

INTERVIEW Updates

Information about Kingston

December 2021



Demographics (Source: [Statistics Canada – 2016 Census](#))

Population	123,798	
Aboriginal Identity	4,210	3.4%
Total visible minority population	11,595	9.4%
Chinese	2,495	2.0%
South Asian	2,395	1.9%
Black	1,775	1.4%
Arab	1,010	0.9%
Number of immigrants in Kingston	15,840	13.4%
Median age:	41.9	
Top 3 non-official languages spoken at home:	Portuguese, Mandarin, Arabic	
Percentage of labour force with a commute of less than 15 minutes:	39%	
Percentage of labour force who walk or bike to work:	12% (highest in Ontario)	
Percentage employed in healthcare:	10%	
Percentage of population with University degree:	55%	
Number of post-secondary students:	29,900	

History

- First settled in 1600s on First Nation lands named Katarokwi
- Traditional territory of the Anishinaabe and Haudenosaunee Peoples
- Kingston Market is the oldest in Ontario, founded in 1801
- Named first capital of Canada in 1841, relocated in 1844

Recreation

- 50 national & provincial parks, conservation areas, and historic sites within a 30-minute drive
- Three major recreational trails: K&P Trail (180 km), Cataraqui Trail (103 km), Rideau Trail (387 km)
- Best freshwater sailing in the world! Kingston hosts the annual CORK regatta and hosted the sailing events of the 1976 Olympic Games
- Waterfront access including boat tours, rentals, and marinas

Culture

- 22 museums and galleries
- One of Canada's most vibrant downtowns including 100 restaurants, 200 specialty stores, and 400 commercial businesses
- Over 600 historically-designated buildings
- UNESCO World Heritage Site (Fort Henry and the Rideau Canal)

- 5,800-seat entertainment venue (Leon's Centre)
- Two performing arts centres (Grand Theatre and Isabel Bader Centre for the Performing Arts)
- 12 annual festivals including the Blues Festival, Buskers Rendezvous, FebFest, Kingston Pride, and the Canadian and Reelout Queer Film Festivals

Accolades

- Consistently ranked as one of Canada's best places to live, and one of Canada's best places to live and work for young professionals thanks to high quality of life, entertainment attractions, abundant green space, air quality, and affordable housing
- Best Canadian city for women (Source: Canadian Centre for Policy Alternatives)
- One of the world's best university towns (Source: BBC)
- More rankings are available at:
<https://meds.queensu.ca/academics/postgraduate/prospective/kingston>

Top Five Employers

- Canadian Forces Base Kingston (8,442 employees)
- Queen's University (8,074)
- Kingston Health Sciences Centre (4,998)
- Limestone District School Board (3,186)
- Correctional Services of Canada (2,541)

Education

- Residents with school-age children can find outstanding schools offered through both the [Limestone District School Board](#) and the [Algonquin and Lakeshore Catholic District School Board](#).
- Together, the two boards operate 90 elementary and 16 secondary schools. French immersion is available, as are before- and after-school programs.
- To determine which school your child should attend, use the [Tri-Board Bus Planner Student Eligibility tool](#).
- Independent schools at the elementary and secondary levels are also available.

More information about Kingston is available on the PGME website at:

<https://meds.queensu.ca/academics/postgraduate/prospective/kingston>

EDI Initiatives

- In 2021, the City hired a Manager of Equity, Diversity, and Inclusion. This new position is working alongside a number of city departments to help promote an inclusive and diverse workplace
- An EDI committee has been created and along with the Manager, they provide guidance to staff and the council of the City of Kingston in the development of policies, initiatives, and programs aimed at reducing barriers in the workplace and fostering diversity and inclusion in all areas of the City of Kingston
- The History and Legacy of Sir John A Macdonald Working Group, whose membership includes both Indigenous and non-Indigenous members, including the Chiefs of the Alderville First Nation and the Mohawks of the Bay of Quinte, are developing text that addresses issues specific to the legacy of Sir John A Macdonald. They meet monthly.
- The Engage for Change: #YGK Reconciliation Journey is a multi-phase project that seeks to reframe the relationship between Indigenous and non-Indigenous peoples as it relates to history, knowledge, and culture. It's in its third phase and the work is expected to be completed by early 2022

Some examples of other recent City of Kingston initiatives include:

- A new Indigenous language centre was approved by City Council in 2021
- Consultation with Indigenous communities started in 2021 to name the new bridge over the Cataraqui River.
- City Council decided to remove the statue of Sir John A Macdonald from City Park in 2021. It may be moved to Cataraqui Cemetery in the future but only after broad consultation with the Indigenous community.
- The Kingston Police Force hosted community consultations on equity, diversity, inclusion, and Indigenization in 2021 designed to improve relations between the police and Indigenous, racialized, faith, 2SLGBTQIA+ and other under-represented communities
- Council declared the National Truth and Reconciliation Day on Sept 30 2021 as a civic holiday.
- A land recognition statement has been developed by the local Indigenous community and has been added to the City's website and all email signatures.
- A new Spirit Garden opened in Lake Ontario Park in 2021, commemorating the fact that Kingston is built on the traditional lands of the Mississauga Anishinabeg of the Ojibway Nation
- The newly renovated Market Wing of City Hall has become a new, accessible site for cultural programming and includes a dedicated space to showcase Indigenous history and culture. It will reopen in the spring of 2022

2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual)

While the community isn't huge, it's very active. There's the annual 10-day ReelOut Queer Film Festival (now in its 23rd year), an annual Pride weekend & parade, and a variety of other events throughout the year. Kingston no longer has a dedicated bar, but the weekly 'Beers for Queers' night for community members is held at a popular venue downtown.

An extensive list of Queen's and Kingston resources are available here:

<https://www.queensu.ca/positivespace/queer-positive-resources>

Queen's University Association of Queer Employees (QUAQE) is also a great resource for the 2SLGBTQIA+ community (quaqe@queensu.ca)