

# How are you feeling right now?



# What do you value?



Community

respect for self and others

Honesty

authenticity

Community Peace Collaboration  
equity respect social justice hope  
kindness

Honesty

kindness

Truth

Respect others and yourself



# What do you value?



Inclusion





# EXPECTATIONS

- **Experience Discomfort**
- Trigger
- Expect Resolution for some things\*
- Accept Non-Closure for others\*

\*Glenn Singleton, Courageous Conversations about Race



# MY PHILOSOPHY

## The Student Is...

“...the most important person on the campus.

Without students there would be no need for the institution.

...not a cold enrollment statistic but a flesh and blood human being  
with feelings and emotions like our own.

....not someone to be tolerated so that we can do our thing. They are  
our thing.

...not dependent on us. Rather, we are dependent on them.

...not an interruption of our work, but the purpose of it.

We are not doing them a favor by serving them.

They are doing us a favor by giving us the opportunity to do so.”

Author unknown





**YOU CAN'T BE  
SWITZERLAND**





# FOUNDATION

- **Experience Discomfort**
- More Questions
- Not PC/No Cultural Competence Checkbox

**THIS IS A JOURNEY**



*“NO ONE is immune from inheriting the racial, gender, and sex orientation biases of our society. Much of this is outside our level of conscious awareness, thus we engage in actions that unintentionally oppress and discriminate against others.”*

*Dr. Derald Sue*

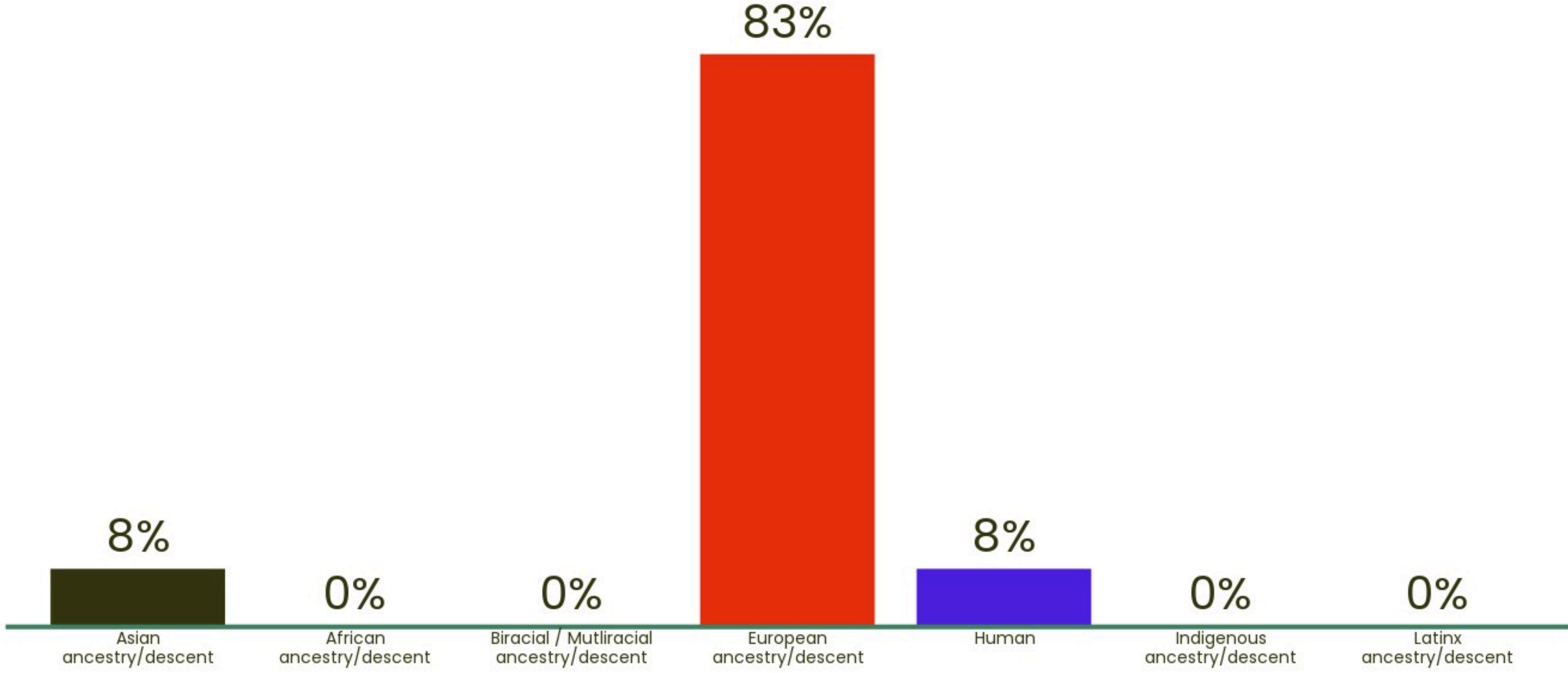




You don't have to have  
negative intent in order to have  
discriminatory outcomes

