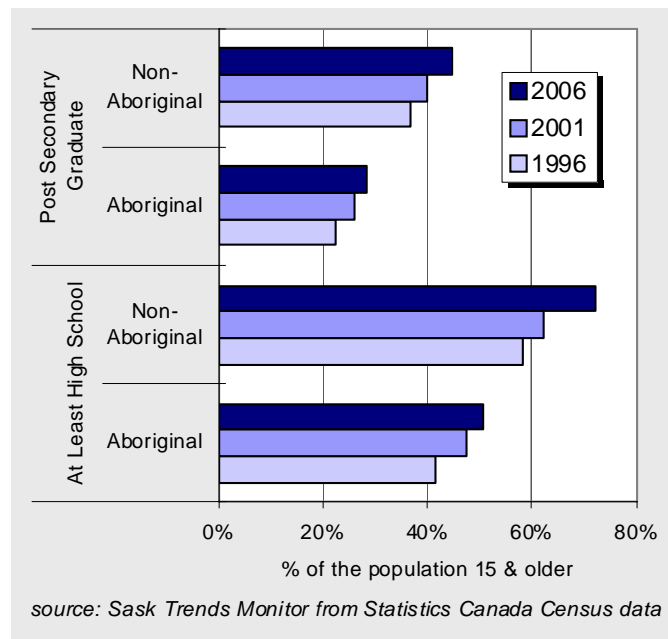
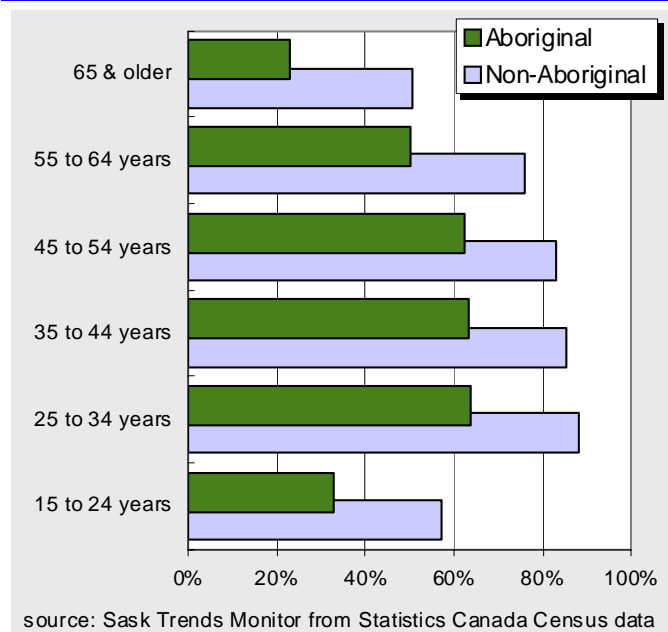


Figure 5.3 Percentage of the Population with at Least Grade 12, Saskatchewan, 2006



⁸ See Section 3.5 in this report for data on completed education levels for Regina's Aboriginal population.

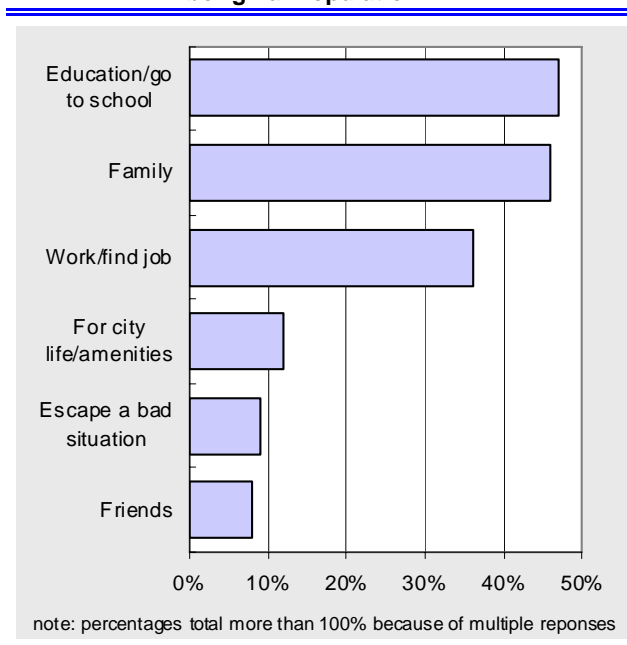
Most commentators point to the importance of educational attainment in efforts to close gaps in well being between Aboriginal and non-Aboriginal people in Canadian society. As such, education is seen not only as a means to better employment outcomes, but also as a gateway to better social outcomes generally:

Low education induces low employment rates and the intergenerational perpetuation of poverty. In turn, low employment is linked to criminal activity and depression - among men, in particular - abuse of alcohol, a high suicide rate, and an epidemic of diabetes. To the extent that low employment matters in explaining remaining health problems, health and education outcomes are inextricably linked. [Richards, 2006: 118]

According to the Urban Aboriginal Peoples Survey (UAPS), education was one of the three primary reasons for Aboriginal to move to Regina (see Figure 5.4). The other two were employment and to be with family. This appears to indicate that Aboriginal people connect living in the Regina with economic opportunity. It is possible that the First Nations University of Canada also provides a pull to Regina for Aboriginal people [Environics Institute, 2011: 19].

Aboriginal students compose an important and growing enrolment for both primary and post-secondary schools in Regina. Both the public and separate schools systems in Regina have dedicated increased resources to improve the educational outcomes for Aboriginal students. Both school divisions use Elders to provide input into programming and have identified Aboriginal learning as priorities.

Figure 5.4 Top Reasons for Moving to Regina, Aboriginal Population

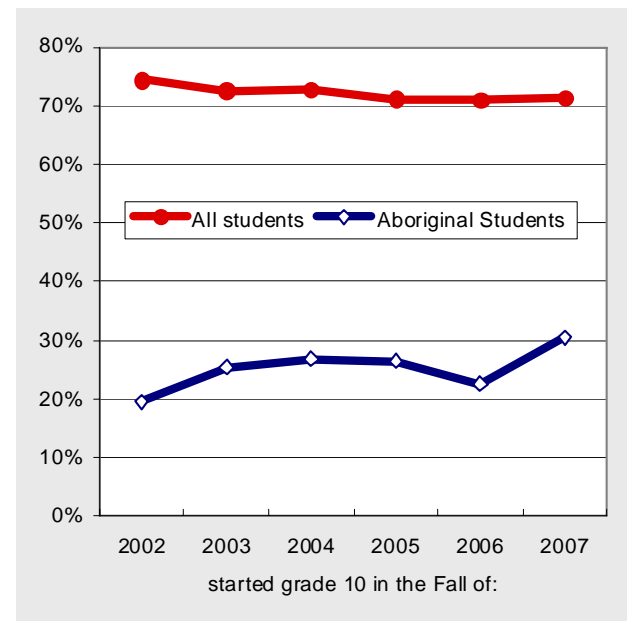


The Continuous Improvement Report for 2009-10 for the Regina Public Schools indicates, however, that a considerable achievement gap exists between Aboriginal and non-Aboriginal students. For example the percentage of all students scoring adequate or above on Grade 8 English writing benchmarks in 2009/10 was 62% for all students and 38% for Aboriginal students. On the 43 measures for reading, writing and math the percentage of Aboriginal students at adequate or higher achievement levels was significantly lower in more than 80% of categories (35 of 43) than the overall school population. There were no measures where Aboriginal students as a group scored higher than the overall population and only one measure where they tied with the overall population - Grade 4 Reading Critical Comprehension [Regina Public Schools, 2010: 16-20].

As would be expected, the gap in achievement levels parallels a similar gap in graduation levels between Aboriginal students and the overall population. Figure 5.5 shows the percentage of students that graduate

within three years of entering grade 10. While some improvement among Aboriginal students has occurred since 2002, a very significant and troubling gap remains.

Figure 5.5 Percentage of Regina Public Students Graduating Within Three Years



5.3 Workforce Development and Employment

As would be expected, lower educational attainment has consequences for labour market participation. The employment rate (the percentage of the population that is employed) for Aboriginal people is significantly lower than for the non-Aboriginal population in Saskatchewan, with a particularly large employment gap between young Aboriginal and non-Aboriginal people⁹.

Figure 5.6 shows that among younger populations, the employment rate for Aboriginal people is only one-half to two-thirds of that for non-Aboriginal people.

