

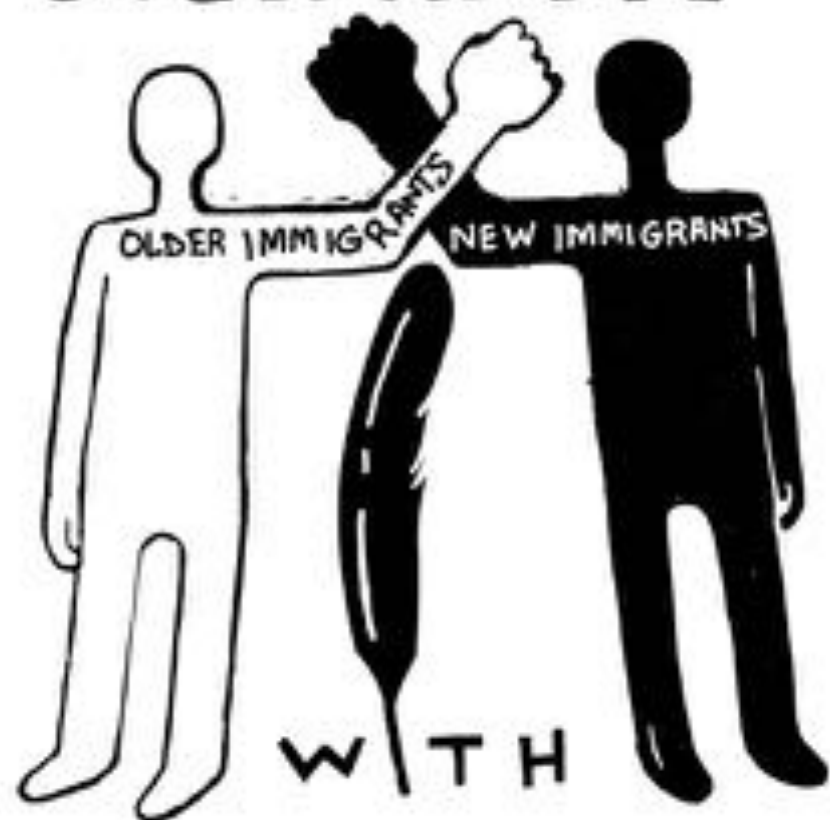
- <https://www.youtube.com/watch?reload=9&v=dijHgOmOPkA>
ISLAMOPHOBIA - Second vid at 3:35
- <https://www.youtube.com/watch?v=hDd3bzA7450> (MOSQUITOS)
- <https://youtu.be/IBkGc9Z0zF0> (SIMPSONS)
- <https://www.cbc.ca/kidsnews/post/what-the-simpsons-got-wrong-on-their-trip-to-canada>

WE ARE ALL IN THIS TOGETHER

Dr. Sobia Shaikh (MUN School of Social Work)
Jenne Nolan (SJSWC – Policy and Partnerships Coordinator)
Photos by Riche Perez (inbetweendays.ca)



SOLIDARITY



1ST NATIONS

A large, irregular red ink splatter or blotch is centered on a white background. The splatter has a dark red core that fades to a lighter red and then to white at the edges, with many small droplets and speckles scattered around it. The text is centered within the dark red core of the splatter.

**BUILDING SUSTAINABLE
COMMUNITIES MEANS
ADDRESSING INEQUALITY
HEAD-ON.**

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.




In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.


THERE IS NO SUCH THING
AS A **SINGLE-ISSUE**
STRUGGLE BECAUSE
WE DO NOT LIVE
SINGLE-ISSUE LIVES.

—Audre Lorde—

WHY WE NEED TO GO MACRO ON MICROAGGRESSIONS



MICROAGGRESSIONS are the everyday verbal, nonverbal and environmental slights, snubs or insults whether intentional or unintentional, which communicate hostile, derogatory, or negative messages that target persons solely on their marginalized group membership.



MICROAGGRESSIONS are the everyday verbal, nonverbal and environmental slights, snubs or insults whether intentional or unintentional, which communicate hostile, derogatory, or negative messages that target persons solely on their marginalized group membership.

In many cases, these hidden messages may:

- **invalidate their identity or experience**
- **communicate they are lesser human beings**
- **suggest that they do not belong**
- **threaten and intimidate**
- **Suggest they are somehow inferior.**






WORK ON THIS TOGETHER RIGHT NOW – AT EACH TABLE!

HOW and WHERE have you seen great examples in your council/community where folks are working together to ‘right past wrongs’ – to build **EQUITY**.

Could be new policies in the works...new programs or simply great teams of people doing things that support **diversity** and **social justice**.





ISLAMOPHOBIA

Includes racism, stereotypes, prejudice, fear or acts of hostility directed towards individual Muslims or followers of Islam in general.

In addition to individual acts of intolerance and racial profiling, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic and societal level.

