



## **SOUTH ASIAN AND TAMIL WOMEN'S COLLECTIVE**

Creating spaces for connection, growth and learning

### **CAREER AND EMPLOYMENT RESEARCH PROJECT LAUNCH**

A community based research project to better understand the career and employment needs of young South Asian and Tamil Women and gender diverse communities

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# WELCOME TO OUR PROJECT LAUNCH



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## COMMUNITY ADVISORS



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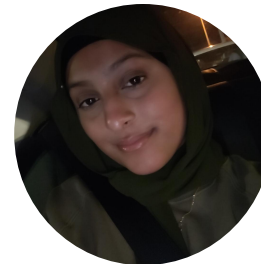
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## LAND ACKNOWLEDGEMENT

There is a continued remembrance of the land for what it provides us. The sustenance that comes from air, water, land, and the elements is sacred, preserved, thanked for, and remembered throughout the day in the diverse ways in which we practice our humility in recognizing that we are all a part of creation.

Everyday we give thanks to those who have preserved and continue to fight for the lands upon which we have settled. Specifically, we are on the Williams Treaty and thank our First Nations Indigenous communities, the Wendat, the Haudenosaunee, and the Anishinaabe peoples, whose presence here continues to this day.





## About South Asian & Tamil Women's Collective



## Proposed Research Project Vision & Plan



## Community Involvement and Support



## Reflection and Discussion

# DISCUSSION GOALS

What are the career/employment needs and realities of young South Asian & Tamil Women (ages 18-30) across the GTA?





## **SOUTH ASIAN AND TAMIL WOMEN'S COLLECTIVE**

The South Asian and Tamil Womens Collective (SATWC) is a grassroots, community based organization that creates spaces for intergenerational connection, growth, and learning for South Asian and Tamil women, girls, and gender diverse communities.

SATWC creates programming and events in the community that focuses on career development, leadership, mental health and well-being using an anti-oppressive and equity lens.



# WHAT IS SOUTH ASIAN?

The term South Asian is a colonial and racial construct (Gandhi, 2014). Historically, it served to problematically group individuals from particular nations together - Sri Lanka, Afghanistan, Bangladesh, Nepal, India, Bhutan, and Maldives - for the purposes of political, economic and geographical conquests (Shankar, 1999).

We recognize the complexity of this racialization, as the term South Asian was also used to identify individuals who were indentured, required refuge, and immigrated from these regions to all of the world's continents. (Gnanadass, 2014).

## South Asian Identities

We recognize that groups within the diaspora have suffered at the hands of targeted political and civil actions, oppression and genocide. It is important to name the intentional historic and on-going erasure of Tamil and minoritized identities from South Asian conversations. We do not take this intra-diasporic tension lightly. We know that intra-cultural differences arising from faith, culture, and traditions are used as tools for neo-colonial oppression to divide our communities from collective efficacy (Anouch, 2014).

We want to reclaim the term South Asian to represent the diaspora as a whole. We are committed to striving for solidarity amongst all the diverse communities by recognizing differences and intentionally fostering unity.



## **GENDER AND IDENTITY**

We recognize that women and gender diverse communities have multiple identities that converge to produce distinct experiences of discrimination, privilege, and oppression. We are using an intersectional lens in understanding that lived experiences are shaped by the interaction of overlapping factors including race/ethnicity, gender, class, sexuality, geography, age, ability, migrant status, and religion.





# WHY ARE WE DOING THIS RESEARCH PROJECT?

The 2016 Canadian Census reported that South Asians represented one of the largest visible minority groups, making up over 25% of the total visible minority population

## **Purpose of Project:**

- **To address the data gap**
- **To gather information on the employment realities, needs and lived experiences of young women and gender diverse folks within this community**
  - Literature Review Report
  - Survey and Learning Circles across the GTA
- **To design spaces for discussion and develop recommendations** with community on needs, solutions, and areas of continued action

# RESEARCH QUESTIONS AND PRIORITIES

01

Examine the career development, advancement needs and barriers of young South Asian & Tamil identifying women and gender diverse communities

02

What are the main pressures they experience / have experienced that guide/shape what careers they will enter?  
What / who impacts their dreams and career trajectories?