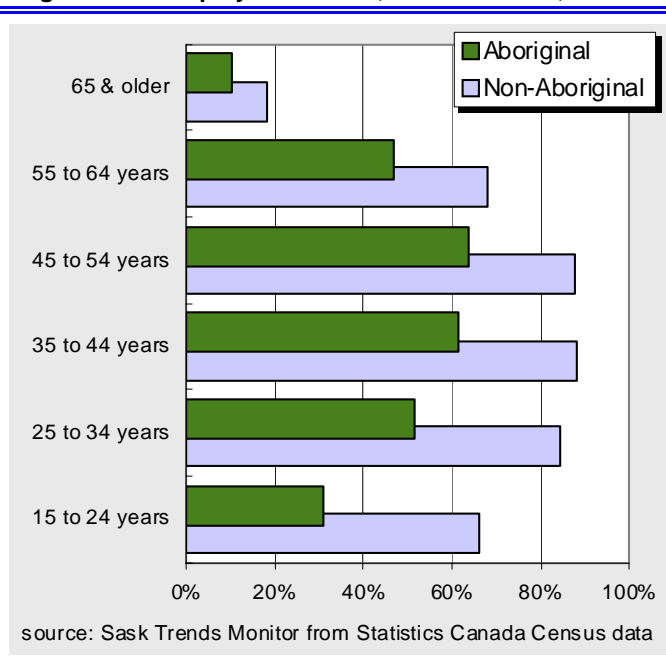
Most indicators in Saskatchewan point toward a looming labour market shortage in Saskatchewan due to the combined factors of an aging population and economic growth. If employers are to find the workers they need in the coming years, one of the ways that they will have to do that is through greater participation by Aboriginal people in the labour force. Given the low high school graduation rates outlined above, creating higher labour force participation presents a very real challenge that will require significant resources to address.

There is likely no better time to increase the participation of Aboriginal people in the labour market than when workforce shortages are looming because of aging populations and increased economic activity. Experience has shown, however, that attracting and retaining Aboriginal people in workplaces will take a coordinated effort on the part of policy makers, educational institutions, employers and unions.

Brunnen recommends actions in four broad areas to improve labour market outcomes for Aboriginal people:

1. Align business, government and Aboriginal priorities to ensure that stakeholders are working at common purpose.
2. Provide a single access point for Aboriginal employment services to ensure the most efficient provision of services to job seekers and to maximize the connection to employers.
3. Enhance workplace preparation and support for both Aboriginal and non-Aboriginal employees.
4. Enhance skill development and business capacity to ensure that businesses connect with young Aboriginal people and to ensure that Aboriginal people possess the skills and training needed to succeed in the workplace [Brunnen, 2009: 5-7].

Figure 5.6 Employment Rates, Saskatchewan, 2006



⁹ See Section 3.6 of this report for statistics about employment among Regina’s Aboriginal population.

Mendelson [2004: 38-9] suggests that all levels of government and Aboriginal organizations ask themselves the following questions in furtherance of increased labour market participation:

- ▶ Is every Aboriginal child who could benefit from a “Head Start” type of program able to access one?
- ▶ Are there Aboriginal-controlled child and family services in all the major cities, with a well-funded preventative mandate and a strong community strategy?
- ▶ Is high quality, reliable child care available to all Aboriginal families who could benefit from it, whether on or off reserve?
- ▶ Do schools serving Aboriginal children and youth have ample resources and adequate skills to provide support to their Aboriginal students?
- ▶ Are there culturally appropriate resources available to help every Aboriginal parent who could benefit from help, both on and off of reserves, especially in the cities?
- ▶ Are there programs to help Aboriginal children and youth stay in school and to get back in if they do drop out for a few years?
- ▶ Are universities and colleges as accessible as possible to qualified Aboriginal applicants?
- ▶ Can qualified Aboriginal applicants readily access apprenticeship and trades programs?
- ▶ Is upgrading readily available for young Aboriginal adults who now want to complete their education?
- ▶ Are good literacy and numeracy programs available in correctional facilities, especially for young offenders?

5.4 Community Inclusion, Individual, and Family Well-being

Aboriginal people compose an established community within the city of Regina. While Aboriginal people continue to move into Regina from rural areas and other communities, a substantial portion of population has either lived in Regina for their entire lives or for a considerable time. According to the Environics Institute [2011: 18] just more than half of Aboriginal people surveyed (53%) were “first-generation” meaning that they were born and raised somewhere else, while 42% were either “second-generation” (29%) or “third-generation” (13%). Among those who identified themselves as first generation residents, well more than half (64%) has lived in Regina for more than 10 years. Only ten percent arrived in the last two years [*Environics Institute, 2011*].

When Aboriginal people leave reserves to live in urban areas they leave behind more than their communities, they also leave behind at least some of the governance structures of their Bands and Councils. In Regina, the File Hills Qu’Appelle and Touchwood Agency Tribal Councils have created Regina Treaty Status Indian Services (RTSIS) as an urban service delivery entity (File Hills Qu’Appelle Tribal Council). While services may be available to urban Aboriginal people from their First Nation or Tribal Council, it does not necessarily follow that Aboriginal people living in urban areas look to the leaders of their First Nation as their leaders.

For good reason, much research and discussion has been dedicated to the impact of historical events on present day circumstances for Aboriginal people:

Aboriginal people have lived through an unremitting series of traumatic events: demographic collapse resulting from early influenza and smallpox epidemics and other infectious diseases, conquest, warfare, slavery, colonization, religious proselytizing, famine and starvation, the residential school period from the 1890s to the late 1960s, and continuing assimilative pressures. [Brant Castellano and Archibald 2007: 71]

Not surprisingly, this history has manifested itself in relatively poor social outcomes for Aboriginal people. According to the Community Well-being Index (CWB) calculated by Indian and Northern Affairs Canada the gap in socioeconomic well-being between Aboriginal and non-Aboriginal Canadians is significant and growing. The CWB is based on four factors: education, housing, labour force and income. Following a narrowing of the gap between Aboriginal and non-Aboriginal Canadians between 1981 to 1996, “[s]ince 2001 there has been little or no progress with the CWB of First Nation and Inuit communities” [*Indian and Northern Affairs Canada, 2010: 11*].

There has been considerable discussion in the literature about the extent to which the culture of Aboriginal people may or may not act to hinder their integration into the economic and urban mainstream of Canadian society. An issue of much less discussion is the extent to which Aboriginal culture can contribute to a rich cultural diversity that makes cities a destination of choice. Peters [2010: 378 citing Walker, 2008a] notes that:

Aboriginal cultures have the potential to be part of this cultural diversity, contributing not only to elements such as art, dance, theatre, music, food, and media, but new perspectives on governance, a greater depth to urban histories, and different approaches to environmental issues and educational practices.

While there are numerous social indicators where Aboriginal people lag the overall population, it is important to recognize the shortcomings of framing policy conversations with respect to urban Aboriginal people from a “deficit-based” perspective. This approach fails to recognize the diversity of experience of urban Aboriginal people and the fact that “...like mainstream Canadians, urban Aboriginal people aspire to live a good life and be happy” [*Institute on Governance, 2010: 11*].

The following section is excerpted from the Regina Urban Aboriginal Peoples Study (UAPS). The UAPS is a rich source of information about the identity, experiences, values and aspirations of Aboriginal people living in Regina. The full report is available online at www.uaps.ca and is well worth reading in its entirety.

- ▶ Most urban Aboriginal peoples in Regina consider the city to be their home. They also retain close links with their communities of origin, and the minority of first generation residents (i.e., those born and raised somewhere other than Regina) who plan to return there permanently is larger in Regina than in other UAPS cities.
- ▶ There is strong Indigenous pride among Aboriginal peoples in Regina. They are among the most likely in all cities to be very proud of their First Nations/Métis/Inuk identity (second only to Toronto); a large majority also express pride in their collective Aboriginal identity. Moreover, they are confident in their ability to retain their cultural identity in the city.
- ▶ Many Aboriginal peoples in Regina believe they can make their city a better place to live, but this sense of empowerment is less widespread than in other UAPS cities. A potential factor may be the extent of concerns about crime (particularly gang violence), and about the presence of racism and discrimination, both of which are more widely expressed here than in most other cities.
- ▶ Aboriginal peoples in Regina are less likely to feel accepted by the broader population than in any other UAPS city except Saskatoon. Most UAPS participants feel discrimination of Aboriginal peoples to be a pervasive problem that majorities have experienced personally, and this is similarly true in Regina. In addition, negative stereotypes of Aboriginal peoples relating to unemployment, reliance on social assistance and involvement in crime are more widely believed to exist here compared to the average. There is no consensus about whether non-Aboriginal attitudes are changing or not, but the minority who see deteriorating attitudes towards Aboriginal peoples is larger in Regina than in other UAPS cities.
- ▶ Connections to Aboriginal cultural activities and services are somewhat less evident in Regina than elsewhere. Majorities are aware of and report participation in Aboriginal cultural activities in the city, but to a lesser extent than in some other cities. As well, four in ten Aboriginal peoples in Regina say they rely at least occasionally on Aboriginal services and organizations in the city, the lowest proportion of any UAPS city.
- ▶ Nonetheless, there is broad agreement that there should be Aboriginal services in addition to mainstream ones, and housing appears to be a key area. Aboriginal peoples in Regina are among the least likely of UAPS participants to feel they have a lot of choice as to where they live in their city. Both non-Aboriginal and Aboriginal housing programs are more widely used and valued in Regina than in other cities, with housing rated one of the most important areas in which to have Aboriginal-specific services in addition to non-Aboriginal ones.
- ▶ The top life aspirations for Aboriginal peoples in Regina is completing their education and a good job or career, the latter of which is a more common goal than for urban Aboriginal peoples in general. Family and friends are most central to their definition of success.

