WELCOME!

Today’s Agenda

- Introductions & Ice Breaker
- Introduction to Anti-Black Racism
- Break
- Real-World Impacts of Anti-Black Racism
- The Journey of Becoming Anti-Racist
- Q&A
- Conclusion

3 PM - 4:30 PM
LAND ACKNOWLEDGEMENT
INTRODUCTIONS

& Ice Breaker

Instructions:
- Go to www.menti.com
- Type in code: 16 68 21 1
OBJECTIVES

Desired outcomes

1. Reality of Anti-Black Racism
   To define and accept the reality of anti-Black racism, which has been internalized and is rooted in our societal structures, based on the statistical and anecdotal evidence presented.

2. Pursuit of Knowledge
   To understand the history and manifestations of anti-Black racism within our society and its impact on both Black and non-Black Canadians.

3. Pursuit of Change & Anti-Racism
   To reflect on ways that you have personally internalized, perpetuated, and/or benefited from anti-Black racism and to identify the role you play in pursuing anti-racism and anti-oppression.
ESTABLISHING A SAFE SPACE

01 Discomfort vs. Disrespect
- Things may be said that you do not agree with
- Discern whether you are feeling discomfort or disrespect
- Lean into discomfort, even though it can be challenging
- Acknowledge disrespect
- Be cognizant of your words

02 Self Awareness
- Be aware of how much space you are occupying (since we only have 90 minutes)
- Be willing to share and to be vulnerable, but also be aware of the toll that sharing might take on you
DEFINING ANTI-BLACK RACISM

Anti-Black racism is policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization here in Canada.

Toronto's Action Plan to Confront Anti-Black Racism
What is race?

A socio-political construct

- Created as a classification of human beings with the purpose of giving power to "white" people and to legitimize the dominance of white people over non-white people in the 1600s
- "The slave-based economy in the south necessitated a racist exploitative system, which led to the development of biological, zoological and botanical theories to 'explain human difference and to justify slavery.'" ~ West States Center
- Race was created among religious hierarchy to excuse the humanity of non-white human beings and to enslave them for capitalist purposes
WHITE SUPREMACY

A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color for the purpose of maintaining and defending a system of wealth, power and privilege.

~ Chronic Disparity (Lawrence & Keleher, 2004)
Why does race matter now?

Social constructs have real-life implications
- Despite its contradiction to reality, we have been socialized to perceive the superiority of white people and inferiority of people of color as true
- This manifests in significant disparities and structural racism

"Normalization and legitimization of dynamics (historical, cultural, institutional, interpersonal) that routinely advantages white people while producing cumulative and chronic adverse outcomes for people of color."

~ Chronic Disparity (Lawrence & Keleher, 2004)
WHY A FOCUS ON ANTI-BLACK RACISM?

While white supremacy is of detriment to us all, people of colour may still aspire to be associated with whiteness because of its association with superiority.

The acceptance of whiteness often leads to assimilation, which manifests as a rejection of Blackness and of an individual's own cultural practices.
The generalizations and stereotypes used to describe entire racial groups (successful, wealthy, hard-working, docile, etc.) as a tool to blame and silence Black communities facing inequities. This myth characterizes Asian Americans as a polite, law-abiding group who have achieved a higher level of success than the general population through some combination of innate talent and pull-yourselves-up-by-your-bootstraps immigrant striving.

“~ NPR (Blakeburn, 2019)
BLACK LIVES MATTER

well I think that all lives matter

we should care exactly equally at all times about everything

all houses matter
ACTIVITY

**Question 1:** How do you currently feel about the information that has been presented?

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**Question 2:** What challenges do you have or anticipate that you will have in acknowledging anti-Black racism?

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**Question 3:** What personal experiences do you have or have you heard of that you believe affirm or discredit the information presented?

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Police Brutality
Between 2013 and 2017, a Black person was nearly 20 times more likely than a White person to be involved in a fatal shooting by the Toronto Police (OHRC, 2018).

Education
"The data is clear: the PDSB is suspending Black secondary schools students at a ratio of 2.2. That is, Black students are only 10.2% of the secondary school population, but approximately 22.5% of students receiving suspensions."

COVID-19
21% of reported cases affect Black people, who make up only 9% of the city's overall population (Toronto Public Health, 2020).
WHAT DOES IT LOOK LIKE TO BE ANTI-RACIST?