

Understanding & Confronting Racism



There's lots to cover!

Defining Individual, Institutional & Systemic Racism

Where we see it/ What does it look like?

Active Anti-Racism in the workplace



From the PSAC policy on Racial Equality

Systemic or Institutional or Structural Racism: Policies, practices, procedures in organizations and institutions that may appear neutral on their surface but can disadvantage or fail to reverse the ongoing impact and legacy of historical disadvantage of racialized persons.

This means that even though you did not intend to, your “normal way of doing things” might be having a negative impact on racialized persons.

For example, a job requirement requiring Canadian experience, or a policy that only recognizes time off for Christian holidays.





For Your **CHILDREN'S SAKE**

VOTE THE

**Asiatic Exclusion League
Ticket**

ON THURSDAY.

GOOD MEN AND A GOOD CAUSE

WARD 1—J. W. Prescott.

WARD 2—Ald. D. M. Stewart, Ald. Campbell.

WARD 3—E. S. Knowlton, Ernest Burns.

WARD 4—Ald. Geo. McSpadden.

WARD 5—John Morton.

WARD 6—John McMillan.

License Commissioner—Geo. F. Macdonald.

SCHOOL TRUSTEES

C. E. Hope, W. E. Flumerfelt, Chas. Hilton, Wm. Clubb.

Systemic Racism

—

...doesn't simply 'rear its ugly head'.

It's **voted** on, **enacted** with **policies** and used to disenfranchise...





Systemic Racism

(analogy of tree)

Everyday Manifestations of racism (branches and leaves):

- * Discriminatory and hostile interpersonal practices
- * Physical aggressions, including sexual aggressions
- * Insults and intimidations
- * Racial profiling
- * Discrimination in employment

Institutional Ideologies and Structures (trunk, supporting the branches)

- * (Racist) Policies and laws
- * (Racist) Rules and regulations
- * Certain media and cultural practices

Systems of Domination (roots):

- * Colonialism
- * White supremacy
- * Capitalism
- * Patriarchy
- * Imperialism

Table de concertation contre le racisme systémique (TCRS). Adapted from the Oppression Tree analogy, available at coco-net.org

Everyday Manifestations – branches & leaves

Institutional Racism - trunk

Systems of Domination - roots





The Roots

Systems of Domination (roots):

- * Colonialism
- * White supremacy
- * Capitalism
- * Patriarchy
- * Imperialism



NOTICE TO ALL JAPANESE PERSONS AND PERSONS OF JAPANESE RACIAL ORIGIN

TAKE NOTICE that under Orders Nos. 21, 22, 23 and 24 of the British Columbia Security Commission, the following areas were made prohibited areas to all persons of the Japanese race:—

LULU ISLAND
(including Steveston)
SEA ISLAND
EBURNE
MARPOLE
DISTRICT OF
QUEENSBOROUGH
CITY OF
NEW WESTMINSTER

SAPPERTON
BURQUITLAM
PORT MOODY
IOCO
PORT COQUITLAM
MAILLARDVILLE
FRASER MILLS

AND FURTHER TAKE NOTICE that any person of the Japanese race found within any of the said prohibited areas without a written permit from the British Columbia Security Commission or the Royal Canadian Mounted Police shall be liable to the penalties provided under Order in Council P.C. 1665.

AUSTIN C. TAYLOR,
Chairman,
British Columbia Security Commission

The Trunk



Institutional Ideologies and Structures (trunk, supporting the branches)

- * (Racist) Policies and laws
- * (Racist) Rules and regulations
- * Certain media and cultural practices



Branches, leaves & fruit



Everyday Manifestations of racism (branches and leaves):

- * Discriminatory and hostile interpersonal practices
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- * Racial profiling
- * Discrimination in employment

The Indian Problem

I want to get rid of the Indian problem. I do not think as a matter of fact, that the country ought to continuously protect a class of people who are able to stand alone ...

Our objective is to continue until there is not a single Indian in Canada that has not been absorbed into the body politic and there is no Indian question, and no Indian Department, that is the whole object of this Bill.

- Duncan Campell Scott
1920

National Archives of Canada, Record Group 10, volume 6810, file 470-2-3, volume 7, pp. 55 (L-3) and 63 (N-3).

It's **voted** on, **enacted** with **policies** and used to disenfranchise...



Focus on Diversity and Culture Cultural Differences in Response to Pain

A clients' culture influences their response to and beliefs about pain. Some common cultural differences related to

- They believe in prayer and laying on of hands to heal pain and believe that relief is proportional to faith.

It's voted on, enacted with policies and used to disenfranchise...