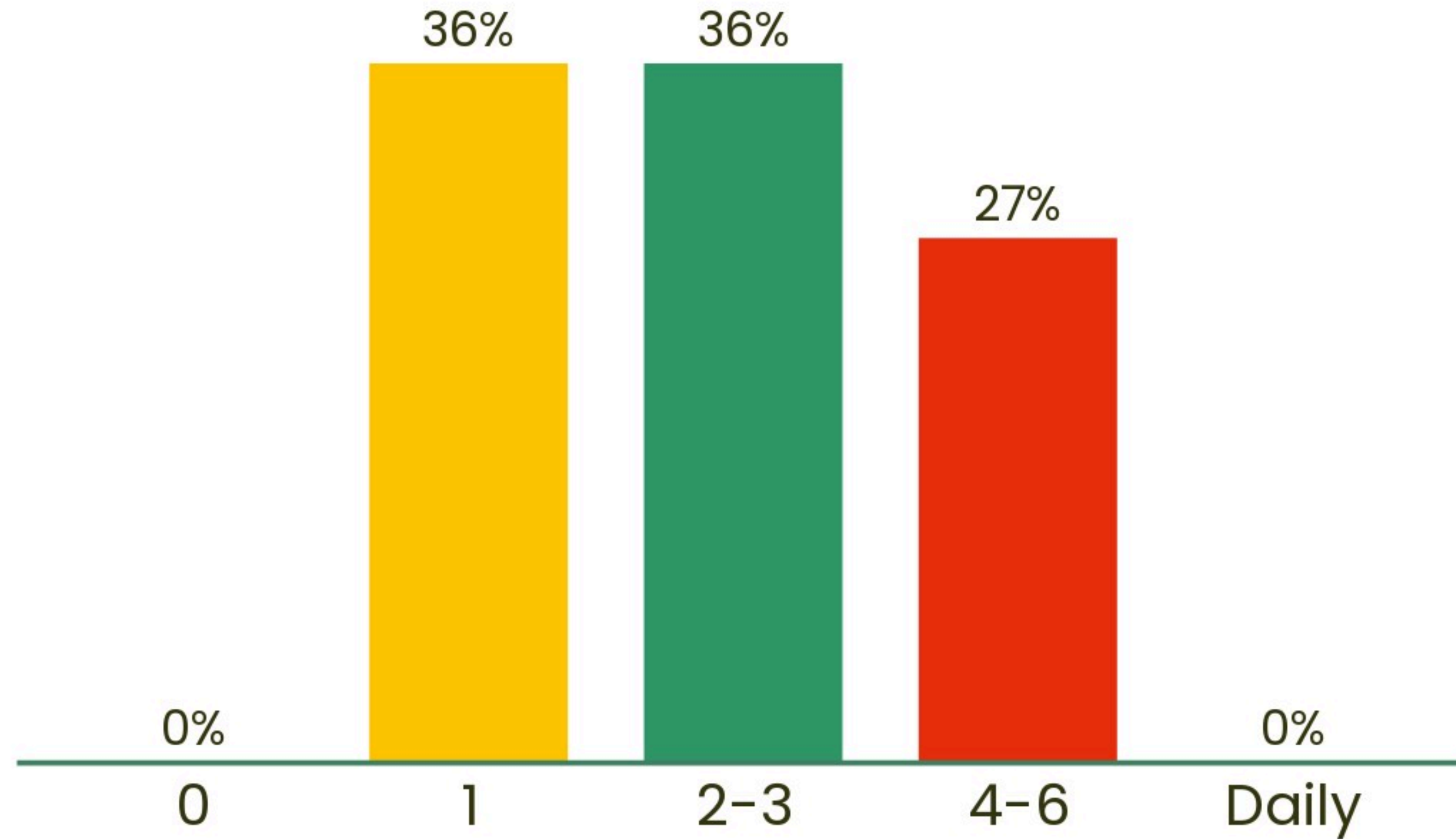
Kirwan Institute of Research for the Study of Race, 2014