**To learn the needs, assets, and challenges that young South Asian & Tamil women face as they prepare for their careers and enter the workforce**



# RESEARCH PROJECT GOALS

## Community Advisory Committee

6 committee members made up of young SATW, gender diverse communities, leaders and allies

## Community Engagement Plan & Approach

Host project launch event, develop stakeholder engagement tracker, mailing list, social media posts

## Research Plan & Approach

Conduct a Literature review, launch an online survey, and host virtual and in-person learning circles

## Data Analysis

Analyze and theme key data, and review findings with community advisors

## Knowledge Mobilization

Synthesize research findings to develop a report, infographics and social media content

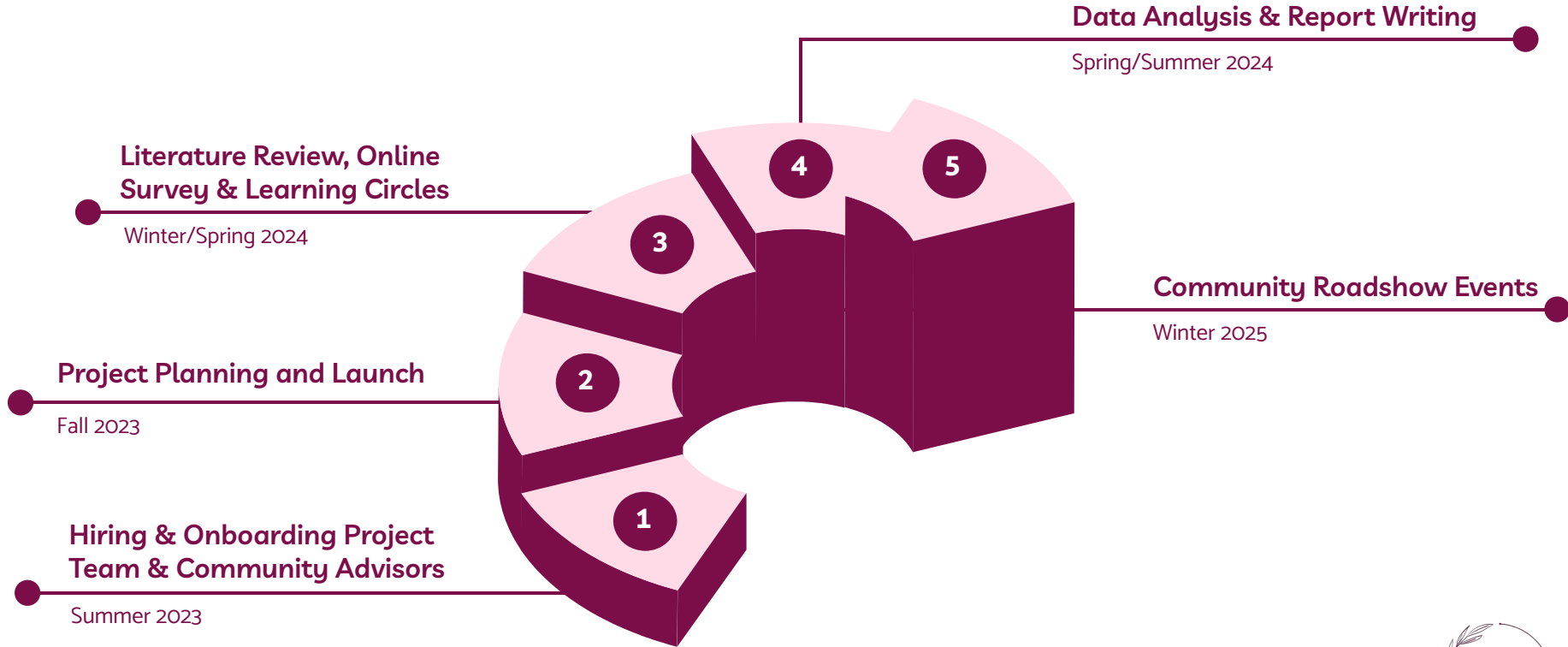
## Community Summit

Organize an in person community action summit to share research findings & recommendations

**This research project is funded by Ontario Trillium Foundation - Youth Opportunities Fund and supported by Agincourt Community Services Association (ACSA)**



# PROJECT PHASES AND TIMELINE



# COMMUNITY INVOLVEMENT AND SUPPORT

We need your support on this project in the following ways:

- **Research and policy reports, white papers, articles to dive into for our Literature Review.**  
Focus areas on career development and employment for South Asian and Tamil women and gender diverse communities, students, youth, young racialized women
- **Looking for partners/champions to co-host learning circles across the GTA**  
Support with finding space, social media outreach, and recruiting participants
- **Looking for space to organize a community summit for over 100+ people in Fall 2024**
- **Opportunities to present what we are working on in panels, events, thought leadership pieces, op-eds, podcasts, etc.**

Share and connect with us at [projects@satwcollective.com](mailto:projects@satwcollective.com)



## REFLECTION QUESTION AND DISCUSSION

What are your initial thoughts about this proposed research project?

\*Virtual Hand up to unmute and share

\*Share comments in chat box

\*Type in thoughts anonymously in jam board



# THANK YOU!



Follow for more project updates

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