Equity, Antiracism, and Inclusion
Immigrant Narrative

- "Common" experience as immigrant family
  - acculturation
  - assimilation – identity and sense of belonging as Canadian
Assimilating Name

Birth Certificate

Citizenship
# School Experiences

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<tr>
<th>Elementary School</th>
<th>Secondary School</th>
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<tr>
<td>Derogatory names</td>
<td>Social Studies 9</td>
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<td>Teacher-librarian</td>
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<td>Racist rhyme</td>
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What About Now?

- Have current values, attitudes, and behaviours changed for the better with regard to racism?

- "It gets better" – yes / no / maybe
Recent Events

Anti-Semitic Vandalism
Thornhill, ON (2019)

Anti-Chinese Flyer
Richmond, BC (2016)
Immigration Watch Canada

Immigration Has Turned Into the Plundering Of Canada

And I heard they don’t pay taxes!!

TENS OF THOUSANDS OF RECENTLY-ARRIVED, WEALTHY CHINESE LIVE IN MANSIONS, USE OUR SCHOOLS, HEALTHCARE, PHYSICAL INFRASTRUCTURE AND OUR SOCIAL SAFETY NET, SEND THEIR CHILDREN TO OUR UNIVERSITIES, AND HAVE BEEN ONE OF THE MAJOR CAUSES OF GROSSLY INFLATED HOUSE PRICES. THEIR CHILDREN WOULD HAVE HAD GREAT DIFFICULTY GETTING UNIVERSITY PLACES IN CHINA, BUT HAVE GRADUATED FROM OUR UNIVERSITIES AND HAVE OFTEN RECEIVED VISIBLE-MINORITY PREFERENCE IN HIRING—ALL IN SPITE OF THE FACT THAT THEIR PARENTS PAID FEW IF ANY UNIVERSITY-SUPPORTING INCOME TAXES.

WHERE HAVE OUR POLITICIANS BEEN ON THIS SOCIAL INJUSTICE ISSUE?

ImmigrationWatchCanada.org
Equality

• Sees everyone as having the same starting point.
• Treats everyone equally.

Equity

• Acknowledges that power is structured unequally in our society.
• Redistributes power and restores justice to those with less privilege.
How oppression can operate...

(Intersectionality)

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<th>through a lens of:</th>
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<td>sexual orientation</td>
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Systemic oppression is not interpersonal, it is structural.

Often it is invisible as we are socialized to accept it.

We are taught to see systemic oppression in terms of personal failure.
Staircase of Oppression

1. Experience
2. Stereotype
3. Prejudice
4. Discrimination
5. + Value
6. + Action
7. + Power
8. Oppression

Thought

Action

+ Belief

+ Value

+ Action

+ Power
Staircase of Equity

Awareness + Power

Allyship + Action

Equity + Value

Solidarity + Belief

Justice
Beneficiaries of Racism and Colonialism

- 1. Voting rights and political representation
- 2. Public education
- 3. Title to land
- 4. Mobility rights
Power Wheel of Privilege

- Sometimes, You're a Caterpillar

- https://www.youtube.com/watch?v=hRiWgx4sHGg
Scenarios

1. Ancient Rome Vignette Assignment
   - Slavery

2. Halloween Costumes
   - South Asian – "Bear Creek Seniors"

3. Intramural Team Names
   - Nationalist Socialist Workers' Party
WHAT NEXT?
Action for change

Personal actions: internal/external
Local actions: social/structural
Community actions: social/structural

Action plans