# What is your racial background?

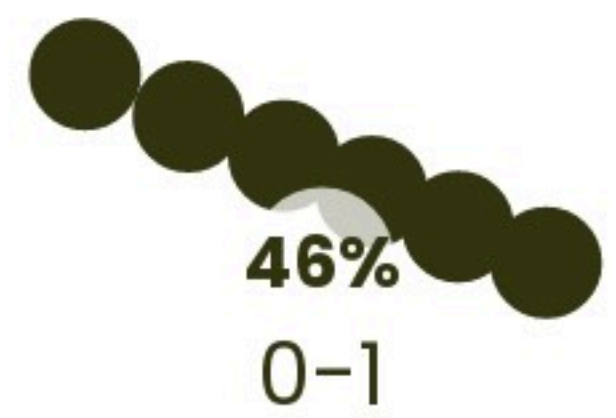




# How many times a week do you hear any racial slur?

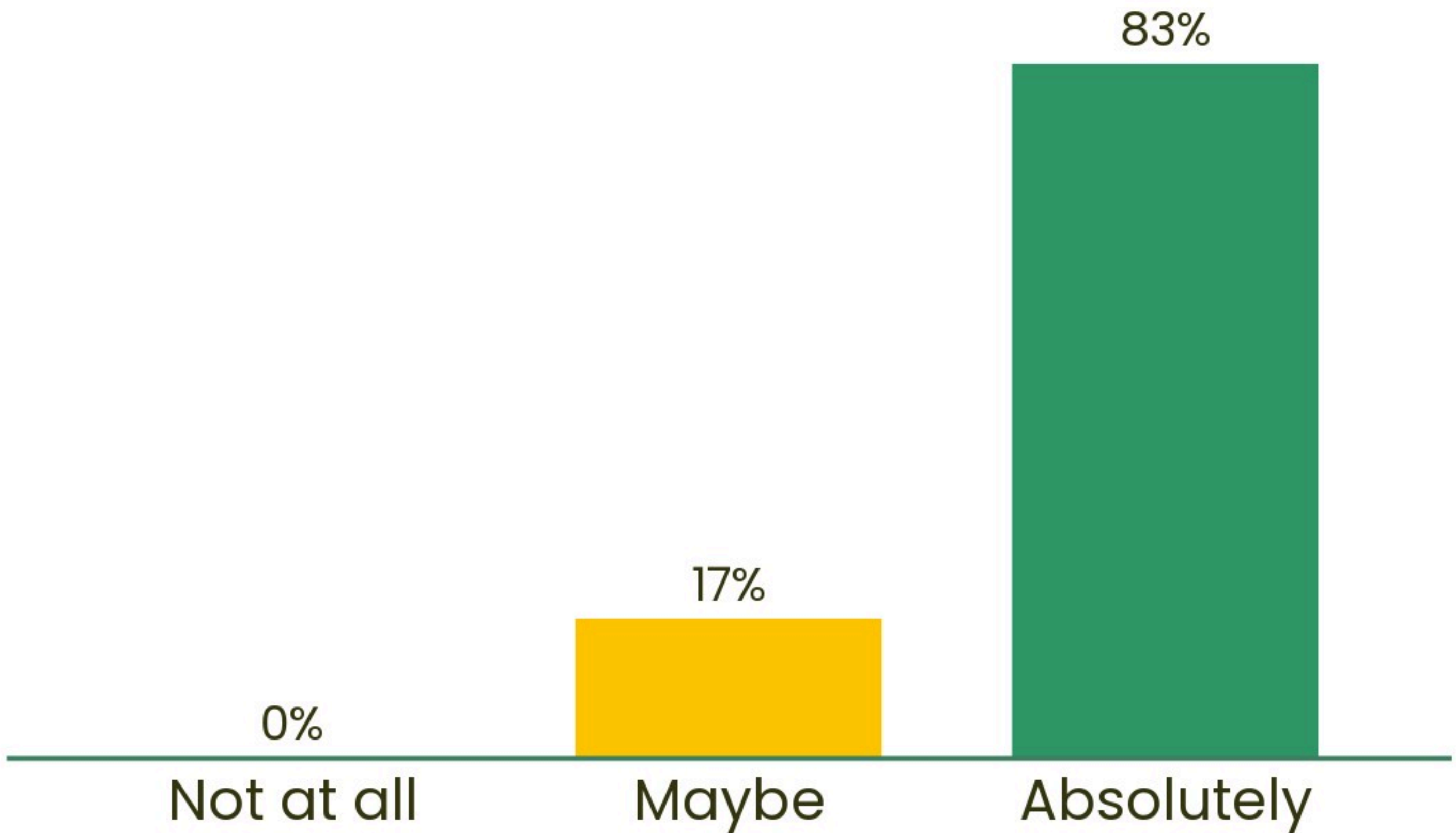


# How many IBPoC people would you die for in your life?

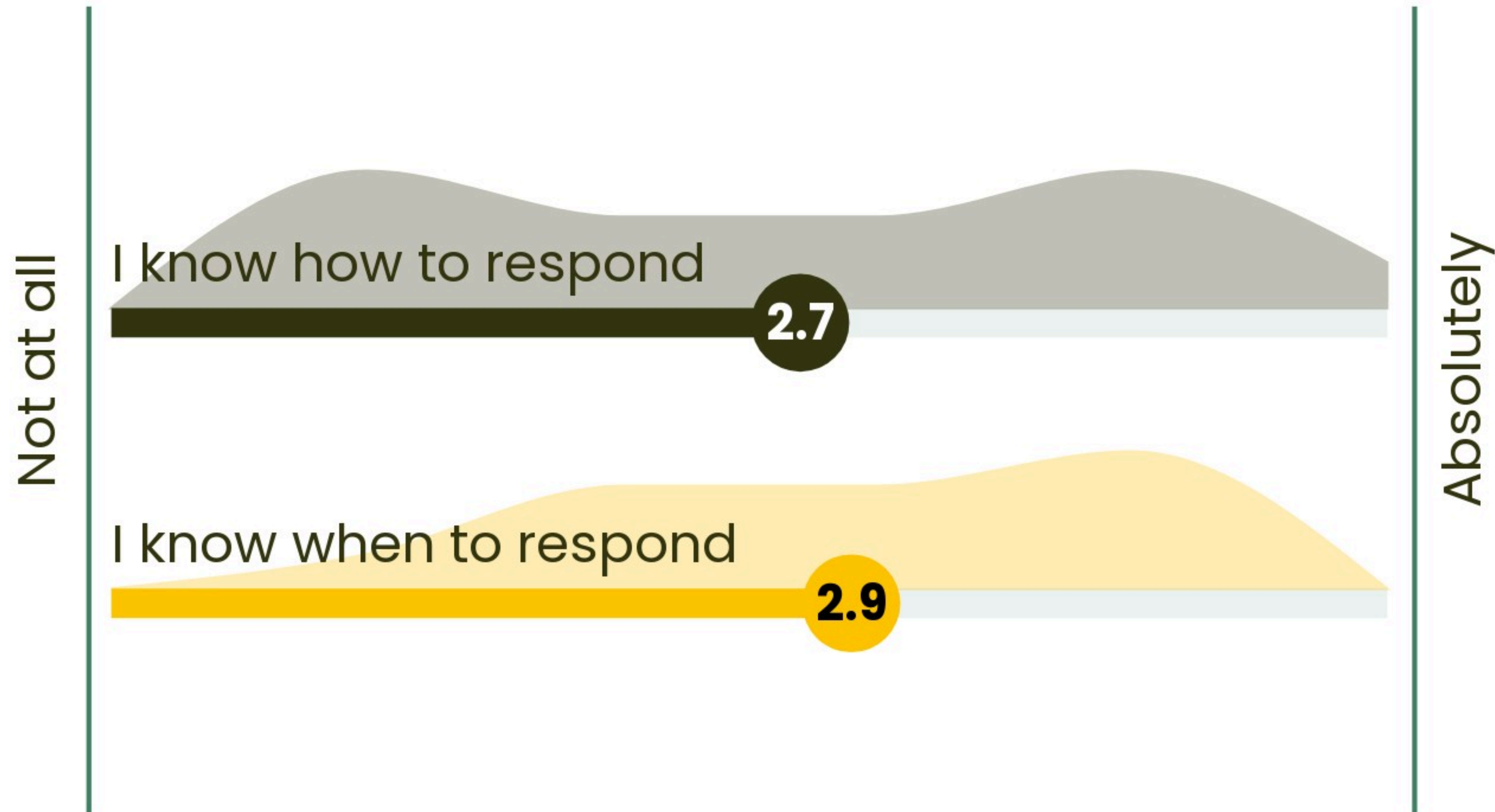




# If a racist incident were to occur do you think you would report it?

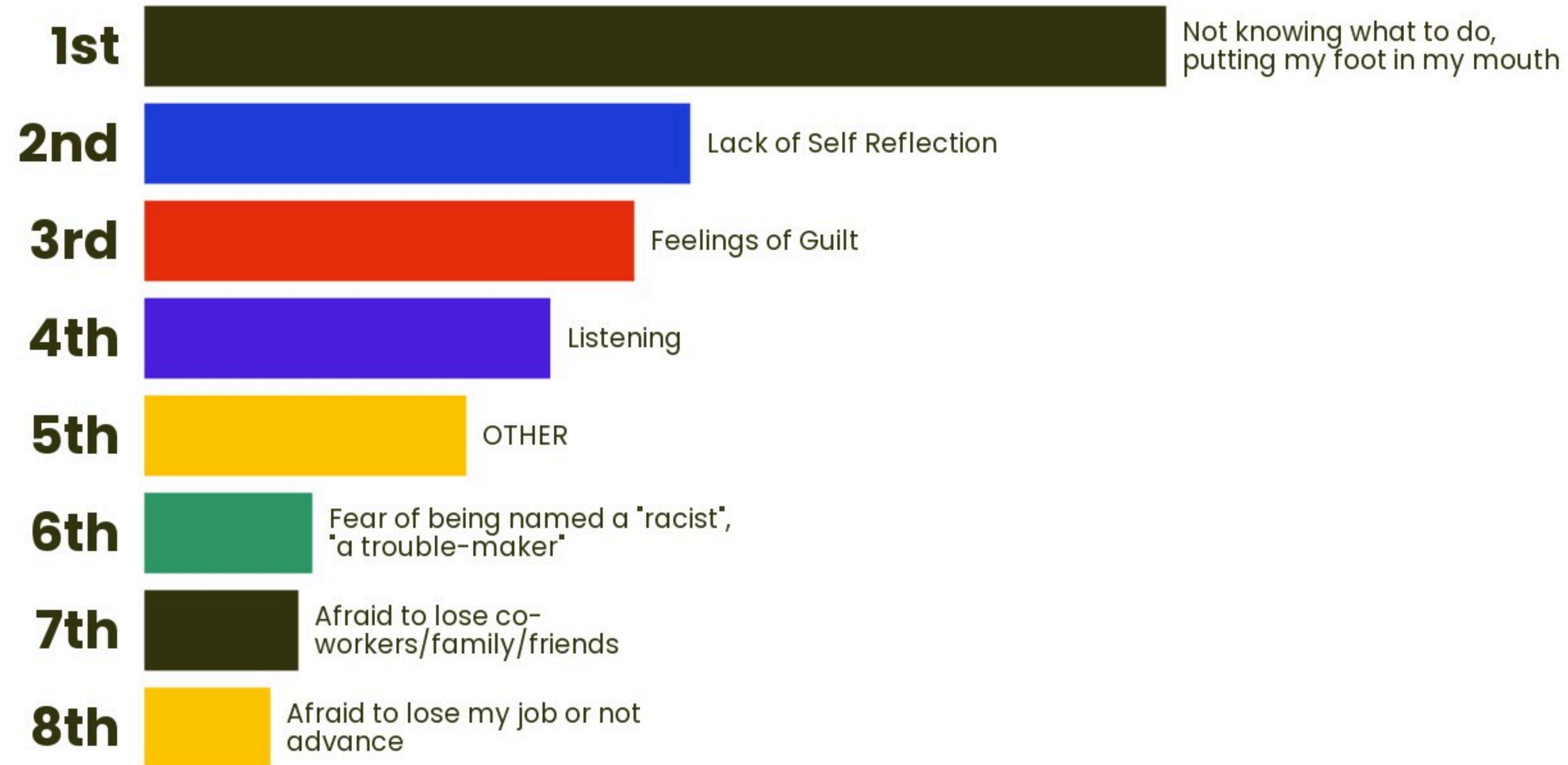


# When I encounter these incidents,





# What has been your biggest challenge(s) in handling racial issues?





# CONNECTED DEFINITIONS WITH SYSTEMIC RACISM

- ANTI-RACISM
- BIAS
- EQUITY
- ISMS
- MICROAGGRESSIONS
- POWER
- PREJUDICE
- PRIVILEGE
- STEREOTYPES



# ARCHIVE OF STEREOTYPES



ACTIVITY



# ARCHIVE OF STEREOTYPES

Living in society we have an  
archive of accessible  
stereotypes

**EVEN IF** we don't believe  
them

- Patricia Devine



# BIAS

Bias is a normal human attribute and even well-intentioned people have biases (Lori Fridell, 2013)





# **STEP ASIDE WHITEY! THE CHINESE ARE TAKING OVER**

So you can enjoy the “privilege” of being marginalized in the community your forefathers built, have neighbours who refuse to speak your language, and not be able to afford a home!

