



Let's Talk: How to be Actively Anti-Racist

Session Overview

- Explore key terms and definitions related to Anti-Racism work.
- Explore the contemporary significance of racism within a Canadian context and explore how we as individuals can commit to anti-racism work.
- Conversation: Questions and Answers.



Guidelines for Anti-Racism Conversations

1. Acknowledge and accept the fact that racism exists.
2. Take risks and lean into discomfort
3. Avoid making assumptions and generalizations about other people or groups of people.
4. Take accountability for your behaviour and be open to critical self-reflection.
5. Give Yourself Permission to make mistakes.



“Many of [us] are trapped in a history which [we] do not understand and until [we] understand it, [we] cannot be released by it. ”

James Baldwin





Common Terms and Concepts

Colonization

Definition:

“Colonization is a process of establishing foreign control over target territories of people by creating colonies and possibly by settling them.”



Settler Colonialism

Definition:

“Settler Colonialism is a form of colonization that seeks to replace the original population of the colonized territory with a new society of settlers. As with all forms of colonialism, it is based on exogenous domination, typically organized by an imperial authority.”



Key Features

1. Settler colonizers come to stay.
2. It is a structural system, not an event in history.
3. It denies the existence of indigenous people and the legitimacy to claims to land.
4. It claims to vanish indigenous peoples and replace them with settlers.



Key Features

5. Its logic of elimination requires the removal of indigenous peoples of a territory, child abduction, religious conversion, reprogramming (via missions or boarding schools; and myriad forms of assimilation. It aims to destroy and replace.
6. Continues to dispossess indigenous peoples.
7. It promotes white supremacy
8. It requires arrivants to participate as settlers.

Race

Definition:

“Race is a relational category, socially constructed for political and economic interests over a group of people. It loosely refers to a group of people distinguished from others often by physical characteristics such as skin colour, eye shape, hair texture or racial features.”



White Supremacy

Definition:

“White supremacy is a racist ideology that is based upon the belief that white people are superior in many ways to people of other races and therefore, white people should be dominant over other races.”



Racism

Definition:

“A system of power that structures opportunity and assigns value based on the social construct of race where privilege is afforded to whiteness. Racism is a system that unfairly disadvantages people of colour while subsequently unfairly advantaging White people.”





Dimensions of Racism

The Four Dimensions of Racism

**Interpersonal
Racism**

**Institutional
Racism**

**Internalized
Racism**

Systemic Racism

Microaggressions

“Microaggressions refer to brief and daily verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicates hostile, derogatory, or negative attitudes towards stigmatized or culturally marginalized groups.



Common Acts of Microaggressions

- “Where are you from?”
- “I don’t see color or there is only one race, the human race.”
- Saying that a racialized person is ‘articulate’.
- A white woman flinches and clutches her bag, crosses the street, or locks her car door when she sees a Black man.
- “ I believe the most qualified person should get the job or we hire based on merit: education, skills and hard work.”



Common Acts of Microaggressions

- Touching the hair of Black people without asking.
- Closing your blinds if you notice racialized people in your neighborhood.
- Following racialized people in retail stores.
- Being mistaken for a service worker.
- “You people, those people, they...”
- “I’m not racist, I’m friendly with the Black family on my street.”

