

November 2020 Newsletter:

RACISM



November 11th



Safe and Inclusive Schools

A Grand Erie Program

click anything underlined for videos



Indigenous Veteran's Day November 8

Bias

Stereotyping

Micro Aggression

Project Ready

(Reimagining Equity & Access for Diverse Youth)

Judgements or characteristics attributed to specific groups of people – races, genders, age groups, etc. – that may or may not be true for any one specific individual within that group.

STEREOTYPES

MICROAGGRESSIONS

IMPLICIT BIAS

Subtle verbal or nonverbal insults, indignities, or denigrating messages directed toward an individual due to their marginalized identity. Often committed by well-intentioned people who are unaware of the hidden messages conveyed or the impact of their statements.

Subconscious attitudes, perceptions and stereotypes that influence our understanding, actions, and behavior when interacting with various identities.

Systemic Racism

also known as structural or institutional racism, *systemic racism* is enacted through routine & societal systems, structures such as requirements, policies, legislation & practices that perpetuate & maintain avoidable & unfair inequities across ethnic or racial groups.

Like all systems of oppression, systemic racism creates disparities in all areas – in work, health, justice, safety, education – and therefore has a significant impact on the rights of racialized people. Deni Ellis Béchard

Implicit Bias is...



Attitudes, Stereotypes, & Beliefs that can affect how we treat others.

Implicit bias is not intentional, but it can still impact how we judge others based on factors, such as:



Race



Ability



Gender



Culture



Language

In early childhood settings, implicit biases can affect how providers perceive and respond to children, which can lead to unfair differences in the use of exclusionary discipline practices, such as suspension and expulsion.

Racism (noun) is a belief that one group is superior to others. Racism can be openly displayed in racial jokes, slurs or hate crimes. It can also be more deeply rooted in attitudes, values & stereotypical beliefs
OHRC 2020
Fighting Racism

IF YOU'RE NOT SURE HOW TO RESPOND, LISTEN. IF YOU'RE NOT SURE WHAT TO READ, RESEARCH. IF YOU'RE NOT SURE WHAT TO DO, DONATE. "NOT SURE" BECOMES "NOT MY PROBLEM". IT'S NOT ENOUGH TO BE "NOT SURE" WHEN RACISM IS STILL TAKING LIVES.

Laundry is the only thing that should be separated by colour

Go to our Guide to learn about recommended policies and strategies for promoting all children's success and preventing suspensions and expulsions in early childhood settings! preventexpulsion.org

SRI Education
A DIVISION OF SRI INTERNATIONAL

"selectivity based on ethnic differences is not present in the first days of life, but is learned within the first 3 months of life."

Kelly et al (2005)

"by the time they start kindergarten, children begin to show many of the same implicit racial attitudes that adults in our culture hold"

Kinzler, K. D. (2016)

With sufficient reasoning and positive information, negative implicit attitudes about people can be unlearned.

Mann T., Ferguson M. (2015)

"3 year olds hold adult-like prejudices believing that race determines whether or not one is honest, smart, or clean."

Hirschfeld, L. A. (2008)

"avoiding conversation about race only encourages prevalent stereotypes [to] remain unchanged"

Katz, Kofkin (1997)

Anti-racism a process of... unlearning co-learning engaging enacting

Self-reflection;

How can I begin to speak out about racism, power & privilege? ETFO

In what ways might my implicit biases affect how I see others and interact with them?

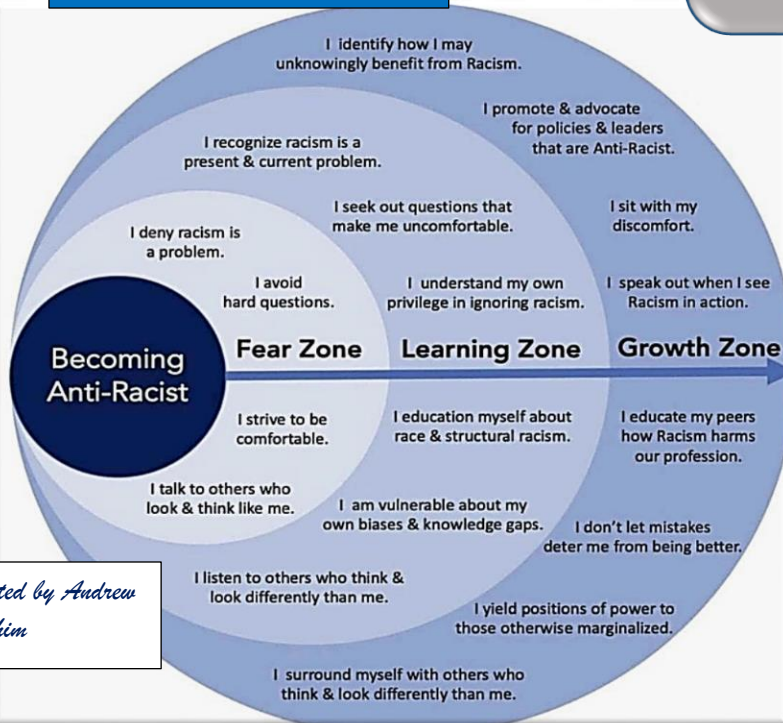
"The greatest problem in the world today is intolerance,"
Princess Diana

White Privilege

describes the benefits, resources and rewards that White people receive by virtue of their skin colour. Privilege or discrimination based on our race does not determine our outcome in life, but it does affect how our talents, abilities and aspirations are received in society.

Teaching for Diversity & Social Justice: A Sourcebook. Routledge, 1997, p. 9.

Where do you fit in the circle?



Created by Andrew Ibrahim

Bias Reflection

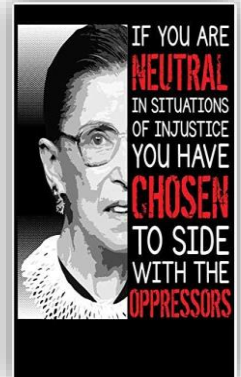
(U of Alberta)

Acknowledge we all have bias

Learn what your biases are; stereotypes, prejudices & discriminations

Ease into these new waters

Use tact when discussing bias with others



Simple and effective framework for bias.

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylvriaduckworth

TO BE AN ALLY IS TO...

1. Take on the struggle as your own.
2. Stand up, even when you feel scared.
3. Transfer the benefits of your privilege to those who lack it.
4. Acknowledge that even though you feel pain, the conversation is not about you.
5. Be willing to own your mistakes and de-center yourself.
6. Understand that your education is up to you and no one else.