Compared to UAPS participants in other cities, they place greater importance on having a career, financial independence and home ownership, and less on a traditional life. [Environics Institute, 2011: 10-11].

Recreation

According to the Active Healthy Kids Canada Report Card on Physical Activity for Children and Youth “...increased physical fitness and active living opportunities have positive effects on academic performance ... including a 24% increase in math scores over a two-year period. Notwithstanding the benefits to children of an active lifestyle, 87% of children and youth are still not meeting the recommended 90 minutes of physical activity a day” [Active Health Kids Canada, 2009]. While the benefits of an active lifestyle for children are well documented, as a society we remain challenged to ensure that our children realize those benefits.

While data specific to Aboriginal populations in Regina are not available, it is likely that sport and recreation participation rates are lower than for the general population. The Canadian Index of Wellbeing reports that for participation in extracurricular activities

low income, living in a poor neighbourhood, low parental education, large family size, recent immigration, racialized status, and Aboriginal status are significant determinants of participation. Low household income is one of the strongest determinants of lack of participation. [Canadian Index of Wellbeing, 2010:9].

Further, Aboriginal parents were “...more likely to report lack of transportation and local programs as barriers to participation in sports, recreation, and cultural opportunities than parents of non-Aboriginal children and youth” [Active Healthy Kids Canada, 2009].

Participants in the sounding sessions remarked at the value of being involved in sports for Aboriginal youth but noted that young Aboriginal people are not involved to a large degree in team sports because they “don't fit in” and because the cost of participating is a barrier to being involved.

Housing

Participants in the sounding sessions identified housing as a central issue for Aboriginal people in Regina. Attendees raised the lack of availability of quality, affordable housing for purchase and rent and suggested the need for programs to facilitate home ownership such as loan assistance, financial planning education and Aboriginal friendly services. Participants suggested that the lack of affordable housing has led to homelessness among Aboriginal people that takes a range of different forms including couch surfing, multiple families in a single unit and over crowding.

Participants also expressed frustration at the perception that housing developments targeting the Aboriginal community do not get enough support from the City and that a few voices of opposition can stop a housing project.

The available literature tends to support the perspectives about housing expressed in the sounding sessions. On the subject of homelessness, Webster notes that while the lack of data makes it difficult to quantify the exact level of unmet need, it is apparent that Aboriginal people are disproportionately over-represented among the urban homeless [Webster, 10].

While the issues facing Aboriginal people related to housing differ between on- and off-reserve settings, there is some reason to believe that low home ownership levels evident on reserve have followed Aboriginal People to the city¹⁰. While many urban Aboriginal people have been urban residents for a generation or more, there often exists a strong connection to reserve communities where home ownership is rare. In short, many Aboriginal people have little experience with home ownership either personally or among their friends and relatives. “The ownership rate among Aboriginals is 28.5%, compared to 67% for the Canadian population as a whole” [International Housing Coalition, 2006:1].

According to the International Housing Coalition (IHC), low home ownership levels has its roots in three factors:

...lack of adequate incomes to support the private acquisition of housing, absence of a functioning housing market in many localities where Aboriginal people live, and lack of clarity and agreement on the nature and extent of government responsibility to respond to the problem. [International Housing Coalition, 2006:9]

Additionally, the condition of housing on-reserve is thought to influence the movement of Aboriginal people to urban settings to the extent that a lack of adequate housing on reserve may act to “push” Aboriginal people to urban areas [Peters & Robillard, 2007: 191].

In fact, according to research the lack of housing on reserve was the “...single most important reason (36.8%) individuals gave for not being able to live on their reserve [Peters & Robillard: 199]. Further, almost half of respondents (48.9%) interviewed by Peters and Robillard indicated that if they had access to housing on reserve that they would live there [Peters and Robillard: 202].

In urban settings, the factors contributing to low ownership levels for Aboriginal people are similar to those facing non-Aboriginal Canadians except they affect a higher proportion of the Aboriginal than non-Aboriginal population and include:

The inability to save a down payment, and/or the inability to meet mortgage payments; lack of the skills required to manage and maintain the home; and, in some circumstances, the lack of modestly-priced first homes. [International Housing Coalition, 2006:13]

Successful off-reserve housing models tend to provide subsidies to lower rent costs. The IHC notes “Market forces have a profound impact on the ability to provide housing for those most in need. When real estate is in high demand, housing costs rise much faster than wages or government grants” [IHC, 2006: 28].

¹⁰ See Section 3.4 of this report for housing statistics for Aboriginal people in Regina.

Peters and Robillard identify three streams of response to issues related to housing and homelessness among Aboriginal people. The first involves primarily social supports for mental and physical issues, addiction, anti-violence program and employment assistance. The second focuses on increasing income through employment or social assistance. The third pertains to the provision of increased subsidized or affordable housing [*Peters and Robillard 2007: 190-91*].

One response to homelessness is the provision of shelters where individuals can stay during periods of homelessness. Policy questions have been raised about the ability of charitable and faith-based organizations to meet the needs of Aboriginal people seeking refuge in shelters.

Health and Well-Being

While health outcomes for Aboriginal people tend to be worse across the board for Aboriginal Canadians compared to other Canadians, there have been improvements in the last 30 years:

As recently as 1975, life expectancy at birth for Registered Indians was 11 years shorter than for all Canadians and roughly the same as it then was in China. The Aboriginal infant-mortality rate was more than twice as high as the rate for other Canadians and close to the rate then prevailing in the Soviet Union. Since the mid-1970s, most countries have managed to both lower infant mortality and raise life expectancy, and so have Canada's Aboriginals. Life expectancy and infant-mortality rates among Registered Indians are now at levels prevailing in the best-organized eastern European health systems, such as those of Poland and Slovakia, while the life-expectancy gap between Indians and other Canadians has narrowed to six years [*Richards, 2006: 31*].

So while improvements have occurred, a substantial gap endures. One health challenge that faces all Canadian people - obesity - is especially prevalent in the Aboriginal community: “[c]urrently, half of First Nation children are either overweight (22%) or obese (36%). The future looks bleak for First Nation peoples, as it is likely that chronic diseases such as diabetes, cardiovascular disease and cancer will be perpetuated...” [*Seto, 2006:4-5*].

5.5 Role of Governments

For most of Canada's history, responsibility for policy development and program delivery for Aboriginal people was "unambiguously federal" [Richards, 2006:25]. The last thirty years has seen the federal government transfer funds and responsibilities to band governments on-reserve. During the same period, Aboriginal people have chosen in greater numbers to live off-reserve both in and outside of cities where programs for Aboriginal people are largely provided by provincial governments [Richards, 2006: 25].

Provincial governments have traditionally avoided creating discrete programs for Aboriginal people. Since the early 1970s the Saskatchewan government has maintained that the federal government has the responsibility to provide for Aboriginal people generally and registered Indians in particular. This perspective stems from section 91(24) of the Constitution (1867) where the federal government is given responsibility for "Indians and lands reserved for Indians." As a consequence, the federal government has historically concentrated its policy and program efforts on registered Indians and maintained that the provinces and municipalities have primary responsibility for Aboriginal people living in urban areas [Hanselmann, 2001: 11]. Many believe this position has led to a policy vacuum for Aboriginal people in urban areas, as provincial and municipal governments have been reluctant to venture into expensive programming areas that they believe to be federal responsibility.

There are indications that the firm boundaries of responsibility between levels of government with regard to Aboriginal people in Saskatchewan are beginning to soften as evidenced by the provision of provincially funded Adult Basic Education on-reserve and in November 2010 the first ever funding of a housing project on-reserve at the Dakota Whitecap First Nation. With the planned expenditure of \$1.7M from the province through the Saskatchewan Housing Corporation the Minister responsible remarked, "Saskatchewan is travelling down a new road" [Government of Saskatchewan, 2010].

The engagement of all levels of government in issues related to Aboriginal people is generally seen to be a welcome occurrence although it has also led to "...a lack of clarity with regard to the roles and responsibilities of different levels of government, Aboriginal government, and local institutions" [Tomiak, 2009].

The following sections outline areas where different levels of government are active in respect to urban Aboriginal issues.

Federal Role

With the urbanization of large numbers of Aboriginal people, the federal government has adopted a central role in the policy and programming context for urban Aboriginal people by virtue of the Urban Aboriginal Strategy (UAS). As part of its response to the Royal Commission on Aboriginal Peoples (RCAP) the government of Canada created the UAS in 1998 to create and coordinate a partnership of stakeholders aimed at addressing the needs of urban Aboriginal people in Canada [Alderson-Gill Associates Consulting Inc., 2005].