**NOT WHAT YOU SIGNED UP FOR?**

**JOIN THE ALT-RIGHT**



# IMPLICIT BIASES

- › Unaware of
- › Do not consciously intend and
- › Might reject upon conscious self-reflection
- › Implicit biases can influence our actions





# A positive effect of residential schools was?

- a) They learned how to read
- b) They were taught manners
- c) Children were away from home
- d) They became civilized

11/2018- Grade 11 Socials Studies Course - St Paul Alternative Education Centre

Posted by Jody Whiskeyjack – Saddle Lake Cree Nation





# MICROAGGRESSIONS

Biases that come out as “daily verbal, behavioral, or environmental slights, snubs or insults...”

- Dr. Derald Sue



# RACIAL MICROAGGRESSIONS

An Indigenous or Black person is followed in the store

Asking an Asian person to help with an IT or a math/science problem



# PHYSICAL AND MENTAL HEALTH IMPACTS



Did what I think really happen?

Was it an intentional or unintentional  
slight?

If I confront the person, then what are the  
consequences?””





# IMPACTS

- › Mental health
- › Physical Health
- › Emotional Health
- › Undermine trust



# RACIAL PREJUDICE

**“A set of discriminatory or derogatory attitudes based on assumptions deriving from perceptions about race and/or skin colour.”**

**ACLRC (Alberta Civil Liberties Research Center)**



# IBRAM X. KENDI (2019)



- “Racism is a marriage of racist policies and racist ideas that produces and normalizes racial inequities (when 2 or more racial groups are not standing on equal footing).” pg.18
- “A racist policy is any measure that produces or sustains racial inequity between racial groups. By policy, I mean written and unwritten laws, rules, procedures, policies, regulations, & guidelines that govern people.” pg 18



# IBRAM X. KENDI (2019)



“Racist policies and racist ideas that **produces and normalizes racial inequities** (when 2 or more racial groups are not standing on equal footing).” pg.18

“Racial discrimination is merely the visible and immediate manifestation of of an underlying racial policy. So when someone discriminates, they are carrying out a policy or taking an advantage of a lack of a protective policy” – pg. 19



# CANADIAN SYSTEMATIC RACISM: INDIGENOUS PEOPLE



**OVER 525 YEARS OF MISTREATMENT**, DOCTRINE OF DISCOVERY IN 1493, **STOLEN LAND**, RELOCATION, INTRODUCTION TO ALCOHOL, RIGHTS TO GOVERN TRADITIONALLY WITH COMMUNITIES FORBIDDEN, BRITISH NORTH AMERICA ACT, **COLONIZATION**, INUIT RELOCATION, **IMPOSITION OF INDIAN ACT**, BANNED FROM CELEBRATING CULTURES AND TRADITIONS, THE SIXTIES SCOOP, **SMALL POX**, DISEASE FROM TAKING RESOURCES FOR TRADITIONAL FOOD, **BEATEN, RAPED** CREATING "STATUS" AND TAKING "STATUS" FROM OTHERS - DECIDING IDENTITY, **RESIDENTIAL SCHOOLS**, LAST RESIDENTIAL SCHOOL IN B.C. CLOSED IN 1996, **STARLIGHT TOURS**, FORCED TO STOP SPEAKING THEIR LANGUAGE, **MISSING AND MURDERED WOMEN AND GIRLS**, PIPELINES, POVERTY, DISCRIMINATORY LAND TITLES STILL IN 2020! **52.2% OF CHILDREN IN CARE ARE INDIGENOUS** ALTHOUGH THESE CHILDREN ONLY MAKE UP 7.7% OF THE POPULATION, **OVER 30% OF INCARCERATIONS** WORSE FOR INDIGENOUS WOMEN AT OVER 42%, POOR HEALTH LINKED TO INCOME AND SOCIAL FACTORS, LOWER LEVELS OF EDUCATION FROM **GENERATIONAL TRAUMA** OF COLONIALISM, **INADEQUATE HOUSING**, 1.5 OF 100,000 DEATHS BY POLICE OFFICERS ARE AGAINST INDIGENOUS PEOPLE WHILE THE NATIONAL AVERAGE IS 0.3 AND THE WHITE PERSONS AVERAGE IS 0.13.

DO NOT DUPLICATE

ONE LOVE CONSULTING WITH PERMISSION TO USE SOME INFORMATION FROM DR. ROBIN DI'ANGELO



# Covenant Clause in Vancouver Real Estate



"That the Grantee or his heirs, administrators, executor, successors or assigns will not sell to, agree to sell to, rent to, lease to, or permit or allow to occupy, the said lands and premises, or any part thereof, any person of the Chinese, Japanese or other Asiatic race or to any Indian or Negro."