- Pain is considered a test of faith. Therefore Muslim clients must endure pain as a sign of faith in return for forgiveness and mercy. However, Muslims must seek pain relief when necessary because needless pain and suffering are frowned upon.
- Arabs and Muslims prefer to be with family when in pain and may express pain more freely around family.

Asians

- Chinese clients may not ask for medication because they do not want to take the nurse away from a more important task.
- Clients from Asian cultures often value stoicism as a response to pain. A client who complains openly about pain is thought to have poor social skills.
- Filipino clients may not take pain medication because they view pain as being the will of God.
- Indians who follow Hindu practices believe that pain must be endured in preparation for a better life in the next cycle.

Blacks

- Blacks often report higher pain intensity than other cultures.
- They believe suffering and pain are inevitable.

others.

Hispanics

- Hispanics may believe that pain is a form of punishment and that suffering must be endured if they are to enter heaven.
- They vary widely in their expression of pain. Some are stoic and some are expressive.
- Catholic Hispanics may turn to religious practices to help them endure the pain.

Native Americans

- Native Americans may prefer to receive medications that have been blessed by a tribal shaman. They believe such a blessing allows the client to be more at peace with the creator and makes the medicine stronger.
- They tend to be less expressive both verbally and nonverbally.
- They usually tolerate a high level of pain without requesting pain medication.
- They may pick a sacred number when asked to rate pain on a numerical pain scale.

Sources: Based on Munoz, C., & Luckmann, J. (2005). *Transcultural communication in nursing* (2nd ed.). Clifton Park, NY: Delmar Learning; Andrews, M. M., & Boyle, J. S. (2003). *Transcultural concepts in nursing care* (4th ed.). Philadelphia, PA: Lippincott Williams & Wilkins; Al-Atiyyat, N. M. H. (2009). Cultural diversity and cancer pain. *Journal of Hospice and Palliative Nursing*, 11(3), 154-164; Davidhizar, R., & Giger, J. N. (2004). A review of the literature on care of clients in pain who are culturally diverse. *International Nursing Review*, 51(1), 47-55.