The federal government allocated \$50M over four years for the UAS in 2003 and 2004. In 2007, the federal government made a long-term commitment of \$68.5M over five years to "...help respond

effectively to the needs of Aboriginal people living in key urban centres” [Government of Canada]. The stated objective of the UAS is to “...promote self-reliance and increase life choices for Aboriginal people” [Government of Canada]. The three areas of investment are:

- ▶ Improving life skills by encouraging youth to stay in school and such activities as “mentorship programs, summer camps, transitional services for students and families, and leadership programs”;
- ▶ Promoting job training, skills and entrepreneurship through activities such as “...building on provinces’ expertise in developing tools and training in areas like literacy and essential skills; and
- ▶ Building better linkages between Aboriginal service providers with municipalities and supporting Aboriginal women, children and families by reducing the number of families that are living in poverty through activities such as “...counseling services for Aboriginal women to rebuild self-esteem, encourage positive life choices through culture, education, and life skills training; and healing approaches to eliminate sexual exploitation” [Government of Canada].

In November of 2010 the federal government renewed the Homelessness Partnering Strategy (HPS) for three years to 2014 at current funding levels [HRSDC 2010]. The HPS is intended to reduce and prevent homelessness by providing the following:

- ▶ investments in transitional and supportive housing through a housing-first approach;
- ▶ support to community-based efforts to prevent and reduce homelessness;
- ▶ partnerships between the federal government, provinces, and territories; and
- ▶ collaboration with other federal departments and agencies [HRSDC 2010].

On the employment front, the federal government is involved through a number of formal funding agreements including the Labour Market Development Agreements (LMDA) and the Labour Market Agreements (LMA). The LMDA provides funds to help unemployed Canadians find and return to work and is limited to those people with employment insurance eligibility, which can act to limit funds flowing to program aimed at Aboriginal people. The LMA provides resources to increase labour market participation for groups that are “...under-represented in Canada’s labour force and to enhance the employability and skills of the labour force...” [Government of Canada].

In addition to labour market agreements with the provinces the federal government also funds the Aboriginal Skills and Employment Training Strategy (ASETS). As the name implies, these agreements deliver employment programs targeted to Aboriginal people. Like the LMAs, these agreements do not required clients to be EI eligible in order to access services [Government of Canada].

On June 11, 2008 Prime Minister Stephen Harper offered an apology to former students of Indian Residential Schools. The Prime Minister said in part:

Two primary objectives of the residential school system were to remove and isolate children from the influence of their homes, families, traditions and cultures, and to assimilate them into the dominant culture....These objectives were based on the assumption that aboriginal cultures and spiritual beliefs were inferior and unequal....Indeed, some sought, as was infamously said, “to kill the Indian in the child”The government now recognizes that the consequences of

the Indian residential schools policy were profoundly negative and that this policy has had a lasting and damaging impact on aboriginal culture, heritage and language....The legacy of Indian residential schools has contributed to social problems that continue to exist in many communities today....Today, we recognize that this policy of assimilation was wrong, has caused great harm, and has no place in our country. [Government of Canada, 2008]

In response to the recognition of the wrongs done through Residential Schools the federal government is implementing the Indian Residential Schools Settlement Agreement. The settlement agreement provides about \$400 million to fund compensation and provide healing programs.

The Federal Framework for Aboriginal Economic Development was released in 2009 to enhance the participation of Aboriginal people in the Canadian Economy. Under the Framework \$200M was provided through the Economic Action Plan. The framework is designed to align government programs, supports skills and training, leverage investment, and remove barriers to Aboriginal entrepreneurship [Government of Canada, 2009].

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- ▶ investments in transitional and supportive housing through a housing-first approach;
- ▶ support to community-based efforts to prevent and reduce homelessness;
- ▶ partnerships between the federal government, provinces, and territories; and
- ▶ collaboration with other federal departments and agencies [HRSDC 2010].

Provincial Role

The provincial government is involved in programming and policy for urban Aboriginal people in a number of different areas. Aboriginal people living in urban areas can take advantage of provincial programs of general application the same as any other resident of the province. In many areas - health, social services, education, economic development, and employment - the provincial government has programs targeted specifically at Aboriginal people. In its 2011-12 budget the provincial government pegs discrete spending on Aboriginal people at \$167M, an 8.5% increase over previous years. Areas of major investment include:

- ▶ First Nation and Métis post secondary institutions (\$47M)
- ▶ First Nation On-Reserve Policing (\$13.5M)
- ▶ Corrections (\$4M)
- ▶ K-12 Education (\$8.9M)
- ▶ Forestry Workers (\$2M)

[Government of Saskatchewan, 2011]

The provincial government also announced in its 2011-12 budget a Joint Task Force on Education. No details have been released save for the \$2M budget for the project.

In August 2010 Canadian Premiers received a report from the Ministers of Aboriginal Affairs and Leaders of the National Aboriginal Organizations on priority areas for “tangible, concrete and results-oriented action”. Three key goals were identified:

- ▶ Closing the education gap;
- ▶ Closing the income gap; and
- ▶ Ending violence against Aboriginal women and girls.

[*Aboriginal Affairs Working Group, 2010*]

Municipal Role

The City of Regina has entered into formal agreements with the File Hills Qu’Appelle Tribal Council, the Piapot First Nation, the Star Blanket Cree Nation and an Aboriginal employment agreement. These agreements aim to improve working relationships related to service delivery, communication and consultation on issues such as:

- ▶ Urban Reserves
- ▶ Housing
- ▶ Employment and business development
- ▶ Community development
- ▶ Health and social development
- ▶ Shared approaches to working the federal and provincial governments
- ▶ Maximization of federal funding for First Nations in Regina
- ▶ Development of ceremonial sites in Regina
- ▶ Policing
- ▶ Education and training opportunities.

In addition to these formal agreements, the City of Regina also provides a number of programs and services targeted to Aboriginal people living in Regina including a leadership program, lifeguard training and recreation programming in community centres.

Additionally, the City of Regina funds projects through the Urban Aboriginal Community Grant program to facilitate the delivery of sport, culture, art and recreation activities in urban centres. In 2010, twenty-five projects were funded to a total of \$173,000. [*Federation of Canadian Municipalities*]

SECTION 6 SOUNDING SESSIONS

On February 28, 2011, the City of Regina met with members from the Aboriginal Community to begin the process to develop the New Community Plan for the City. The areas of discussion included the following general topic areas.

- ▶ What are the issues or challenges that you face on a daily or frequent basis that should be considered by the City as it develops its Official Community Plan?
- ▶ What are the opportunities that you think would improve the city for your community and should be considered as they develop the Official Community Plan?
- ▶ From your list of ideas, which 1 or 2 would have the greatest improvement for your community? Why?
- ▶ Do you have any ideas how we can improve and broaden our engagement with your community?

The session was facilitated by Susan Jarvis¹¹ and attended by City officials and the consultants from DC Strategic Management.

This section describes the participants and summarizes the discussion that occurred.

¹¹ Susan J. Jarvis is a Regina-based consultant.

6.1 Participants

The session was held at the Core Ritchie Community Centre Gym on February 28, 2011. There were 19 participants.

Organizations were chosen in consultation with the City of Regina with a focus on those that were key assets in the community such as the Regina Urban Aboriginal Strategy Committee, the Gabriel, Namerind, and Silver Sage Housing Authorities, and the Circle Project.

Organization	Participant
Regina Urban Aboriginal Strategy Committee (RUAS)	Dan Welsh
	Verne Bellegarde
	Neil Hintz - Office of the Federal Interlocutor
	Bev Cardinal
Federation of Saskatchewan Indian Nations	Hector Gaudry
Regina Public School Board	Calvin Racette
First Nations University of Canada (FNUC)	Bettina Schneider
Namerind Housing	Robert Byers
Silver Sage Housing	Maynard Sonntag
	Rick Watson
Circle Project	Ann Perry
Regina Riel Métis Council	Russell Fayant, VP
Queen City Métis Local #34	Ray Hamilton
Regina Catholic Schools	Joanna Landry
Regina Separate School Division	Mike Pinay
Ministry of First Nations & Métis Relations	Alethea Foster, Director, Relations and Policy
Regina Housing Authority	Roxanne Langford
Service Canada	Betty Hegedus
City of Regina	Bruce Rice

6.2 Summary of Comments

The topics discussed at the sounding session are organized by category.

