

Welcome to
Lunch & Learn # 10
Addressing Racism

Racism : a belief that [race](#) is a fundamental [determinant](#) of human traits and capacities and that racial differences produce an inherent superiority of a particular race

-Merriam-Webster Dictionary

The “Dominant” Experience

One of our Western Ideologies is **INDIVIDUALISM**. It teaches us that we are each unique and stand apart from others, even those within our social groups.

Individualism claims that there are no intrinsic barriers to individual success, and that failure is not a consequence of social structures.

Yet, at the same time we know that groups of people have different experiences.

Being a woman involves different experiences than being a man.

Being old is different than being young.

Rich vs poor.

Gay vs heterosexual.

Able-bodied vs disabled.

These groups matter – but they don’t matter naturally.

We are taught that they matter, and the social meaning ascribed to those groups creates a difference in lived experience.

This teaching and learning happen throughout our lives. We are socialized into these groups collectively, and we all receive the same messages about what these groups mean, what groups are perceived as better to be in, and we gain our understanding of group meaning collectively.

Through Media, education, religion, literature, jokes, traditions, practices.

This teaching and learning happen throughout our lives. We are socialized into these groups collectively, and we all receive the same messages about what these groups mean, what groups are perceived as better to be in, and we gain our understanding of group meaning collectively.

Through Media, education, religion, literature, jokes, traditions, practices.

PREJUDICE and DISCRIMINATION

Prejudice – pre-judgement based on social groups to which a person belongs.

All humans have prejudice – we can't avoid it.

Our: Thoughts

Feelings

Stereotypes

Attitudes

Generalizations

Discrimination – is action based on prejudice.

Manifested through: Ignoring

Exclusion

Threats

Ridicule

Slander

Violence

Group prejudice + legal authority and institutional control

>>>>> **Group Oppression**

That oppression becomes a "SYSTEM" eg. Sexism, racism

When a racial group's collective prejudice is backed by the power of legal and institutional control, it is transformed in **RACISM**.

Racism

A system of advantage based on race.

David Wellman, Portraits of White Racism

Racism is a structure, not an event.

Racism : a belief that **race is a fundamental **determinant** of human traits and capacities and that racial differences produce an inherent superiority of a particular race**

-Merriam-Webster Dictionary

The advantages in our case are termed "White Privilege"

We do not have to worry about how others feel about our race. Nor do we worry that our race will be held against us.

Honourable Ahmed Hussain, Minister of Immigration, Refugees & Citizenship

2017-2019

Video: Two Canadas – My Story of Generosity and Systemic Racism

<https://youtu.be/o9EXoKb7eI4?si=qKlz0uvA5LzRHSIE>

What is Systemic Racism?

Systemic racism, also known as institutional racism, refers to the ways that whiteness and white superiority become embedded in the policies and processes of an institution, resulting in a system that advantages white people and disadvantages non-whites, notably in employment, education, justice, and social participation.

Systemic Racism in Canada

In a settler colonial state like Canada, systemic racism is deeply rooted in every system of this country..... This power dynamic continues to be upheld and reinforced in our society, extending its impact on new racialized citizens.

The University of British Columbia Vice-President Finance and Operations

How to Fight Systemic Racism

Reflect – Accept that Systemic Racism exists within our society.

Look back on how it may have impacted you and your perspectives.

Educate – Develop some knowledge and understanding in Canada’s history with racism.

Ask yourself: Have the laws changed? Are the targeted groups still experiencing the effects of these old laws?

Speak Up – Challenge yourself and your communities by bringing conversations into your spaces.

Video: Revisiting An Experiment on Race

https://youtu.be/i20d11fGz-0?si=NalZQ_7XIGV21Tk3

Most of us would not choose to be socialized into racism.

Unfortunately, we didn’t have a choice.

Now it is our responsibility to grapple with how this socialization manifests itself in our daily lives and how it shapes our responses when it is challenged.

Michael Dyson, White Fragility