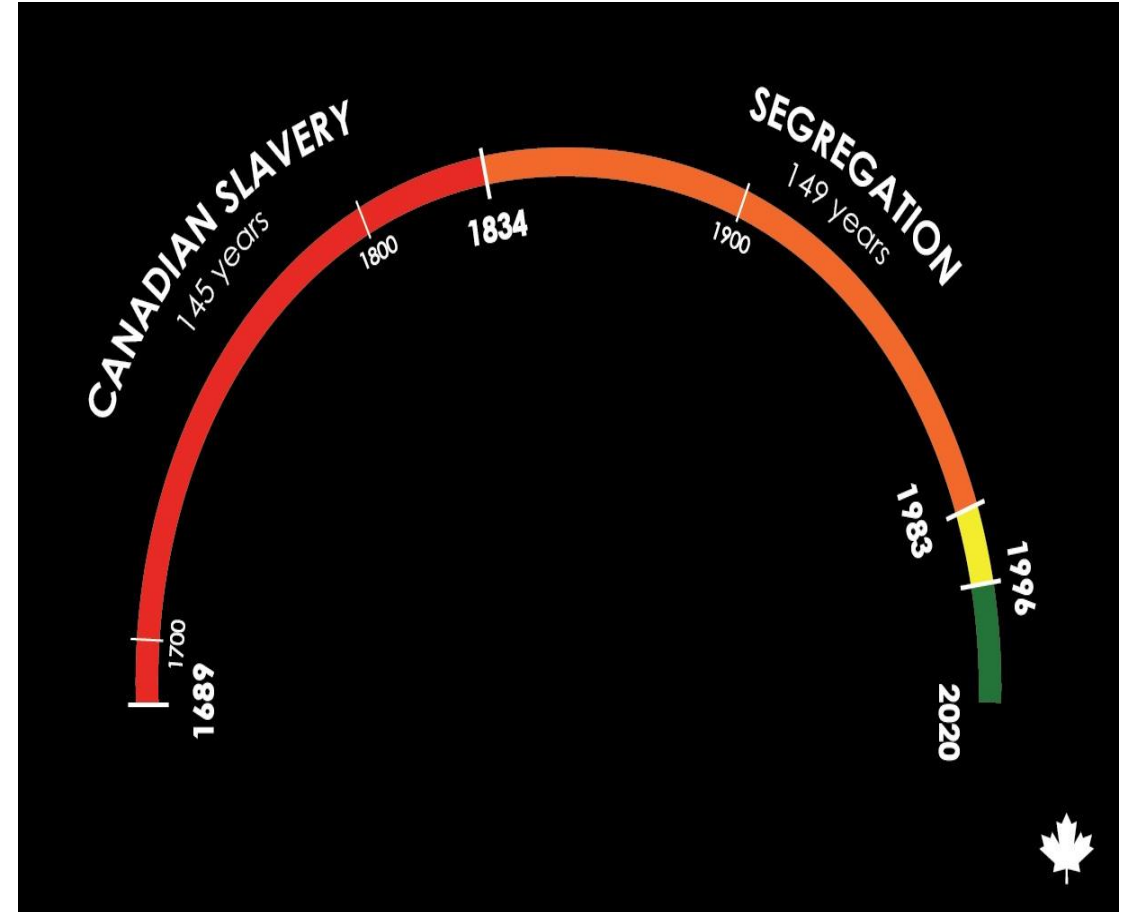
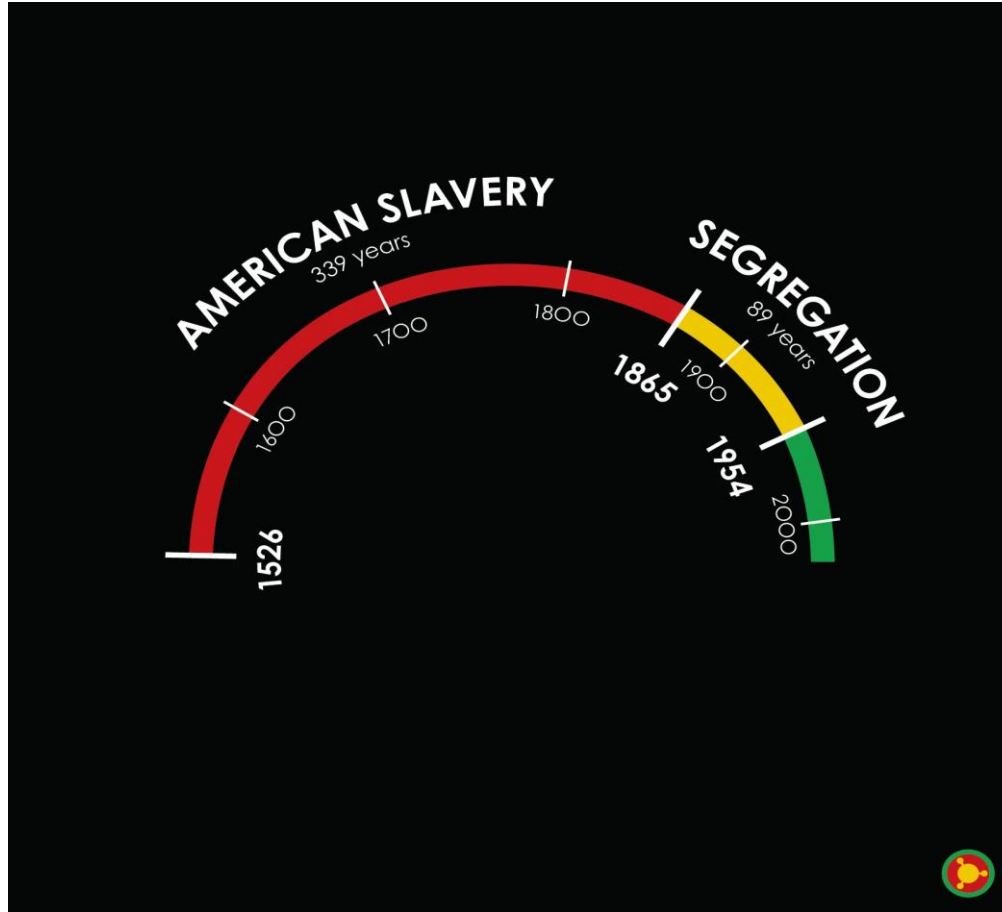
In Windsor, Ontario, the Palace Theatre maintained a “Crow’s nest” for Black customers, in reference to Jim Crow segregation laws and practices.

In Montreal, the Loew’s Windsor Theatre publicly announced that Black customers would have segregated seating in what they called a “Monkey cage,” the upper balcony of the opera house.

It’s **voted** on, **enacted** with **policies** and used to disenfranchise...

Founded in 1847, the AMA did not welcome Black physicians until the late 1960s. This anti-Black restriction remained practice at Queen’s until 1965 and stayed on the books as policy until 2018, although it was not enforced.