Education

- ▶ Not enough of our young people are graduating from high school.
 - ▶ Value system at home is not supporting school attendance. This needs to change/heal.
 - ▶ We are losing most of them at grade 10.
 - ▶ Students who do not have enough credits at grade 10 to advance tend to drop out.
 - ▶ Need proactive measures to stop this trend.
 - ▶ Students have a lack of pride in themselves and identity.
- ▶ Need more access to education services in the core:
 - ▶ Since SIAST is centralized, transportation has become a barrier (cost and availability).
- ▶ Our students do not participate in extra-curricular activities in school. They do not “fit in”.
- ▶ Adult learners:
 - ▶ Some are parents already
- ▶ Need supports for family to continue education.
 - ▶ They need stability.
- ▶ We need to create a representative workforce in the schools
 - ▶ Both teacher and management workforces.
- ▶ Need to address literacy gap. “Literacy” includes reading, financial, emotional, social, etc.
- ▶ Aboriginal graduates are not getting jobs at the same rate as their non-Aboriginal counterparts.
 - ▶ Why? systemic racism.
 - ▶ Newcomers are hired before our aboriginal students.
 - ▶ They move to other cities / provinces as a result.
- ▶ The public education needs to be changed:
 - ▶ It does not foster creativity and responsibility.
 - ▶ Needs to be honest about our people, our history, our current place and what it will take to succeed.
 - ▶ We are not organized. Our people lose interest, sense of place...and then we lose them.
 - ▶ The Treaty Commission is facilitating this discussion
 - ▶ Providing mechanisms that develop understanding of each other.
- ▶ Need a “back to school” campaign which is championed by community leaders.
- ▶ We need public awareness/education campaign to change perspectives/assumptions about our community.
 - ▶ This will address the ignorance about our community. We need to address / speak about systemic racism in the city.
 - ▶ Tailor the program after other successful public awareness campaigns - e.g. Anti-smoking campaign.

Housing

- ▶ There is a lack of affordable housing (both rental and owned).
 - ▶ Lack of both “social” housing (subsidized housing) and “affordable” housing(both market and nonprofit housing that is affordable for those with medium and modest incomes).
- ▶ The quality of rental units need to be improved.
- ▶ City is approving too many projects that convert apartments to condos. This further reduces the number of available units to our people.
- ▶ We are primarily clustered in North Central/Core/Al Ritchie areas of the city.
- ▶ Need to facilitate home ownership:
 - ▶ Need loan assistance program.
 - ▶ Need education on financial planning.
 - ▶ Need to engage banks in providing Aboriginal-friendly services.
- ▶ Homelessness in our community is growing. It takes the form of:
 - ▶ Couch surfing, multiple families in a single unit, over crowding, “bunking in”.
 - ▶ This is causing unhealthy living conditions.
 - ▶ Encourages transmission of disease; no quiet time to study; lack of good nutrition.
- ▶ New housing developments by the community get little support from the City.
 - ▶ A few voices against these projects tends to stop them.
- ▶ Need to provide education / awareness to Aboriginal residents regarding home maintenance and upkeep.
- ▶ Current vacant lots across the city could be developed into affordable housing. This would increase the quantity and also diffuse the clustering issue.
- ▶ Need to debunk the view that we do not pay tax.
 - ▶ Our rental payments indirectly pay property taxes to the City.
 - ▶ Our Aboriginal development companies pay property taxes.
- ▶ Need to establish goals for all future neighbourhood planning / land use:
 - ▶ A percentage of new housing must be social housing.
 - ▶ Engage the private sector in this endeavour.
 - ▶ Embed multi-uses into all buildings to facilitate sustainability.

Neighbourhoods

- ▶ We want to live in good neighbourhoods. Characteristics of “good” include:
 - ▶ Our street names.
 - ▶ Our school names.
 - ▶ Amenities within walking distance - grocery stores.
 - ▶ Improved access to recreational facilities:
 - ▶ Includes removal of barriers to participate - cost
 - ▶ Includes after school programming
 - ▶ Includes targeted programming.
 - ▶ Cultural gathering places.
 - ▶ Mechanism for our community members to share their expertise with other Aboriginal community members.

- ▶ We need to organize ourselves. We need to reclaim our work with the community:
 - ▶ We need to think in new ways to address our challenges.
 - ▶ In the past, we empowered institutions to serve our community. This needs to change. We need to serve our community.
 - ▶ We need to go to them; to their kitchen tables.
 - ▶ We need leadership development.
 - ▶ We need entrepreneurship development.

Infrastructure

- ▶ There is no grocery store in north central. Promotes poor nutrition because we shop at 7-11 (highly costly). Needs to be within walking distance.
- ▶ More garbage pickup would be helpful:
 - ▶ More frequently - twice a week.
 - ▶ Junk hauling - our people have no way to get to the dump.
- ▶ Services are fragmented. Need to integrate them for easier access.

Social Services

- ▶ They are hard to deal with.
- ▶ The system is racist. It is not welcoming to our people.
- ▶ They are tracking costs rather than measuring results. Need to track improvement in social standing of our people.

Pride

- ▶ There is a lack of pride in our community. Why?
 - ▶ We have no street names. No school names.
 - ▶ There are few Aboriginal images in the community and/or in the City marketing materials.
 - ▶ We need cultural centres to give us a sense of place.
 - ▶ gets our young people off the street and doing activities.
- ▶ There are a number of successful Aboriginal professionals across the city:
 - ▶ They are not taking on leadership roles within their companies because of the stigma and potential negative impact on them personally.
 - ▶ Successful business owners should be promoted by Tourism Saskatchewan.
- ▶ Arts - Aboriginal images need to be present in the arts and culture events.
 - ▶ Use contemporary aboriginal images (not just traditional images).

Income

- ▶ We need a Poverty Reduction strategy to increase the income levels of our people.

Policing

- ▶ Police service in the city is too overly confrontational with our people.
 - ▶ There is a deep mistrust and “hatred” for the police.
 - ▶ Relationship building is required to change the system.
- ▶ Gang Prevention Strategy
 - ▶ We need to continue to work together to help eliminate gangs.
 - ▶ This joint effort will reduce crime in the city.

Success

- ▶ We need to track success differently than we do today. We track based on a deficit model/perspective. Let’s track our successes:
 - ▶ Jobs, graduates, businesses, etc.
 - ▶ Measure inclusion against goals.
- ▶ We need to do asset mapping.
- ▶ We want to be successful. Success is defined as:
 - ▶ Having equal opportunity in the community.
 - ▶ Equal opportunity to employment, education, social services, etc.
 - ▶ Live in all areas in the city.
 - ▶ Holistic recreational programming across the city.
 - ▶ Improved health and wellness statistics.
 - ▶ Inclusion.
- ▶ Once we know the data, we need to promote it. Use the media to get our success story out.

Other Observations

- ▶ We are a migratory people.
 - ▶ When we come from Reserve, there is:
 - ▶ no education counseling.
 - ▶ no welcoming processes that help them navigate the City.
 - ▶ no education on Reserve to ready them for entry into the city.
 - ▶ This gap encourages them to enter negative lifestyles.
- ▶ Aboriginal people are a priority. Immigrants and new comers have services that First Nations and Métis people do not. Immigrants / newcomers are treated better than we are.
 - ▶ They have an immigration package to help them; they have CBOs that help them integrate (e.g. Open Door Society).
 - ▶ We need similar material / organizations for our people coming off Reserve.
 - ▶ We need Settlement Services which are similar to a multi-partnered immigration welcoming centre:
 - ▶ Need a one stop/window for our new Aboriginal new comers to get orientation and sign up for services (utilities, schools, etc.)
 - ▶ This should be First Nation / Tribal Council run and operated.
- ▶ We need a large gathering place for our ceremonies.
- ▶ There are fewer Aboriginal people on City committees.

- ▶ We need to advertise / market all programs available to our community to our community.
- ▶ STOP planning for poverty into perpetuity!
- ▶ Look to other jurisdictions for best practices. Let's learn from their successes and failures.
- ▶ Create an Aboriginal Advisory Committee to the City.
 - ▶ Encourages involvement, dialogue, relationship building and result attainment.
 - ▶ Need to improve communication between First Nations and the City
- ▶ Get provincial departments to work together to deliver horizontal solutions to the community.
- ▶ City and employers in the city tend to operate from a western world view. Need to integrate the Aboriginal world view throughout.
- ▶ City needs to live up to the MOU with the community,
- ▶ Embed the growth and development of our people in the process of everything we do moving forward.

Big Moves

- ▶ Increase the quantity / quality and placement of affordable social housing.
 - ▶ Help to get targeted housing development projects approved.
- ▶ Coordinate services.
- ▶ The City (and others) needs to walk the talk.