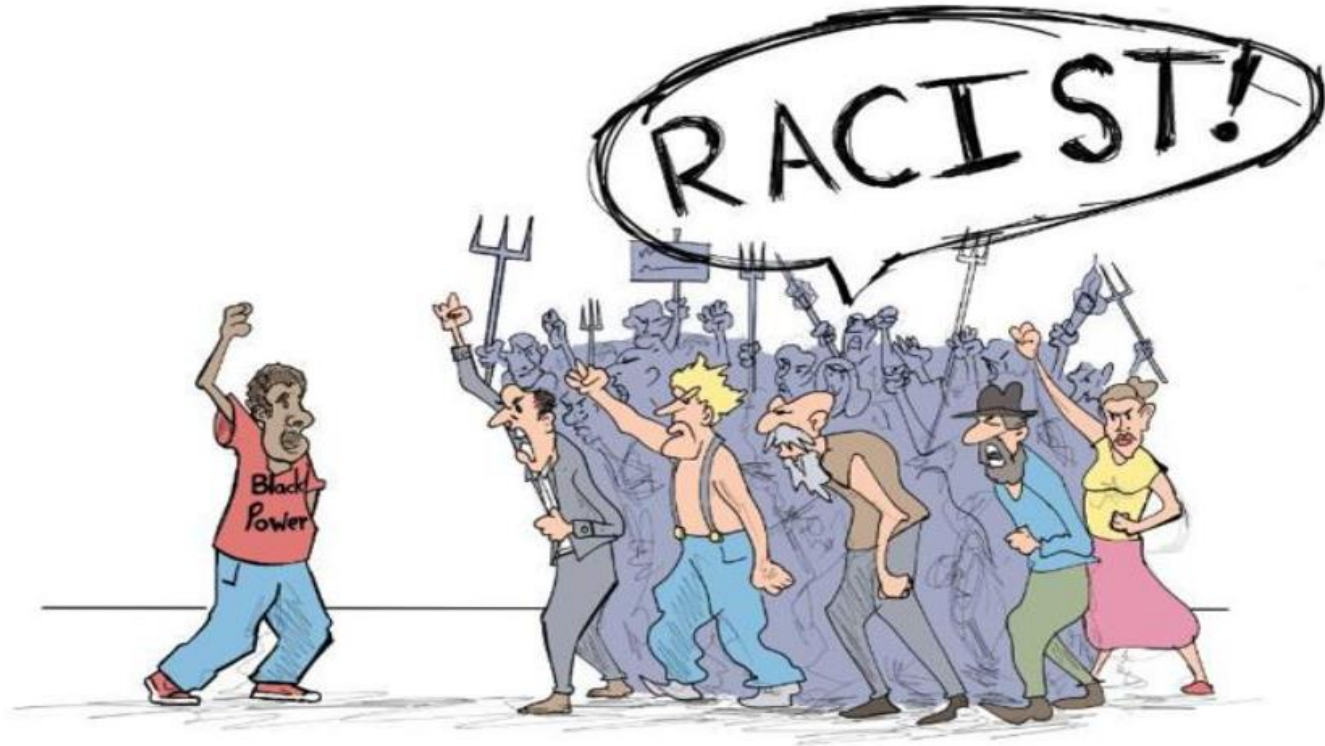


Systemic Racism

Racism=racial discrimination +Power
(or the backing of power).



