


# **SPECTRUM**

## **Designing an Anti-racism Decolonization Anti-oppression Tool Kit**

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# Here's what's possible

- Gain a common understanding of definitions
- Recognize the racist legacy of Canada
- Determine next steps



# Agreement for a Brave Space

We will speak for ourselves and allow others to speak for themselves, with no pressure to represent or explain a whole group.

We will listen with resilience, “hanging in” when something is hard to hear.

If tempted to make attributions about the beliefs of others, we will instead consider asking a question to check out the assumption we are making.

We will assume good intentions without ignoring impact.

We will keep in mind that understanding and agreeing are not the same thing.

Stories stay here, share the ideas.



**'Lean Into Discomfort'**



**Diversity** includes all the ways in which **people differ**. It encompasses all of the characteristics, personal experiences, values, and worldviews that make one individual or group different from another



**Inclusion** is the act of creating an environment in which any individual or group can be and feel **welcomed, respected, supported, and valued to fully participate** in all the opportunities afforded by the University

# Intersectionality



- ▶ Per Kimberlé Williams Crenshaw: Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges.



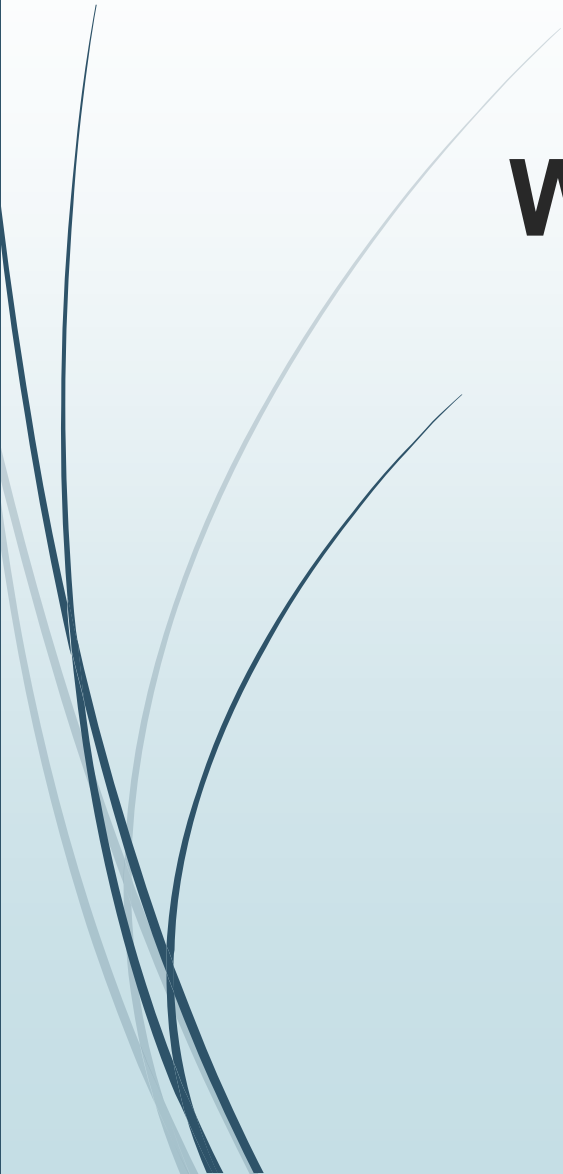
**Protest Therapist**  
@ihategender



Too many aspiring white allies think racial justice is about diversity, "inclusion", and multiculturalism.

No, no, no, sweetie. This is about overthrowing power that benefits you disproportionately, often exclusively. Are you ready to sacrifice access, entitlement, innocence?





**Why would someone want to  
give up their privilege?**



## **Racism**

is a deeply embedded historical system of unequal institutional power; it is not fluid and does not change direction.

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## **Anti-racism**

refers to a form of action against racial hatred, bias, systemic racism, and the oppression of marginalized groups.

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# Colonialism

the policy of a country which seeks to extend or retain its full or partial political control over other people or territories, generally with the aim of economic dominance through resource extraction and/or trade.

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# Settler Colonialism

a distinct type of colonialism that functions through the replacement of Indigenous Nations and Peoples and their resource rights with an invasive settler society.

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## **Racism and Colonialism are distinct but intersect**

Racism can exist independently of Colonialism, but Colonialism is always supported through Racist ideologies and policies that assume the settler population has a natural and inevitable moral, social, cultural, and economic superiority.

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# **Decolonization**

Globally, Decolonization is the act or process of undoing colonialism, usually by returning power to a people who have been colonized, such as India.