Ideas to Broaden Engagement

- ▶ Forward this report to the community to ensure our voice was heard and is being acted on. This will encourage further involvement in the process.
 - ▶ Bring the community together around food and/or education.
 - ▶ Social media.
 - ▶ Seek out community-based representatives.
-

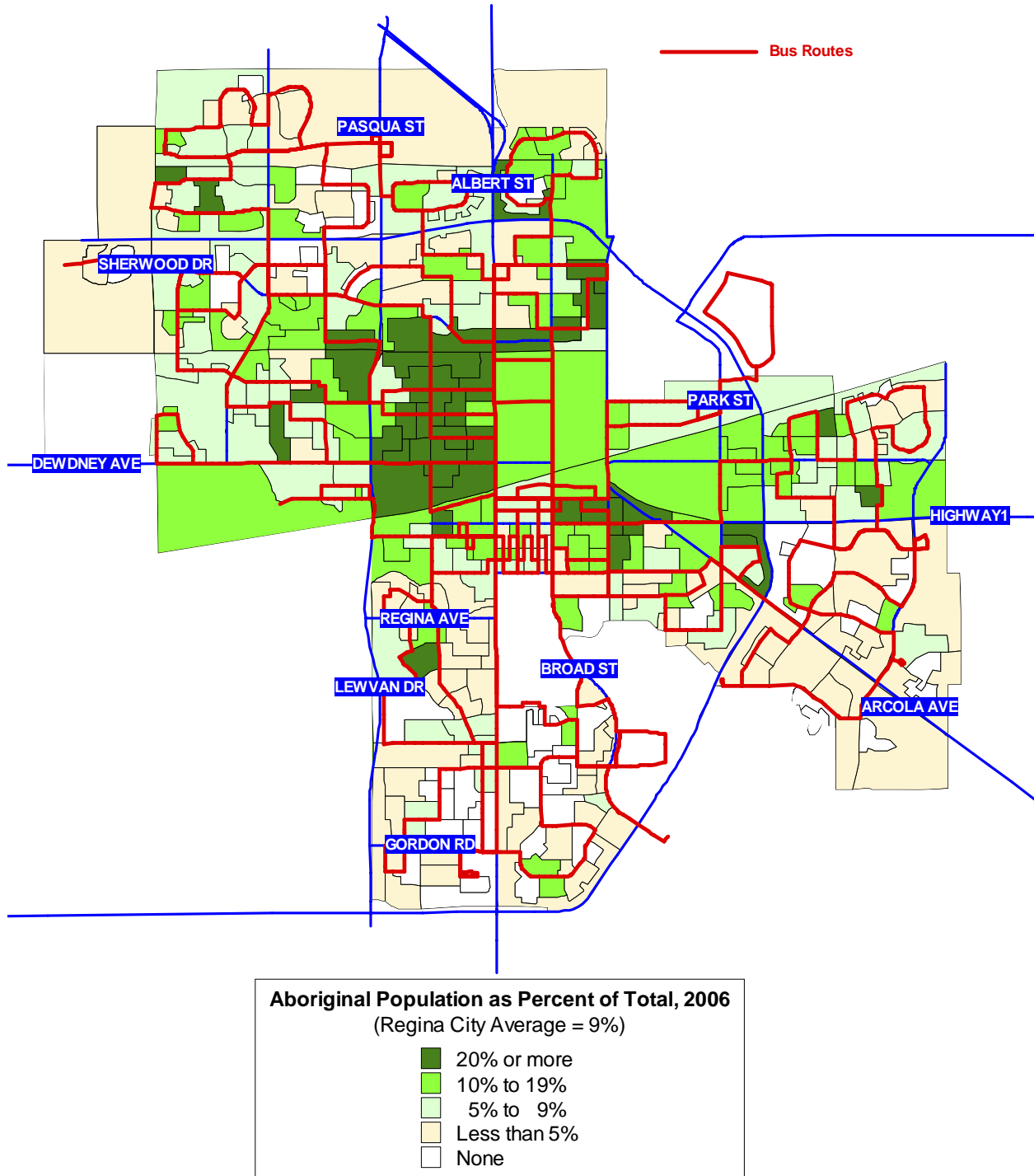
Appendix A

Maps

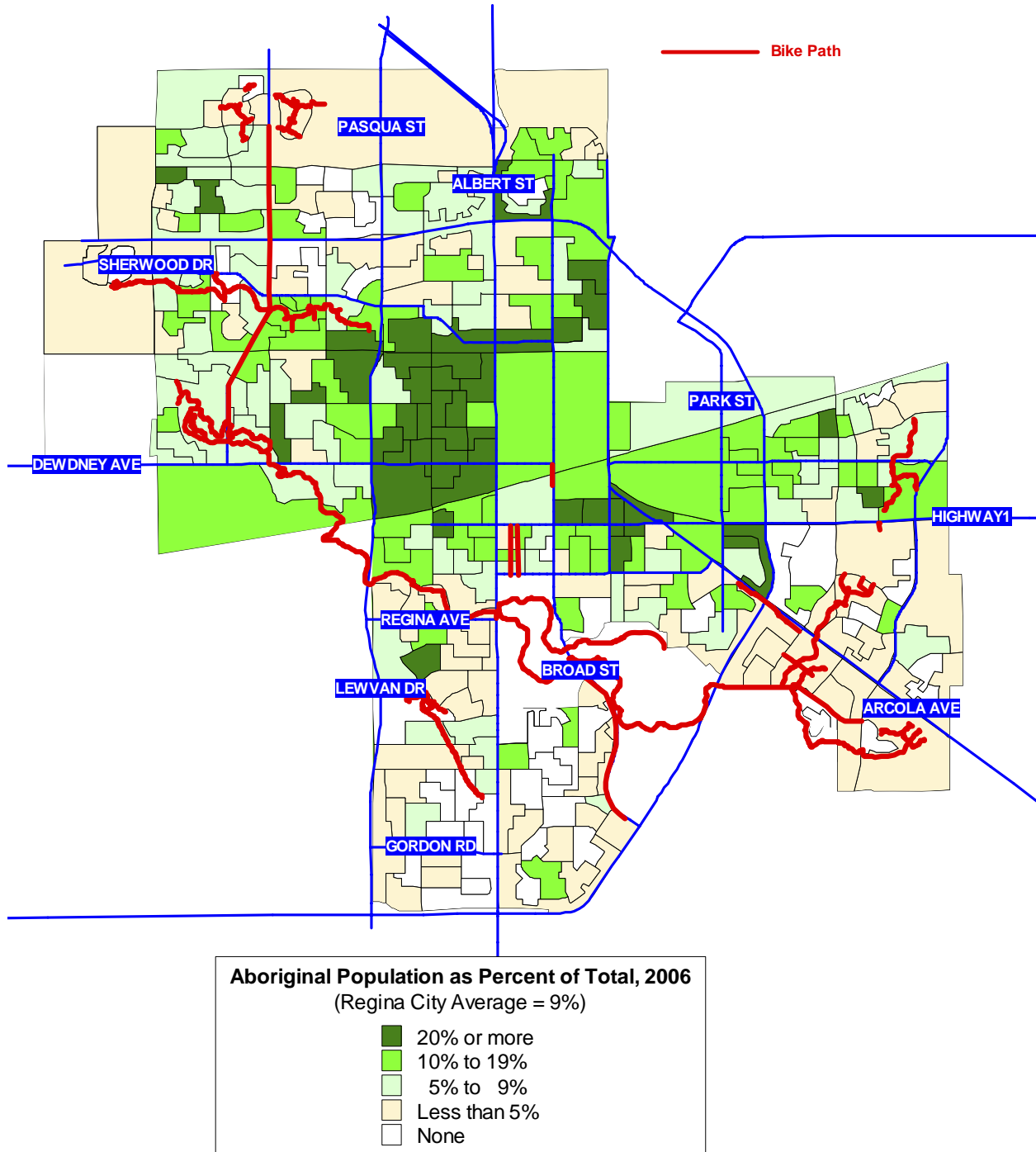
This appendix compares neighbourhoods where Aboriginal people were concentrated in 2006 with a selected group of City facilities and services.

The Statistics Canada census “dissemination areas” are used to show the concentration of Aboriginal people. An average dissemination area contains approximately 150 households.