The Myth of Reverse Racism



Reverse Racism: Aamer Rahman





Impacts of Racism Today



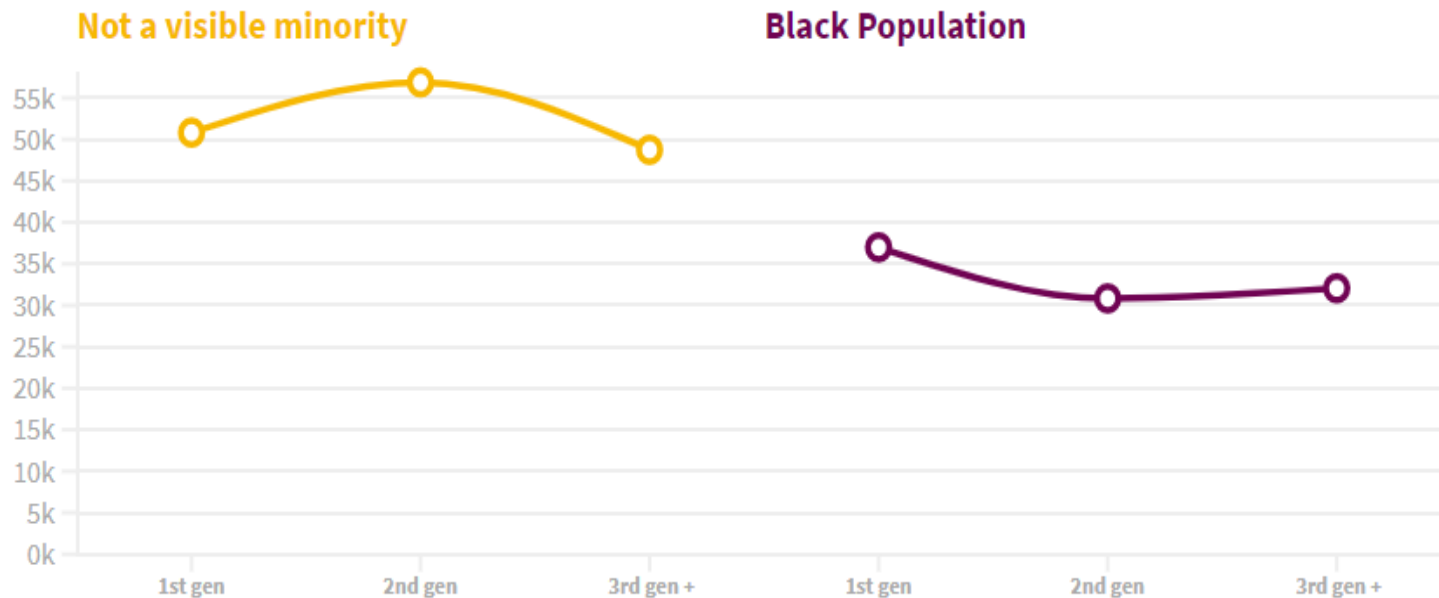
Racism in Canada Today

- Education
- Housing
- Health
- Employment
- Justice



Average total income

Black Canadians make less annual income than non-racialized Canadians, both for new immigrants and third-generation Canadians.

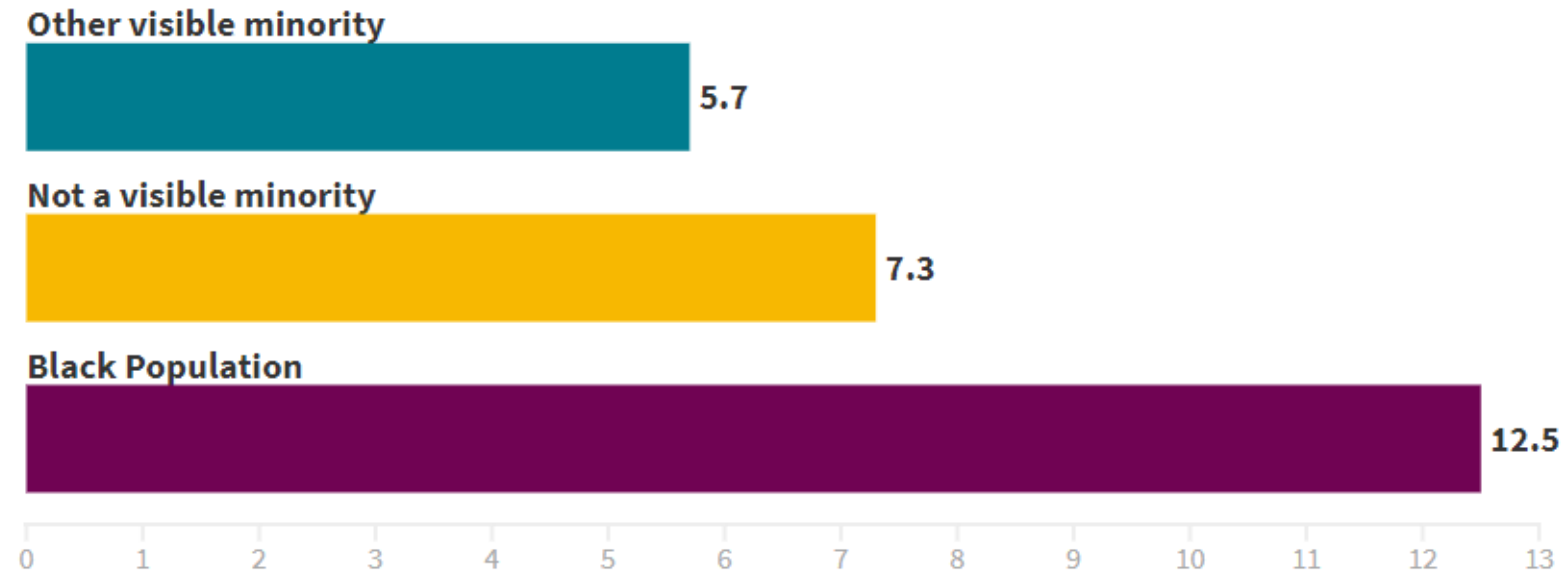


Source: [Statistics Canada, 2016 Census of Population](#)



Unemployment rate

Black Canadians are far more likely than non-racialized Canadians and other visible minorities to be unemployed.



