

Cultural Awareness & Reconciliation Education (CARE)

Angela Connors
Katelyn Brennan



CARE
Learning
Modules
&
Community
of Practice

-  Cultivating a culture of Inclusion: Introduction to concepts & terminology
-  Deepening awareness and understanding for building a culture of inclusion
-  Embedding the values of Reconciliation in our practices
-  Educating and advocating for change
-  Strengthening the Circle: Community of Practice

Discomfort Zone Ahead 

Recognition
of the Land
and the First
Peoples of
Turtle Island

- Acknowledging territory is only a small part of cultivating strong relationships with the First Peoples of Canada.
- This needs to take place within the larger context of genuine and ongoing work to forge real understanding, and to challenge the legacies of colonialism.
- Land acknowledgements should not simply be a pro forma statement made before getting on with the "real business" of the meeting; they must be understood as a vital part of the business.



7 Grandfathers Teachings
A framework to guide our work

- Minwaadendamowin – Respect
- Zaagidiwin – Love
- Debwewin – Truth
- Aakodewewin – Bravery
- Nibwaakawin – Wisdom
- Miigwe'aadiziwin – Generosity
- Dibaadendiziwin – Humility
- Gwayakwaadiziwin - Honesty

Unspoken rules that limit RaceTalk

- Politeness protocol:** Avoiding certain topics in order not to offend others.
- Academic protocol:** Avoiding topics that cause strong emotions because we are told that emotions are incompatible with reason.
- Colour-blind protocol:** Claiming not to notice race or skin colour for fear it may indicate racism and bias.
- Solidarity protocol:** Avoiding topics that indicate there are disagreements among/within groups.
- Saving Face protocol:** Claiming there is no problem or shutting down discussions for fear that it may negatively impact reputation or brand.
- Don't rock the Boat or Go Along to Get Along protocol:** Remaining silent to avoid being seen as a "trouble maker" and the fear of retribution or retaliation.



Adapted from Race Talk and the Conspiracy of Silence – Donald Wing Sue

Breakout topics

1. I am concerned about saying the wrong thing or doing anti-racism work wrong.
2. I actively build relationships with those from groups with whom I do not personally identify.
3. I am not sure how to respond when derogatory or discriminatory comments are made.
4. I am doing my part for Truth & Reconciliation.
5. I recognize that we all carry bias. I understand the impact of bias and how bias is learned.

Racism..... What is it?

1. race prejudice + social and institutional power
2. a system of advantage based on race
3. a system of oppression based on race
4. a white supremacy system

All of the above.

The Language of Diversity



RACISM 101

- Racism describes an **all-encompassing system** that works on **multiple levels** and results in an unequal distribution of privileges, resources and power between white people and people of colour—overall with white people as the beneficiaries of that distribution.
- Racism is **different from racial prejudice, hatred, or discrimination**. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.



RACIST = One who is supporting a racist policy through their actions or inaction or expressing a racist idea.

RACIST POLICY = Any measure that produces or sustains racial inequity between or among racial groups. Policies are written and unwritten laws, rules, procedures, processes, regulations and guidelines that govern people. Racist policies are also expressed through other terms such as "structural racism" or "systemic racism". Racism (itself is institutional, structural, and systemic).

RACIST IDEAS = Any idea that suggests one racial group is inferior or superior to another racial group in any way.

"I am not a racist."

Does it really matter?

What does it all mean?

1. Privilege
2. Oppression
3. Inclusion
4. Ethnicity
5. Discrimination
6. White Supremacy
7. Stereotype
8. Prejudice
9. Intersectionality
10. White Fragility
11. Microaggressions
12. Tokenism

- A. The everyday slights, snubs, or insults, intentional or unintentional, which convey derogatory or negative messages based on belonging to a marginalized group.
- B. Describes membership to a group based on real or presumed common ancestry, shared languages and/or religious beliefs, cultural heritage and group history.
- C. A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or group toward another group and its members.
- D. A state in which even a minimum amount of racial stress becomes intolerable for white people, triggering a range of defensive moves.
- E. Unequal social power accorded by the formal and informal institutions of society to ALL members of a dominant group.
- F. An overgeneralized (often negative) belief about a particular category of people.
- G. The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.
- H. A political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.
- I. The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group.
- J. Describes the ways in which the different characteristics that comprise our identities overlap one another.
- K. The policy or practice of making only a perfunctory effort or symbolic gesture toward the accomplishment of a goal, such as racial diversity.
- L. Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Microaggressions

<https://www.youtube.com/watch?v=BJL2PoJSA54&t=45>

Is it a Microaggression?

- A white male professor is mistaken for campus security.
- A black male professor is mistaken for campus security.
- A person with a disability being told they are an inspiration.
- A woman being asked if the tool they are purchasing is a gift for their husband.
- A child says, "girls don't play with cars."
- A child asks, "Is she a mommy or a daddy because she looks like a mommy, but she doesn't sound like one."
- A child says, "You can't have 2 moms."
- A colleague makes a rude comment about the "smell" of another colleague's lunch. You remain silent.



<p>Micro-insults</p> <p>Messages that convey rudeness, insensitivity and stereotypes that demean a person's identity.</p> <ul style="list-style-type: none"> Assigning intelligence Subordinating "Othering" cultural norms Assuming criminality 	MICROAGGRESSIONS	<p>Micro-invalidations</p> <p>Messages that exclude, negate, or dismiss the thoughts, feelings, or experiences of some groups.</p> <ul style="list-style-type: none"> Assume being racialized - being a foreigner Professing not to notice race or skin colour Anyone who is "qualified" can succeed Claiming individual exemption from bias 	<ul style="list-style-type: none"> Presuming citizenship Colour Blindness Myth of meritocracy Denial of prejudice
---	------------------	---	---

CARE
Cultural Awareness
Reconciliation
Education Training
Part 1