- Ontario Human Rights Commission, 2015 (Policy on Preventing Discrimination Based on Creed)



MICROAGGRESSION: HERE ARE SOME QUICK EXAMPLES

FROM AN ARTICLE – “14 things people think are fine to say at work but are actually racist, sexist or offensive”

- **“You are so articulate!”**
- **“You are Transgender? Wow you don’t look it at all!”**
- **“Where are you actually from?”**
- **“Your name is so hard to pronounce.”**
- **Interrupting constantly: “Well actually I think...”**



CULTIVATE RESISTANCE

© 2011
OUR MOMENTS
YOUR PART IN
THE
WORLD
WILL
BE
LIVE





Love & Life

NOT

Hate & Fear





**We are certain
that with the
right awareness
& intentions, we
can all engage
in discussions
that treat others
with respect &
dignity.**



Peace and





BE PART OF THE SOLUTION



The undersigned organisations call on MEP candidates, their teams, the members in their parties as well as the media to commit to promoting the strengthening of the rights of all people in Europe, and to fostering inclusion and understanding. This includes:

- ✓ Refusing to publish, display or endorse any campaign materials or statements that may incite discrimination, prejudice or hatred on any grounds
- ✓ Using inclusive language in order to avoid creating prejudice or stigmatisation
- ✓ Contributing to debates around the issues experienced by marginalised groups in a responsible way that respects the dignity and rights of the members of these communities
- ✓ Refusing to publish, display or endorse any campaign materials or statements inciting hostility between different communities, including between different minority communities
- ✓ Holding accountable those actors who actively engage in or enable the perpetration of hate



#ElectNoHate

The background features a complex network diagram with black lines and nodes on a light gray background. A solid red horizontal banner is centered across the image. Two dark gray rectangular shapes are positioned at the top and bottom center of the image.

PLEASE REACH OUT TO US!

antiracismcoalitionnl@gmail.com

Love & Care
NOT
Hate & Fear



Unite
Against
RACISM





Unite
Against
RACISM

NO SM
RE

DIVERSITY
YOUR
WASTED

ire
ar

MODEL CITY



Love & Care
NOT
Hate & Fear



OUR HOME
YOUR HOME
ALL
WELCOME

Unite
Against
RACISM

NO
RACISM
HERE



Know Love
NOT
Hate or Fear

LITTLE
Against
RACISM

OUR HOME
YOUR HOME
ALL
WELCOME

NO
RACISM
HERE



Northern
Corvallis

OUR HOME
YOUR HOME
ALL
WELCOME

168

COMMUNITY STANDARDS

It's important that we create a space that is welcoming and inclusive for discussion. It's important to note that we are all at different levels of learning and unlearning how to act and think in a way that does not harm or silence others, especially those who are often marginalized. Can't do introductions – group is too big! But be sure to do them around each of your tables before the activity part of this session gets going.

EXAMPLES: Use 'I' statements, what folks share in the space is confidential, share/pass the mic and speak loudly so others can hear, do not discredit the experience of others.

General overview of anti-oppression framework – as delegates interact with each other. We are asking delegates to think different manifestations of systems of power and privilege exist within specific spaces.

We want delegates to leave with a collective sense of responsibility to practice anti-oppression work.

We are, none of us, expected to be experts on all things anti-oppression.

We ask for participants to share the pronouns they use to identify themselves. Asking and correctly using someone's pronouns is a basic way you can ensure you are respecting their identity.

HOW DO WE USE THE POWER THAT WE HAVE!

Gender-Equal Policies - Snow Clearing?

Equity lenses on procurement – Not only how will the project hold a GBA+ lens to it's conceptualization/structure - but who are we hiring? Do the companies vying for the contracts demonstrate equity is taken seriously in their own hiring practices?

Mayors across Ontario banding together and demanding to be part of major provincial policy changes (since much of the pressure will be downgraded to municipalities).

Sobia Anti-Islamophobia workplace policies....

Mayor of Montreal – standing against Bill 21

Example of some folks on your council or in your communities fighting for EQUITY.

Let's not talk about this in the abstract.

Group exercise : relationships first...an inspiring example of how your community/committee/council are addressing equity in your communities.

Example:

Jenne has been inspired by: Woman from the UNIFOR fighting for a pier/dock/ambulance in their community. Woman talking about the racism she and her son endured in Bowring Park on the radio.

Sobia has been inspired by:

- 1 - LAND ACKNOWLEDGEMENT + Personal introductions with pronouns.**
- 2 - CREATING A SAFE SPACE / SETTING GROUP EXPECTATIONS (Call them in + call them out!)**
- 3 - KEY TO UNDERSTANDING MICROAGGRESSIONS = A few definitions and sub-themes?
(INTERSECTIONALITY - NON-BINARY + ANTI-ISLAMOPHOBIA)**
- 4 - POLITICS // How are we being set against each other? Relationships First.**
- 5 - YOUTUBE VIDEO(S) Mosquito + NCCM Video**
- 5 - GROUP EXERCISE – SUSTAINABLE COMMUNITIES // The daily work of anti-oppression?**
- 7 - NEXT STEPS? Workplace culture.**
- 8 - WRAP UP – RESOURCES? Anti-racism Coalition + AI**

These acknowledgements should be specific and personal to the event/group. Questions to ask: How is this event centering/considering/affecting the indigenous people of this land? How am I benefitting by living on this land that is a traditional territory of Indigenous people?

Territorial acknowledgements have existed for hundreds of years as part of many Indigenous cultures and this practise acknowledges that **treaties** did not deal with a surrender of lands and resources but - in fact - recognized Indigenous title and established the rules for what was to be an **ongoing relationship between nations**.

Land acknowledgments should remind us that **we are all treaty people** and that means we have a responsibility to uphold relationships with indigenous peoples and communities of the territories we are on.

“We would like to begin by acknowledging that this meeting is taking place on the unceded and unsurrendered Beothuk and Mi’kmaq territories. We would also like to recognize the Inuit of Nunatsiavut and NunatuKavut and the Innu of Nitassinan and their ancestors, as the original people of Labrador. We acknowledge the land both as an explicit reminder of the ongoing colonialism taking place here in Canada and as a reminder of the work that is yet to be done towards reconciliation between the Indigenous people of this land, settlers and all people who have been historically and violently displaced from their home territories to be placed here.”