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## **Decolonization**

In Canada, it is seen as more of a process of undoing colonial elements of society, and increasing acts of power-sharing, and in some areas, reviewing power structures to return more control to Indigenous people.



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# Indigenization

looks to meaningfully change structures by re-introducing Indigenous elements and respect for them.

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# **Social Oppression**

refers to oppression that is achieved through social means and that is social in scope—it affects whole categories of people.

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## **Anti-Oppression**

means giving up power, being inclusive of all groups, of all marginalized groups, having representation from these groups and having joint decision-making about policy, procedures and practices.

# Systemic Racism is an interconnected system

## Individual

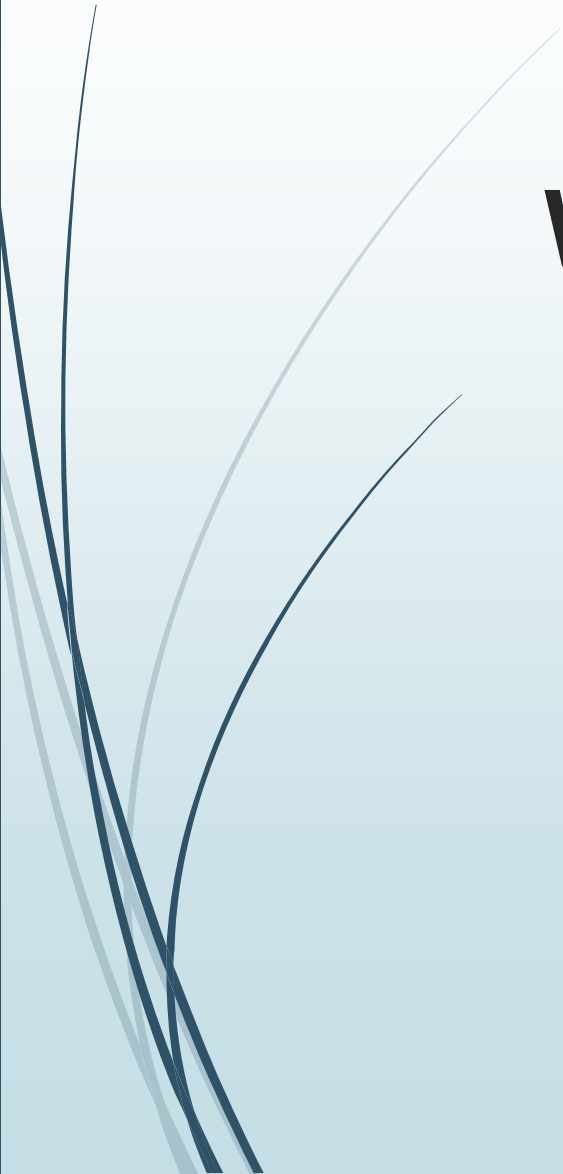
- interactions between people

## Institutional

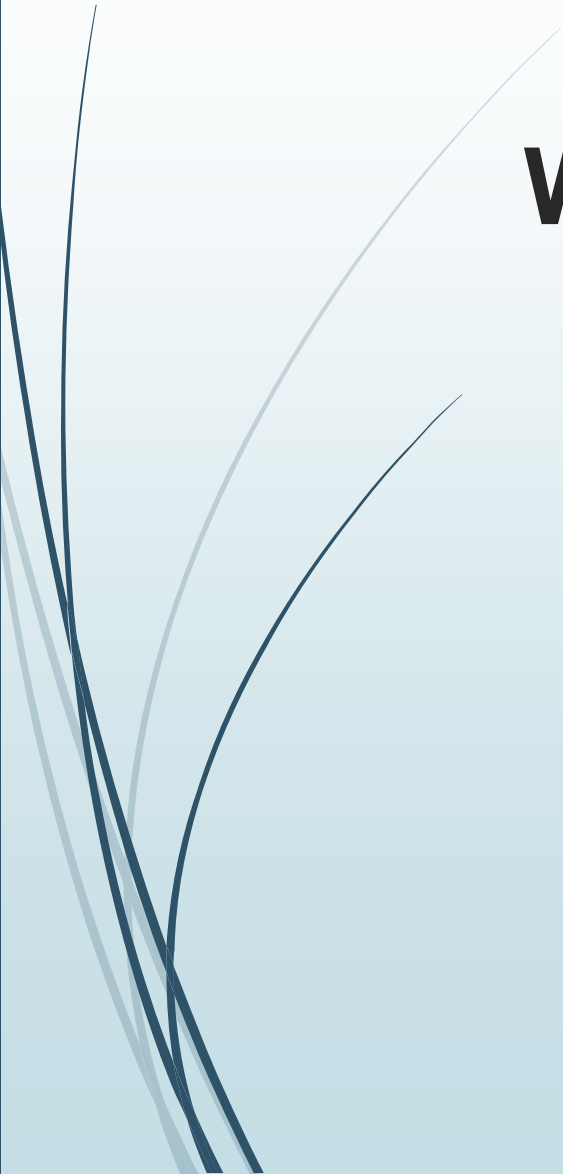
- within institutions and systems of power