Source: [Statistics Canada, 2016 Census of Population](#)

Expectations for higher education

Although 94 per cent of Black youth aged 15 to 25 said that they would like to get a bachelor's degree or higher, only 60 per cent thought that they could, according to data from 2016

■ Black population ■ Rest of the population

Think they will obtain a university degree



Would like to obtain a university degree



0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

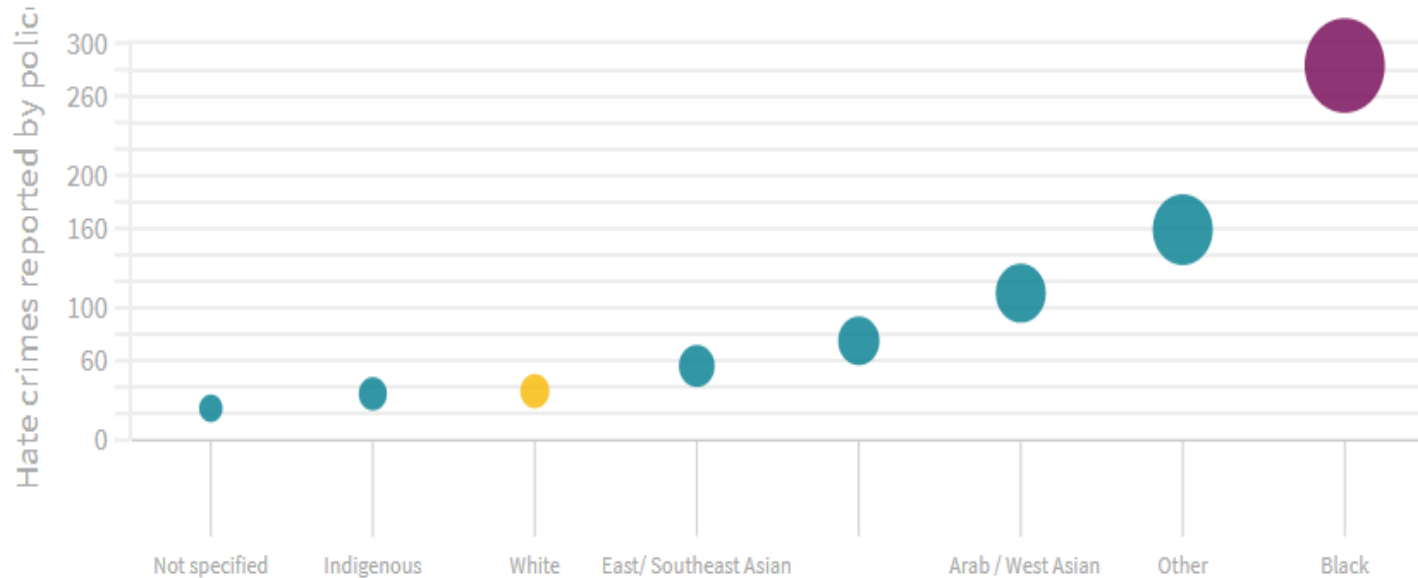
Source: [Statistics Canada, General Social Survey \(Canadians at work and home\), 2016](#). • Data for youth aged 15 to 25