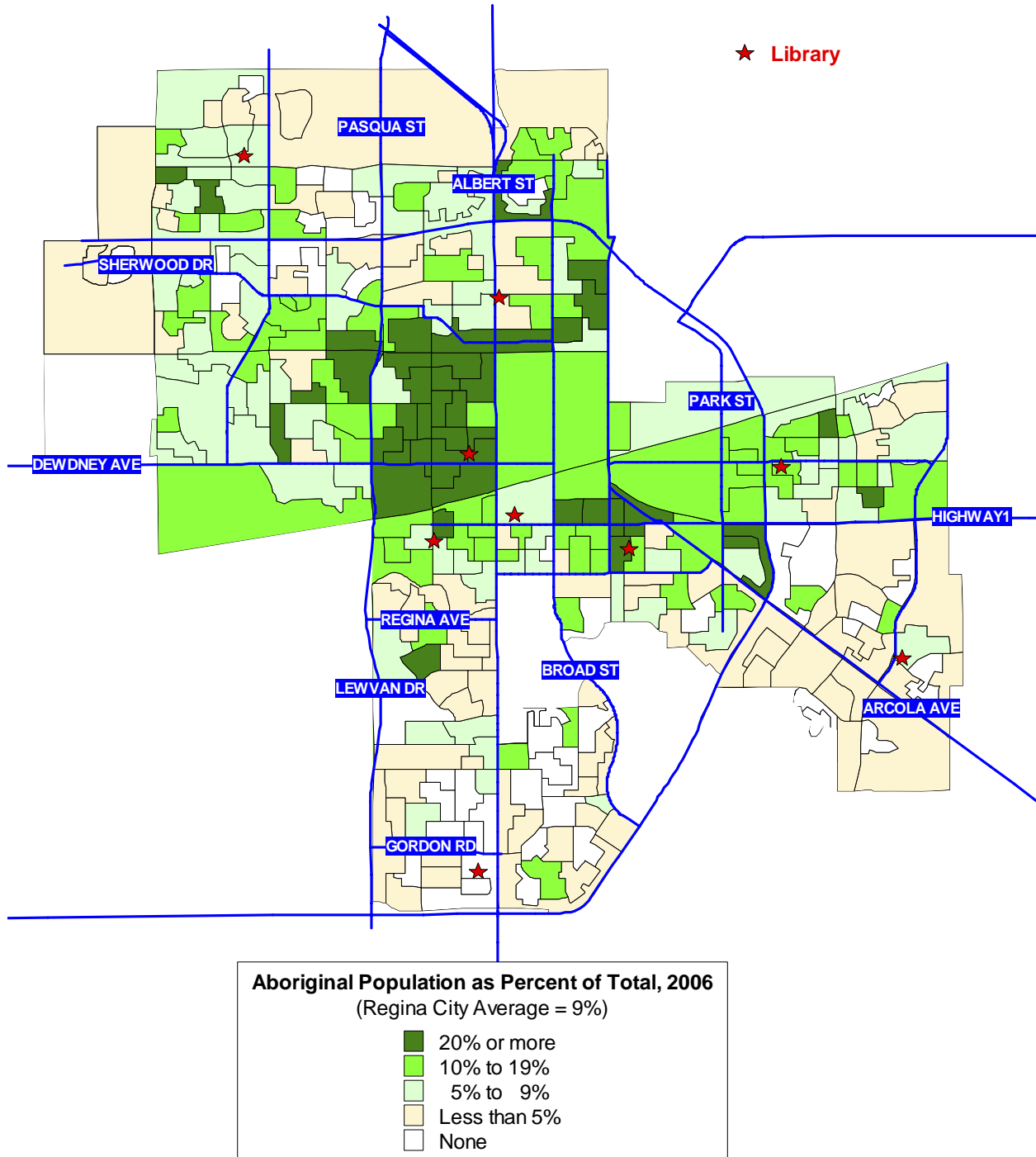
Map #1 - Aboriginal Population in Regina, 2006, Showing Bus Routes



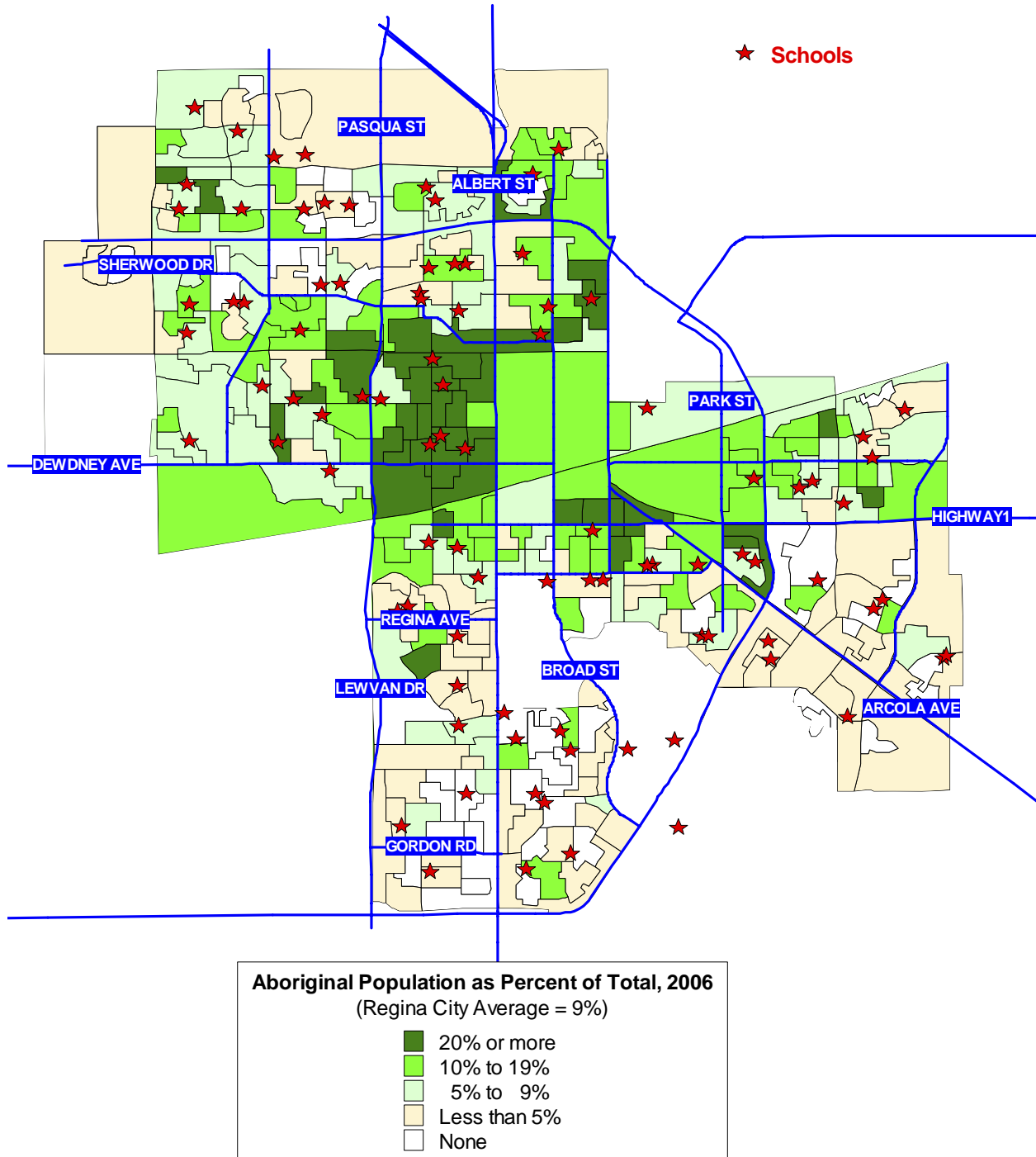
Map #2 - Aboriginal Population in Regina, 2006, Showing Bike Path



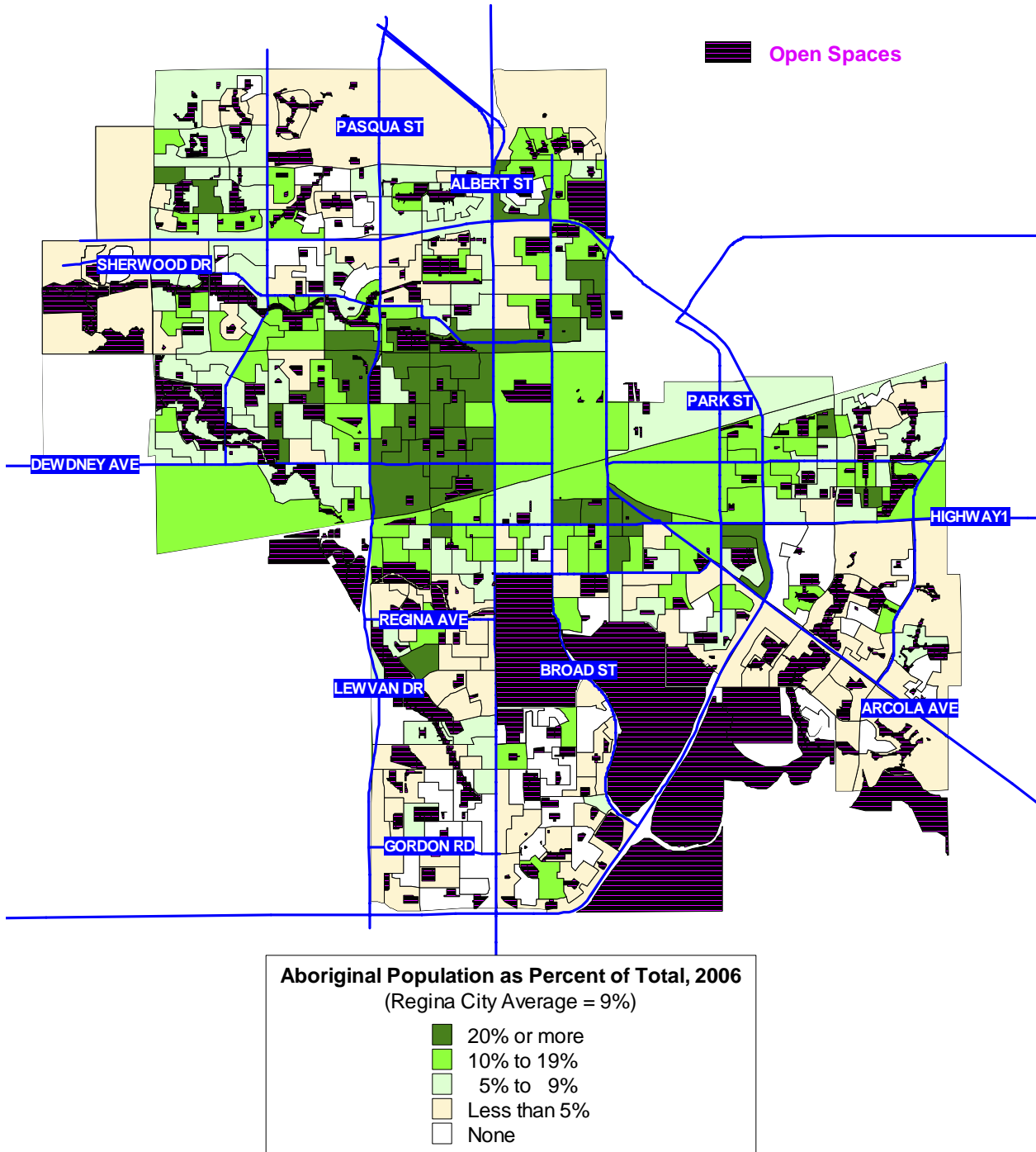
Map #3 - Aboriginal Population in Regina, 2006, Showing Library Locations