Natasha Henry, 2019

At least 1928 to 1965.





# POWER

**INSTITUTIONAL POWER:** The ability or official authority to decide what is best for others. The ability to decide who will have access to resources. The capacity to exercise control over others.



## Ist vs Anti-ist

- hierarchy
  - problems are rooted in groups of people
  - allows inequities to persevere
- 
- equity
  - problems are rooted in power and policies
  - confronts inequities



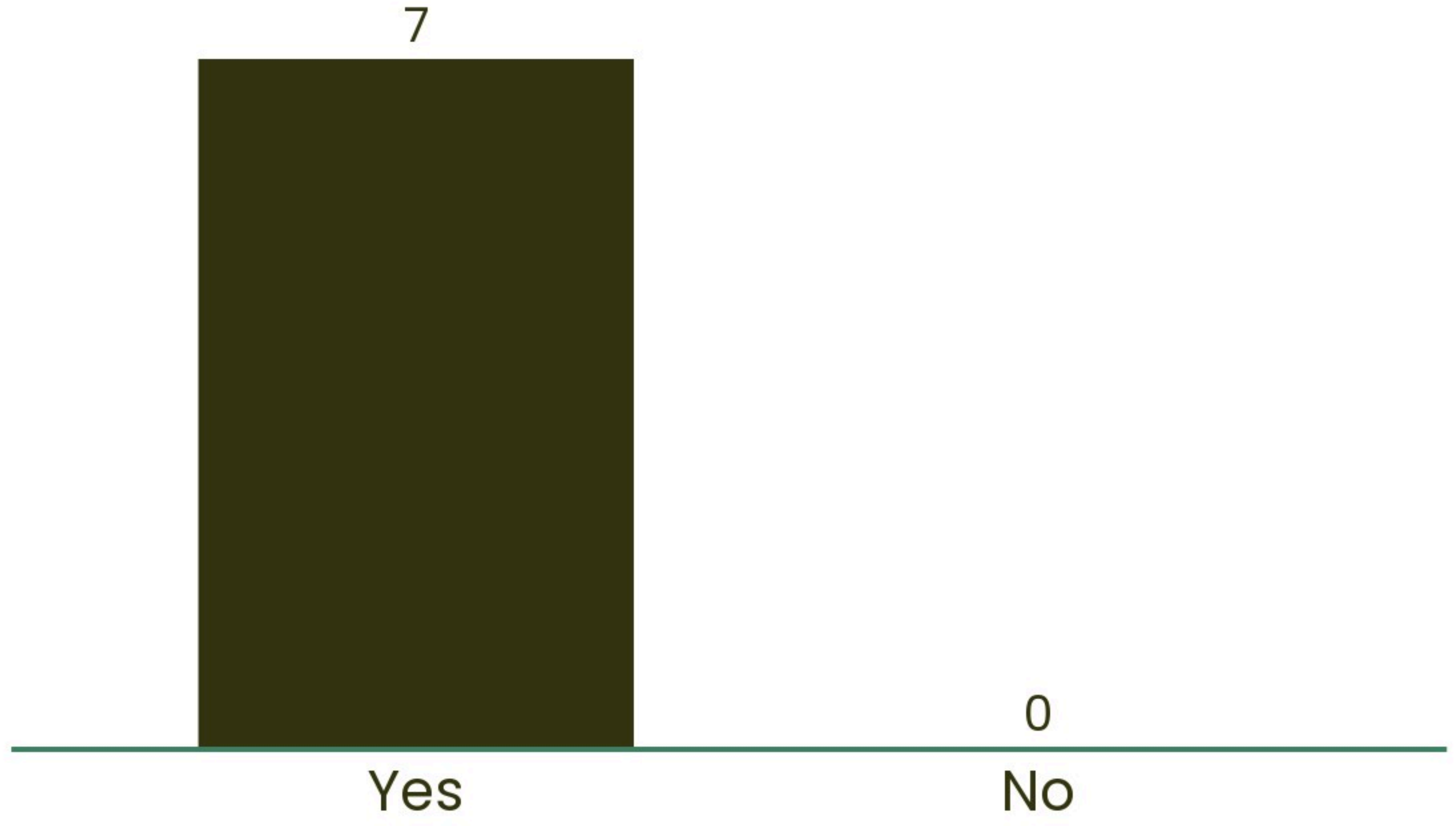


# SYSTEMATIC EQUITY

“A complex combination of interrelated elements consciously designed to create, support, and sustain social justice. It is a robust system and dynamic process that reinforces and replicates equitable ideas, power, resources, strategies, conditions, habits, and outcomes.”

