




Anti-Racism Training



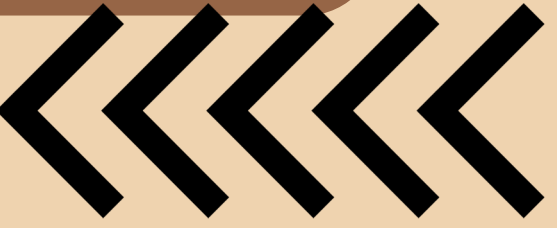
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Land Acknowledgement



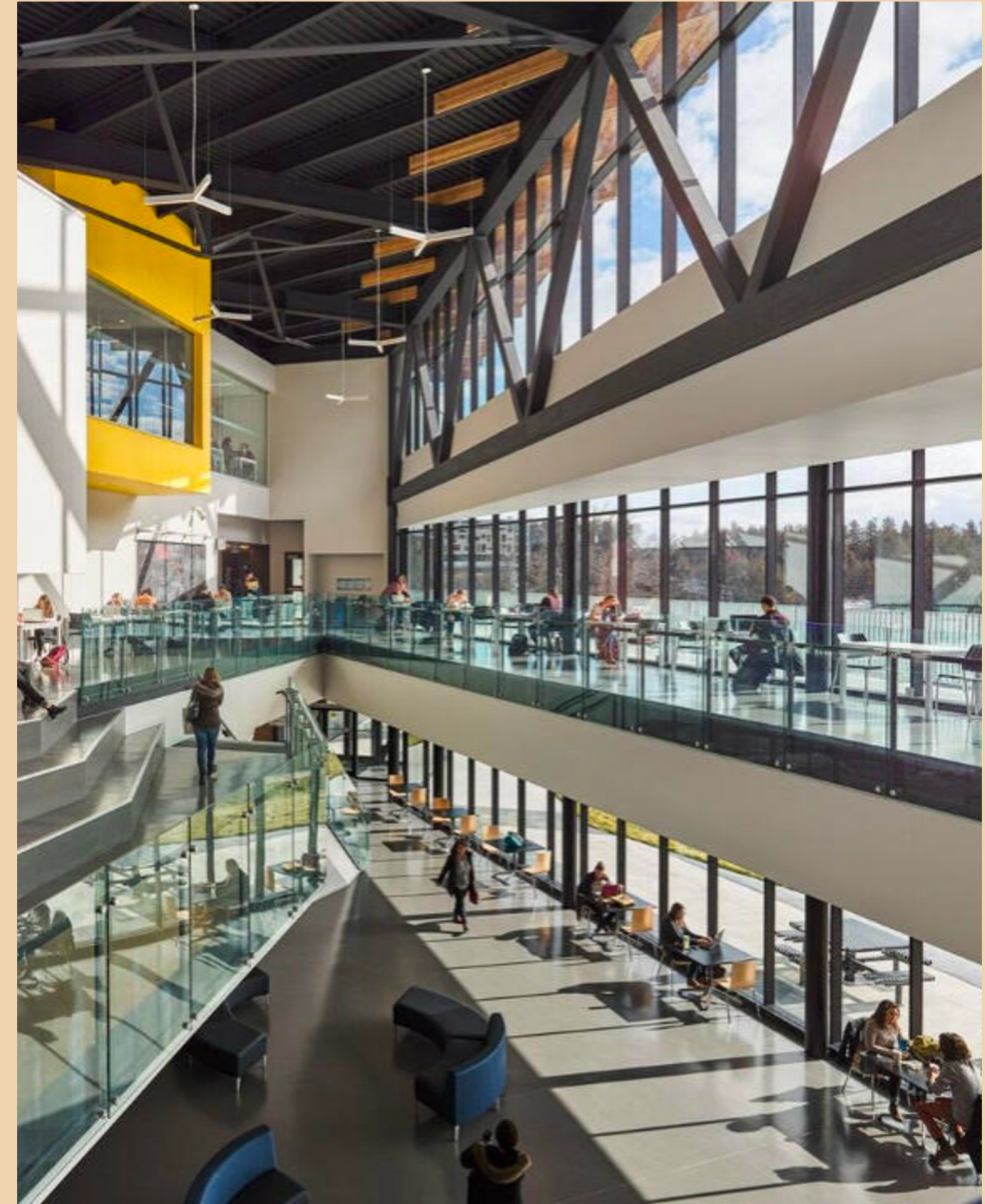
We respectfully acknowledge that we are on the traditional territory of the Mississauga Anishinaabeg. We offer our gratitude to the First Nations for their care for, and teachings about, our earth and our relations. May we honour those teachings.



Agenda



- **Purpose of the Training**
- **Key Terminology**
- **Life at Trent**
- **What does it mean to be an ally?**
- **Student Activism**



Rules of Engagement

- **Participate as best as you can**
- **Be respectful.**
- **Listen actively and Speak kindly**
- **Only share what you're comfortable sharing**
- **Share the floor**



Why is anti-racism training necessary?

- As a student leader, you speak on behalf of different student populations, which carries a diverse number of people and situations
- Understanding different topics such as racism, anti-racism, and oppression and knowing how to address these issues are essential.
- Understanding the differences in the student population can help with creating programming that increases overall student engagement.