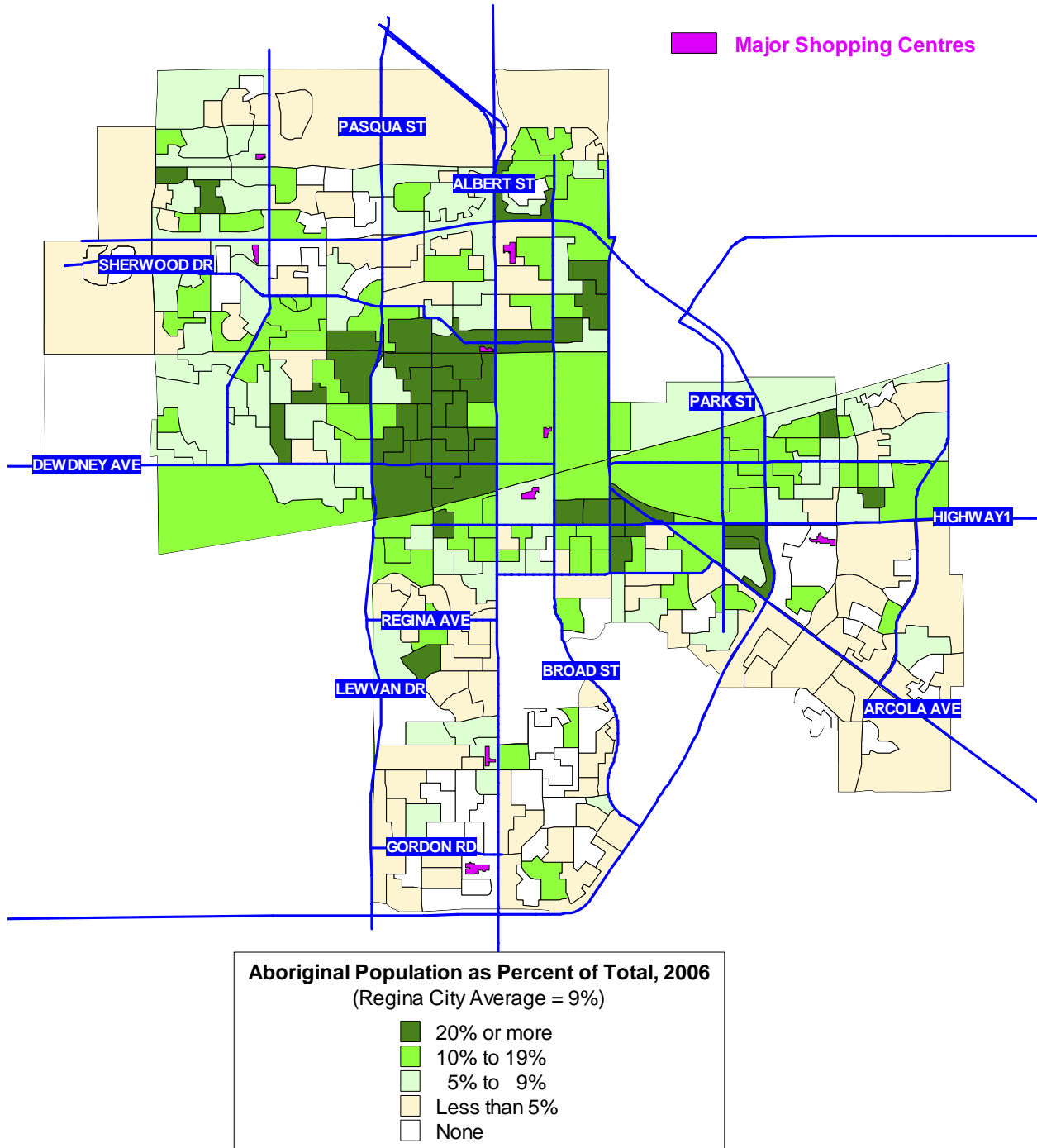
Map #4 - Aboriginal Population in Regina, 2006, Showing School Locations



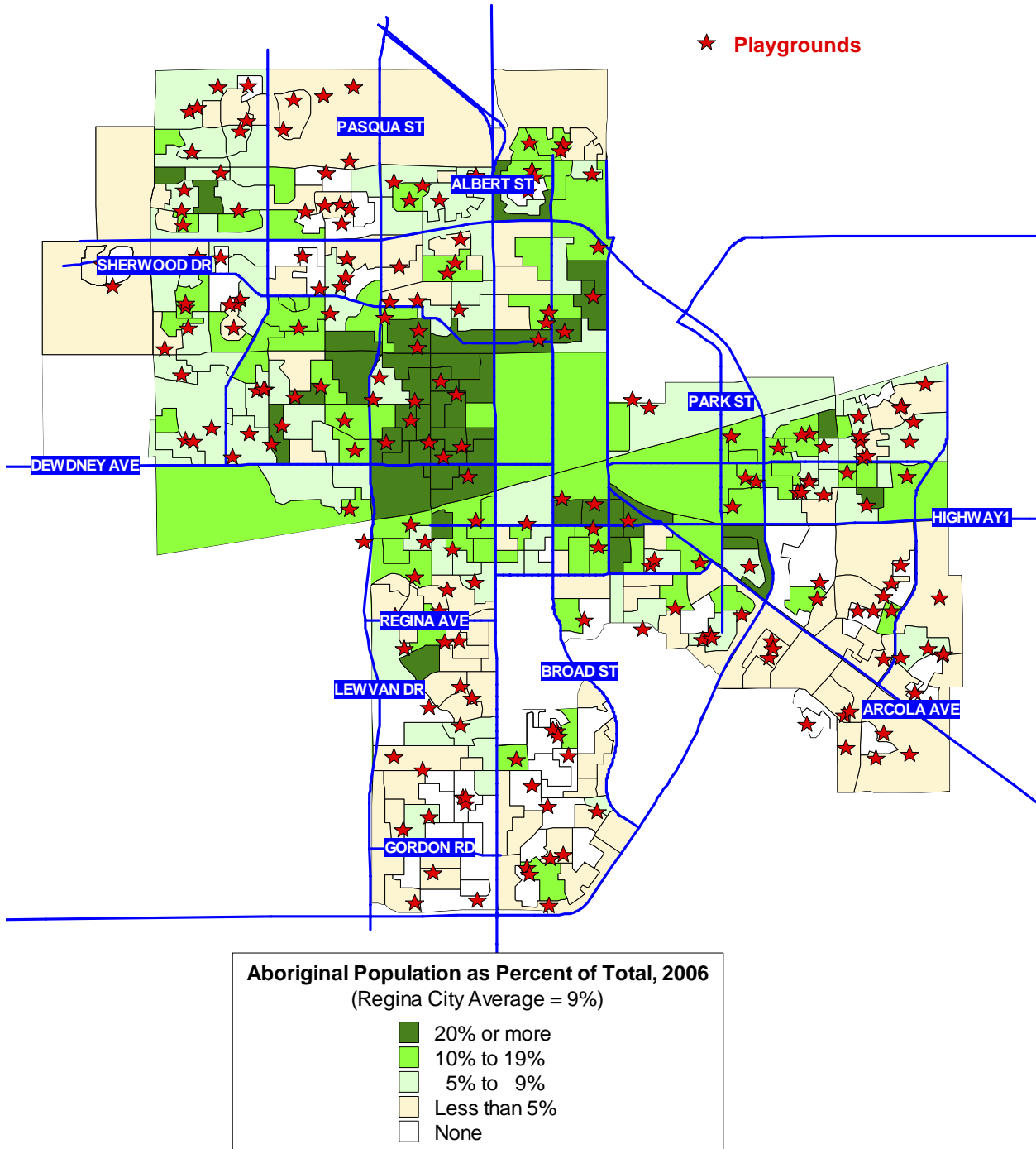
Map #5 - Aboriginal Population in Regina, 2006, Showing Open Spaces



Map #6 - Aboriginal Population in Regina, 2006, Showing Major Shopping Centres



Map #7 - Aboriginal Population in Regina, 2006, Showing Playground Locations



Appendix B
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