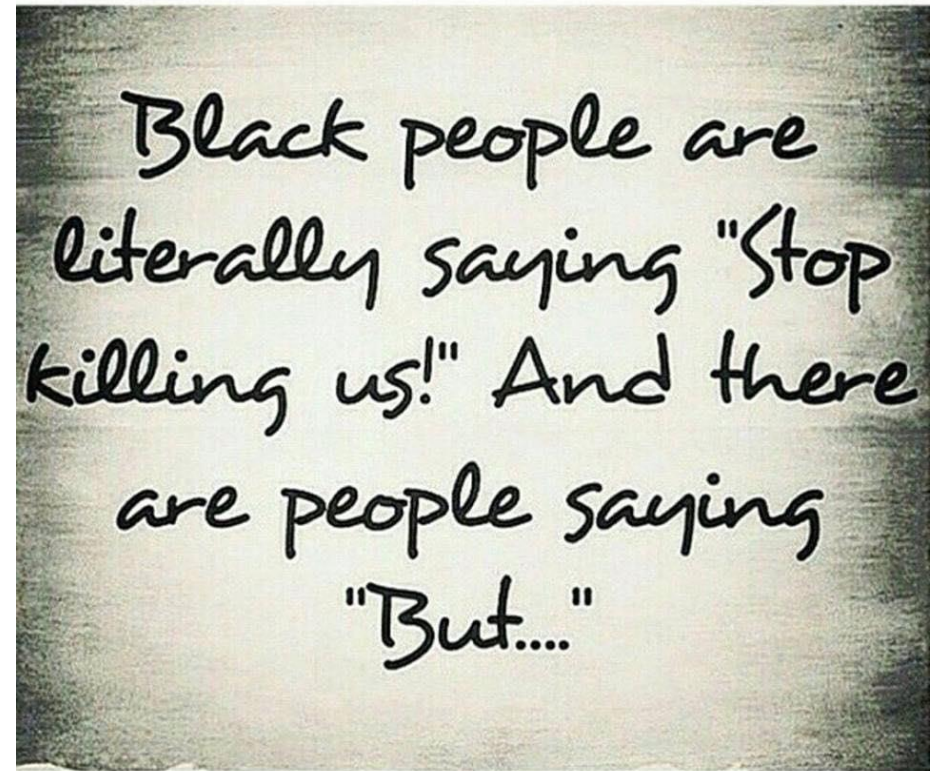
“We have been enslaved for longer than we have been free”



Why does it continue? – Reflexive Denial

Protesting that systemic racism and indeed racism **don't exist** says that the experiences and testimonies of IBPOC are of **no value** to you.

WHY IS THAT?



Black people are literally saying "Stop killing us!" And there are people saying "But..."





The question must be asked “*what is it that Black people and Indigenous people have done to incur the wrath of the State?*”



Gaslighting is the systematic attempt by one person to erode another person's reality, by telling them that what they are experiencing isn't so – and, the gradual giving up on the part of the other person.”

As defined by Dr. Robin Stern, author of *The Gaslight Effect*.

gas·light
/'gaslīt/
verb



What does it sound like?

You're overreacting. I didn't do that. Stop imagining things.

You must be confused again. You need help. I never said that.

Just calm down. You're so dramatic. Why are you so defensive?

It's your fault. What are you talking about?

You're upset over nothing. You're so sensitive.

I was just joking. Stop being so angry all the time.



Your questions





Active Anti-Racism



What You Can Do

- Proactive steps
- Removes barriers
- Intrapersonal and Interpersonal



Individual approaches

- ✓ Critically self-reflecting on one's own power and privilege
- ✓ Working to understand how racism affects the lived experience of people of colour and Indigenous People
- ✓ Working to understand how racism is systemic, and has been part of many foundational aspects of society throughout history, and can be manifested in both individual attitudes and behaviours as well as formal (and "unspoken") policies and practices within institutions



Systemic Approaches

- ✓ Awareness training
- ✓ Policies and guidelines
- ✓ Effective accountability
- ✓ Holistic organizational change strategy
- ✓ Leadership
- ✓ Communication
- ✓ Engagement with affected stakeholders



Situating One's Identities, Power & Privilege



Identities, Power & Privilege

“at first I thought I should just shut up and listen to Black people about this issue, but why would I do that? it’s not their problem. it’s mine.

people of colour are being failed by the system. the white system. like a broken pipe flooding the apartment of the people living downstairs. this fault system is making their life a misery, but it’s not their job to fix it. they can’t – no-one will let them in the apartment upstairs.

this is a white problem. and if white people don’t fix it, someone will have to come upstairs and kick the door in.” ~banksy



Your questions

if you have never
stood with the oppressed
there is still time

lift them – rupi kuar



Resource section



- ofl.ca/anti-racism-resource-list
- psacunion.ca/anti-racism-resources
- FutureAncestors.ca

