

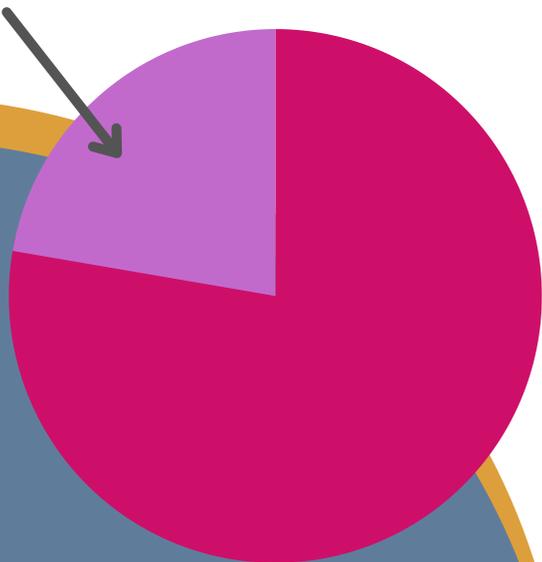
Statistics

The impacts of racism are much wider than you may expect:

- Employers are about 40% more likely to interview a job applicant with an English-sounding name despite identical education, skills, and experience
- There are higher conviction rates and longer sentences for Indigenous, Black and other people of colour. 27% of the federal prison population in 2017 were indigenous people who only comprised 4.1% of the Canadian population (Statistics Canada 2018)

"In a racist society it is not enough to be non-racist, we must be anti-racist."
— Angela Y. Davis

22.3% of the Canadian population identifies as part of a visible minority group



What is Racism?

"Racism is a belief that one group is superior to others. Racism can be openly displayed in racial jokes, slurs, or hate crimes. It can also be more deeply rooted in attitudes, values, and stereotypical beliefs . In some cases, people don't even realize they have those beliefs. Instead, they are assumptions that have evolved over time, and have become part of systems and institutions and are also associated with the dominant group's power and privilege."

- The Ontario Human Rights Code

What is Racial Discrimination?

"Racial discrimination is the illegal expression of racism. It includes any action, intentional or not, that has the effect of singling out persons based on their race, and imposing burdens on them and not on others, or withholding or limiting access to benefits available to other members of society."

-The Ontario Human Rights Code

What is Systemic Racism?

"Racial discrimination can result from individual behaviour as well as because of the unintended and often unconscious consequences of a discriminatory system. This is known as systemic discrimination.

Systemic discrimination can be described as patterns of behaviour, policies or practices that are part of the structures of an organization, and which create or perpetuate disadvantage for racialized persons."

- The Ontario Human Rights Code



#FightRacism

Local Immigration
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"Creating Welcoming
Communities"



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We need to work together to eliminate racism and discrimination in all of its forms

Much of today's racism is deeply entrenched in centuries of colonialism and enslavement and kept alive by prejudice and fear. We must combat this at every turn as it harms everyone. We want to build communities free of racism, negative stereotypes and prejudice.

We want you to join us in creating welcoming communities. Though issues may be systematic, every individual can help make their community more inclusive and welcoming.

Avoid the bystander effect. A bystander is a witness who sees or knows about racism happening to someone else. But it doesn't mean that you have to just watch it happen.

The 5 Ds of Bystander Intervention

DIRECT: Direct intervention has many risks, including the harasser targeting you. Exercise it with caution.

DISTRACT: Distraction is a subtler and more creative way to intervene. The goal is to interrupt the incident by engaging with the person targeted.

DELEGATE: When you delegate, you turn to a third party for help.

DELAY: Many types of harassment happen before anyone can intervene. If you can't take action at the moment, you can make a difference afterward by checking on the people targeted.

DOCUMENT: It can be really helpful to record an incident as it happens. (SPLC on Campus)

Each of us needs to ask what we are doing to combat racism and create a more welcoming community

- Ask yourself – how does racism come up in your thoughts, where do you encounter racism in your community?
- Learn the strategies to respond to racist incidents – practice what you will say the next time you see that one person you know who always makes a racist joke.
- Understand that systemic racism is deeply ingrained in society, and while it isn't your fault, we must all stand together to make a change.
- You should seek out, support, listen, learn and amplify the voices of those experiencing discrimination or racism.
- Understand that it is not the responsibility of those experiencing discrimination or racism to teach you how to be an ally. Instead, educate yourself.
- When a survivor of racism speaks about their experience, respond with compassion. Think about how you would feel if it had happened to you and what you would want to hear. Express your caring and support.
- You must accept discomfort. The process of unlearning systematic racism can be painful, but it is necessary work. Nobody expects perfection as long as you better yourself.
- Start speaking up right away and the more you do this, eventually it will become second nature.

“In the end, we will remember not the words of our enemies, but the silence of our friends.”
— Martin Luther King, Jr.

Stand Up Against Racism

Racism Interrupter Practices

Stop racist jokes and comments using these simple phrases:

- That's not funny.
- I find that offensive.
- What you just said is harmful.
- We don't say things like that here.
- Help me understand your thinking.
- I'm not comfortable with that.
- That's not okay with me.
- I didn't realize you think that.
- I'm sorry, what?
- Hold on. I need to process what you just said. (Oregon Centre for Educational Equity)

“If you are neutral in situations of injustice, you have chosen the side of the oppressor.”

— Desmond Tutu

