

# STRUCTURAL RACISM

Racial bias amongst institutions and across society compounding effects of history, culture, ideology and interactions b/w institutions & policies

- KNOW/ THEORY
- HEAR/ SEE/ WITNESS
- PERSONAL EXPERIENCE

Discrimination based on one's skin colour, culture, identity	- Masters in Education Policy Studies - classes, workshops & committees	Uneducated and sad	Racism is historically contingent based on socially-constructed views about physical difference	One race having privilege over another
Racism is a by-product or expressional effect of colonialism & slavery, moreover privileged greed	The factors involved in the JWR & SNC Lavalin situation <i>(crown-indigenous relations)</i>	Being tokenized by institutions or gov't to further or promote their programs, causes or policies	One group is allowed access to certain spaces or given more opportunities b/c of skin colour or where they're from	Racism is the power of privilege one cultural group has over others and ultimately influences the way others interact in the privileged world
Inequity in job opportunities is a common experience for racialized invisible minority individuals	Bias toward a person/people based on race, religion or culture	- healthcare system - housing	Can be expressed based on "othering" used to retain or gain power and privilege	Prejudice based on a person's ethnicity or colour of skin
The government and their policies/ laws	- Colonialism - Slavery - Genocides - Ethnic cleansings	Denial of equal access to rights, privileges, opportunity, education, housing, employment due to skin colour or ethnic group	Racism is the denial of rights, access and opportunities of minority groups based on skin colour, race or identity	Incarceration of POC for similar crimes

# INSTITUTIONAL RACISM

In systems of power, unfair policy and discriminatory practices

- KNOW/ THEORY
- HEAR/ SEE/ WITNESS
- PERSONAL EXPERIENCE

Racial tokenism	<ul style="list-style-type: none"> <li>- Living in another country</li> <li>- ME TOO experiences growing up</li> </ul>	Being followed and watched	Behaviour towards people in grocery stores, service industry, on the street, in the playground	Standardized testing (e.g. diploma) that is biased
Coulton Boushie— a young, unconscious Cree man shot by a white farmer. No charges were laid on the farmer.	<ul style="list-style-type: none"> <li>- Structural determinism</li> <li>- I'm Still Here (book)</li> <li>- Critical race theory</li> <li>- Racism/anti-racism class, everyday racism, colour-blind racism</li> </ul>	Extra attention at the border when travelling	Employer talking about how they prefer hiring people who "speak english well"	Power imbalance; a sense of perceived superiority to another based on culture, beliefs, ethnicity
<ul style="list-style-type: none"> <li>- Pipelines being pushed on Indigenous lands</li> <li>- Black kids being shot in high numbers in the U.S.</li> <li>- Homeless Indigenous people in high rates</li> </ul>	<ul style="list-style-type: none"> <li>- Racial bias from employers and hiring practices</li> <li>- Schools and teachers racial bias</li> </ul>	Power plus prejudice	Educational separation of students based on skin colour	Colonial history of human imperialism instills racist mindsets

# INTERPERSONAL RACISM

Between people when they interact with each other

KNOW/ THEORY

HEAR/ SEE/ WITNESS

PERSONAL EXPERIENCE

<p>"That baby can't be yours, she's black and you're white"</p>	<ul style="list-style-type: none"> <li>- Friends and family sharing experiences</li> <li>- opportunities that limit growth</li> </ul>	<ul style="list-style-type: none"> <li>- I have had racial experiences: on public transit, "go back to your country"; people's differential treatment towards me, stereotyping</li> </ul>	<p>Heard in public and media</p>	<p>Assumption that I am racist because I am white</p>
<ul style="list-style-type: none"> <li>- Being in an interracial relationship</li> <li>- seeing/observing impact on my family members in their own interracial relationships</li> </ul>	<p>People laughing, gasping or expressing disgust at my appearance</p>	<p>Extra attention at the border when travelling</p>	<ul style="list-style-type: none"> <li>- How Indigenous people were treated in school</li> <li>- Safety in Muslim communities, heard from those experiencing racism</li> </ul>	<p>On the bus being told I don't belong here</p>
<p>Often it's the interactions with someone who has racist beliefs</p>	<p>Increased surveillance in convenience stores</p>	<ul style="list-style-type: none"> <li>- Sexual comments towards my Asian sister from vets</li> <li>- Neighbourhood parents outraged about interracial dating (<i>going to save all the neighbourhood girls from this</i>)</li> </ul>	<ul style="list-style-type: none"> <li>- Hearing comments like he/she only got the position b/c of race</li> <li>- hearing indigenous groups denigrated/ slurs due to race</li> </ul>	<p>Me: "I don't like spicy food" Person: "How can you not like spicy food? You're Chilean" Me: "I'm not Mexican"</p>
<p>Indigenous men targeted by police for some sort of intervention on the street, train, in the mall, etc.</p>	<p>Older family members make an overt racist comment. Often they are corrected but "excused" at the same time.</p>	<p>Being told to "go back to your country" or "change yourself to fit in"</p>	<p>Perception that I was an immigrant based on language/ anti-immigration sentiment</p>	<ul style="list-style-type: none"> <li>- Friends' discrimination stories (<i>i.e. smell of their food</i>)</li> <li>- Racialization in social settings and power dynamics at work</li> </ul>
<p>I was telling a story about a violent event on the bus and someone asked me of the guys causing the problem were black</p>	<p>Haven't had directed at me but I don't always check people when those comments are made in public</p>	<p>Experienced it through my children; felt it making cross-cultural connections for my projects</p>	<p>Growing up, white kids didn't want to be my friend and openly made fun of my Indigenous identity</p>	<ul style="list-style-type: none"> <li>- Public harassment</li> <li>- comments from people about their assumptions/beliefs of a certain race</li> </ul>

# INTERNALIZED RACISM

Private beliefs and bias based on culture

 KNOW/ THEORY

 HEAR/ SEE/ WITNESS

 PERSONAL EXPERIENCE

'Fuck' your turban incident

- see it too often downtown and on transit  
- events reported on in the news and trolls on social media

People asking 'What are you?'