White Supremacy

Oppression

Key Terminology

Racism

Race

vs

Ethnicity

Race vs Ethnicity

Race

The idea of 'race' originated in the 18th century from anthropologists and philosophers, who used physical characteristics such as skin and eye color to divide people into different racial groupings.

Ethnicity

Ethnicity is a category that describes one's membership to a group based on common ancestry, shared cultural heritage, languages and group history. It is commonly chosen by the individual.

White Supremacy

Two definitions of white supremacy according. The Merriam Dictionary:

- the belief that the white race is inherently superior to other races and that a white person should have control over people of other races
- the social, economic, and political **systems that collectively enable white people to maintain power over people of other races**

White Fragility

"Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice."

How does it look?



How do we address it?



Why is it a problem?

Oppression

Oppression is the social act of placing severe restrictions on an individual group, or institution. It is a system that maintains advantages and disadvantages based on social group membership and it is not solely the product of deliberate action but can also result from social practices.

"Oppression may arise not just because society actively seeks to disadvantage some groups of people but rather because of the effects of societal norms, laws and **unchallenged** assumptions."

(Northway 1997 p 778)

Racism

- Racism: the belief that humans can be divided into separate and exclusive biological entities called races.....and that some races are innately superior to others.
- "Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the **power** to carry out systematic discrimination through institutional policies and practices of the society by shaping the cultural beliefs and values that support those racist policies and practices."

Individual racism

Institutional
Racism

Societal Racism

- **Internalized Racism:** is comprised of our private beliefs and biases about race and racism and is usually influenced by our culture. Can take many different forms
- **Interpersonal Racism:** occurs between individuals. Biases that occur when we interact with others and when our personal beliefs affect our public interactions. These can be expressed overtly, but also through smaller, everyday interactions and behaviors.
- **Institutional Racism:** refers to the unfair policies and discriminatory practices of organizational and governmental institutions.
- **Structural Racism:** This is the cumulative effects of an array of societal factors that include culture, history, and ideology that systematically privilege white people and disadvantage POC.

Anti-Indigeneity

The compilation of violence against the original people of any given land that is being colonized.

- Residential Schools
- Indian Act

Anti-Black Racism

The systematic nature of racism that targets black communities and individuals. Deeply rooted throughout society where it is also prevalent within racialized communities.

What does it mean to be an ally?

LEAN IN



like privately recommending a colleague with a traditionally marginalized identity for a promotion.

What does it mean to be an ally?

- An ally is an individual who stands up for a person or group that is targeted and discriminated against

A - Always centre the impacted

L - Listen and learn from those who live in oppression

L - Leverage your privilege

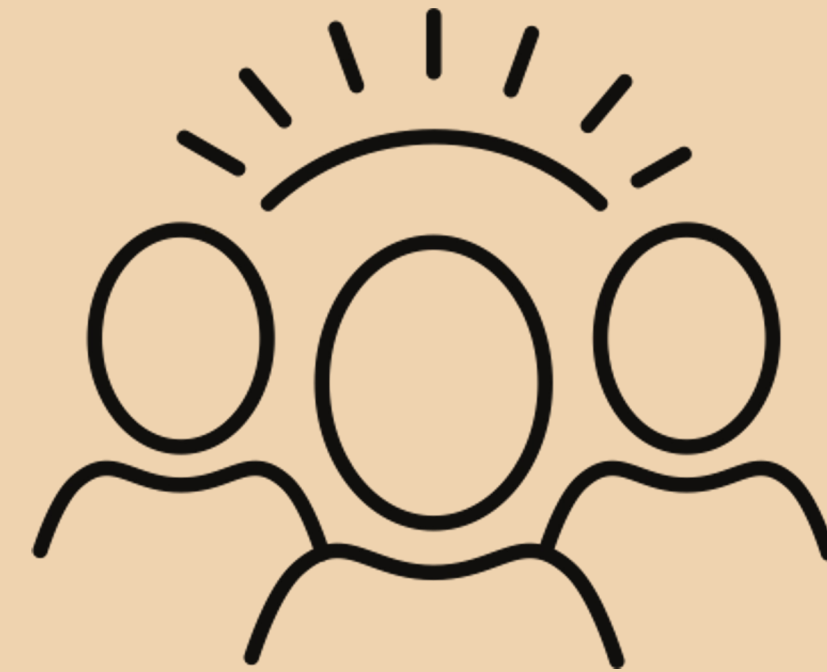
Y - Yield the floor



- An ally is not an identity- it is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and groups of people. Even more important is that allyship cannot be self-defined; our work and our efforts must be recognized by the people we seek to ally ourselves with.

Activism within an educational institution.

Activism consists of efforts to promote, impede, direct or intervene in social, political, economic or environmental reform with the desire to make changes in society toward a perceived greater good



As student leaders, the goal shouldn't only be for activism, but also for community organizing, which is involving, educating & mobilizing individuals or groups to influence or persuade others toward attitude, policy, or culture change.



Discussion Questions

- How can you use your position and privilege to help students?
- Who is or can be a potential ally, either in Peterborough or further, in helping with anti-racist community organizing?
- What steps can you take now to strengthen the relationship with the student population so that community organizing can happen?
- How will you organize students on your campus to act against racism?

Wrap up and Final Questions