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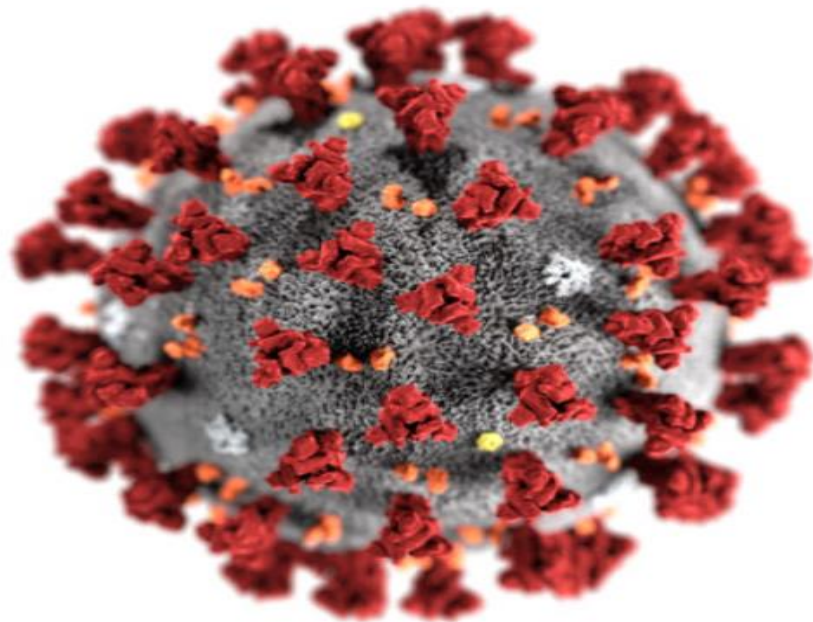
Hate crimes by motivation based on race or ethnicity

In 2018, Black Canadians were more likely than any other racial group in Canada to be the victims of a hate crime, according to data reported by police.



Source: [Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Incident-based Uniform Crime Reporting Survey.](#)

COVID-19 and Systemic Racism





A Roadmap for Becoming Anti-Racist

What Does It Mean to be Anti-Racist

Definition:

“Anti-racist refers to people who are actively seeking not only to raise their consciousness about race and racism, but also to take action when they see racial power inequities in everyday life.”



Performative Pitfalls

- **Blackout Tuesday**
- **#Hashtags: BlackLives Matter, #Say her Name, #I can't breathe**
- **Short-term financial investments and donations**
- **Participating in marches and protests without having done the work to be anti-racist.**
- **Public Declarations and Statements**



“ Performative Allyship, is when someone from a nonmarginalized group professes support and solidarity with a marginalized group in a way that either isn’t helpful or that actively harms that group. Performative allyship usually involves the “ally” receiving some kind of reward in the public eye (i.e. attention on social media, a virtual pat on the back or acknowledgement as being a good person on the right side). ”



Stages: Becoming Anti-Racist

ACTIVITY	PROCESS
Awareness	Understand racism, racial equity and justice.
Education	(Re) learning your history, discovering new knowledge and gaining an understanding about racism and how the system of oppression works.
Analysis	Identify, unpack, and dismantle the ways in which your past and present behaviors perpetuate white supremacy.
Action	Moving from non-action to action!
Evaluation/Reflection	How are you achieving intended goals and outcomes?



Group Discussion



Thanks!

Any questions?

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Resources for Further Learning/References

Articles:

Unpacking the Invisible Knapsack:

<https://nationalseedproject.org/Key-SEED-Texts/white-privilege-unpacking-the-invisible-knapsack>

The Conversation I've Been Dreading:

<https://lithub.com/the-conversation-ive-been-dreading-ijeoma-oluo-talks-about-race-with-her-mom/>

Confronting racism is not about the needs and feelings of white people

<https://www.theguardian.com/commentisfree/2019/mar/28/confronting-racism-is-not-about-the-needs-and-feelings-of-white-people>

Resources for Further Learning/References

Book recommendations:

1. Desmond, Cole. *The Skin We're In: A Year of Black Resistance and Power*. Doubleday Canada, 2020.
2. DiAngelo, Robin. *White Fragility: Why It's So Hard for White People to Talk about Racism*. Boston: Beacon Press, 2018.
3. Kendi, Ibram X. *How to Be Antiracist*. New York: One World, 2019.
4. Oluo, Ijeoma. *So You Want to Talk about Race*. New York: Hachette Book Group, 2018.
5. Saad, Layla, *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor*. Illinois: Sourcebooks, 2020.
6. Singh, Anneliese A. *The Racial Healing Handbook*. California: New Harbinger Publications, 2019.

Resources for Further Learning/References

1. Silverthorn, Michelle. Authentic Diversity. Florida: Routledge, 2020.

Organizations:

Community Wise Resource Centre, Anti-Racist Organizational Change: Resources & Tools for Nonprofits, 2017

Centre for Race and Culture, Anti-Racism Series, 2017 and 2018.