Center for Urban Education, 2020

# Do you think all kids should be able to go to school without fear, violence, or worry?





# Questions



How come social justice is not mandated k-12? I can't believe that!!

We seem to have a lack of diversity in IBPOC French Immersion Teachers...how can this be addressed?

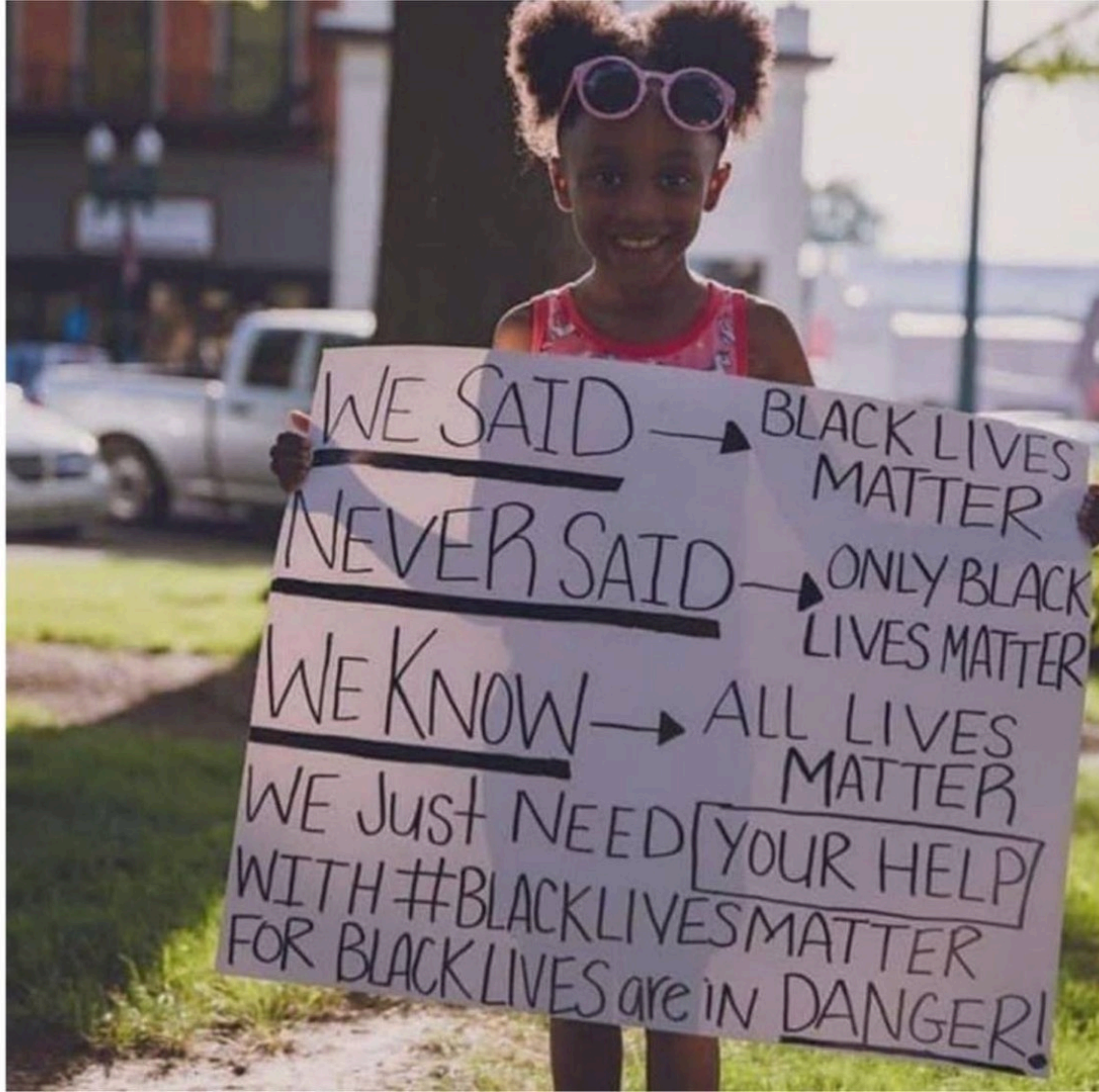


# BELIEVE MINORITIZED & RACIALIZED PERSONS



## LIVED EXPERIENCES









# HAVE FAITH

Take the first step in faith. You don't have to see the whole staircase, just take the first step

**Rev Dr. Martin Luther King Jr.**

**Jan 1<sup>st</sup>, 1957**



THANK YOU!



**Dr. Lisa Gunderson**



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