## Structural or societal

- among institutional and across society




**Why is it so hard to identify  
systemic racism?**




# **What have we learned about Canada?**



**What is Canada's origin story?**

- 
- Cultural genocide of Indigenous Peoples
  - 200 years of enslavement of Black People



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- The last segregated school ended in the 1960's
  - Residential schools ended in the 1990's
  - The 60's scoop



➡ The Chinese Head Tax

➡ The “White Canada” Racist Immigration Policies



**Where we are at now?**

**BIPOC experience**



Higher Jail Population

Barriers to Education

Higher unemployment rate

More Police Shooting Deaths

Poverty

Poor Housing Conditions

Employment Barriers

Boiled Water Advisories

Health Inequities

Lower Wages

# Canada's race problem? It's even worse than America's.

## A national disgrace

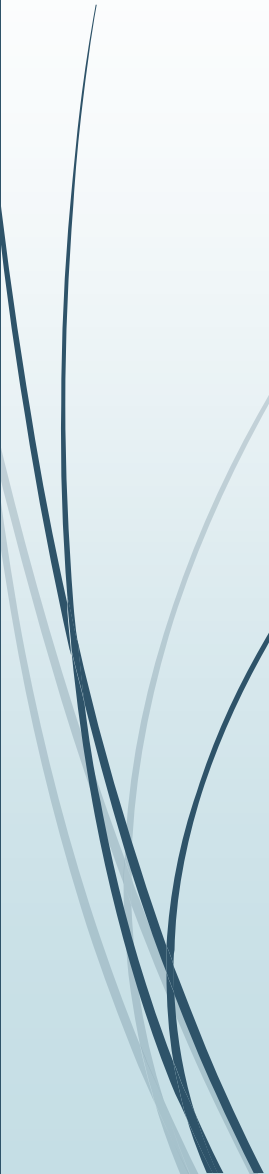
*By almost every measurable indicator, Canada's Aboriginal population suffers a worse fate and more hardship than the African-American population in the U.S.*

	<b>Aboriginal Canadians</b>	<b>African- Americans</b>
Unemployment rate	<b>14%</b>	11%
Unemployment rate vs. the national rate	<b>2.1 times</b>	1.9 times
Median income	<b>\$22,344</b>	\$23,738
Median income vs. the national average	<b>60%</b>	74%
Incarceration rate (per 100,000 population)	1,400	<b>2,207</b>
Incarceration vs. the national rate	<b>10 times</b>	3 times
Homicide rate (per 100,000 population)	8.8	<b>17.3</b>
Homicide rate vs. the national rate	<b>6.1 times</b>	3.7 times
Infant mortality rate (per 1,000 live births)	11.7	<b>12.4</b>
Infant mortality rate vs. the national rate	<b>2.3 times</b>	2 times
Life expectancy (in years)	<b>72.8</b>	74.9
Life expectancy vs. the national average	<b>91%</b>	95%
Dropout rate*	<b>23%</b>	8%
Dropout rate vs. the national average	<b>2.7 times</b>	1.1 times

\*20- to 24-year-olds without a high school diploma, and not in school

**MACLEAN'S**

Sources: Statistics Canada; Office of the Correctional Investigator; The Lancet; Health Canada; U.S. Bureau of Labor Statistics; U.S. Census Bureau; U.S. Department of Justice; U.S. Department of Health; Centers of Disease Control; National Center for Education Statistics



**The reason why you think things can't get better is by design—the systems in power that benefit from White supremacy want you to think this problem is too big. They want you to think that you can't do anything. These are sustained efforts with concrete goals that people dedicate themselves time and time again. We're going to keep chipping away at this until we get it. You can absolutely move mountains that way.**

*Ijeoma Oluo*



**What tools would you like to  
explore for the  
Anti-racism,  
Decolonization  
Anti-oppression,  
Kit?**



**Questions?**