

Module 2

	City of Calgary
Course title	Module 2: Everyday Racism
Project name	Anti-Racism 101 Foundational Understanding of Systemic Racism in the Workplace

Learning objectives	<ul style="list-style-type: none">• Define the different types of racism, including everyday racism, internalized racism, interpersonal racism, institutional racism, systemic racism and environment racism.• Understand how systemic racism occurs within our systems, program, services, practices and policies.• Identify examples of each of the different kinds of racism.
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Ref #	Content
1.	Module 2: Everyday Racism
2.	<p>In this module, we're going to cover different types of racism that are commonplace in our society today.</p> <p>By the end of this module, you will be able to:</p> <ul style="list-style-type: none">• Define the different types of racism, including everyday racism, internalized racism, interpersonal racism, institutional racism, systemic racism and environment racism.• Understand how systemic racism occurs within our systems, program, services, practices and policies.

	<ul style="list-style-type: none"> Identify examples of each of the different kinds of racism.
	<p><u>Our Thoughts and Behaviours</u></p> <p>In Module 1 we explored the distinction between being a non-racist versus an anti-racist and the importance of moving toward behaviours that support anti-racist thinking and action.</p> <p>So how do we do this?</p> <p>Changing our thoughts and behaviours can be challenging at the best of times, even more so when it has the potential to bring us into conflict with others.</p> <p>That is why it is so important to focus on the positive side of advocating for anti-racism.</p> <p>Non-racist</p> <p>A non-racist is someone who believes racism is bad but doesn't take any action against it. An anti-racist is someone who recognizes the existence of racism and takes active steps to name, challenge and eliminate it at all levels.</p>
3.	<p>You are on your own personal journey towards anti-racism. Your journey is unique, and you may find that your attitudes and beliefs move between different stages.</p> <p>The Fear Zone</p> <ul style="list-style-type: none"> Denying racism Avoiding hard questions Seeking comfort Staying in similar groups <p>The Learning Zone</p> <ul style="list-style-type: none"> Recognizing racism Seeking out questions Understanding privilege

- Educating myself
- Being vulnerable
- Listening to others

The Growth Zone

- Identifying how I benefit from racism
- Advocating for anti-racism
- Sitting with discomfort
- Speaking out against racism
- Educating peers
- Overcoming my mistakes
- Yielding positions of power
- Surrounding myself in diversity



Adapted from "Becoming an Anti-Racist" by [Andrew M. Ibrahim](https://www.surgeryredesign.com) <https://www.surgeryredesign.com>

Keep in mind there are no right or wrong answers and this process does not progress in only one direction. Some days you might feel more comfortable speaking about racism than others.

Reflection: Where would you like to see yourself in three months? What are some ways you can get there? What sort of resources would you need to support your journey?

Everyday Racism

4.	<p>When we look at how racism is reinforced by structures and individual behaviours, we begin to see everyday racism.</p> <p>Everyday racism is the daily inequalities committed by members of the dominant racial group against Indigenous, Black and diverse Racialized individuals.</p> <p>Deeper Dive: In Canada, we often think that racism doesn't happen here. In 2020, the Association for Canadian Studies conducted a survey to learn about peoples' experience with everyday racism. The survey found that racism in Canada was not that different than racism in the United States.</p> <p>https://acs-aec.ca/wp-content/uploads/2020/06/ACS-Systemic-Racism-Prejudice-in-Canada-and-the-United-States.pdf</p>
5.	<p>Watch this two-minute video to view racism from a Racialized individual's perspective. The video speaks of violence, verbal abuse, unfair treatment, micro-aggressions, assumed negative intent, being treated suspiciously, assumptions of not being smart enough, being denied service.</p> <p>YouTube. https://www.youtube.com/watch?app=desktop&v=qiLwcGSnyWg</p> <p>Racialized refers to individuals who are non-Indigenous, non-White and self-identified</p> <p>Micro-aggressions are brief and common harms to Indigenous, Black and diverse Racialized individuals. They can be words or behaviors, intentional or unintentional, that communicate a believed racial superiority.</p> <p>Reflection: Have you experienced or witnessed what was depicted in the video? Who do you know who might be having similar experiences?</p>
	<p><u>Forms of Racism</u></p>
6.	<p>Racism is complex, and there are many ways racism can be experienced and observed in our society. It's</p>

important for us to understand each type of racism and how it may impact us or those around us.

Here are the terms to learn more about each one.

The first two are individual forms of racism. These are easier to recognize in our day-to-day lives as they may be overt or obvious.

Interpersonal Racism

Interpersonal racism occurs when racist acts are carried out in interactions between one group or individual and another group or individual. These are affected by the views we have towards Indigenous, Black and diverse Racialized individuals. E.g. racial slurs, name-calling and avoiding certain Racialized individuals.

Internalized Racism

Internalized racism occurs when Indigenous, Black and diverse Racialized individuals learn and adopt racist and derogatory beliefs about their own race.

The next two forms of racism are more covert, hidden forms of racism.

Institutional Racism

Institutional racism occurs through policies, practices, procedures and cultures that disadvantage Indigenous, Black and diverse Racialized individuals and extend advantages to those who are perceived as White.

Systemic Racism

Systemic racism is a structured system that equips a racial group with the power to dominate others in social, political and economic areas over time and generations. This is often represented in policies, programs and practices that favor one racial group over others. Systemic racism is often invisible and develops when the underlying racism of multiple institutions forms a web or overarching system of racism impacting Indigenous, Black and diverse Racialized individuals.

7. **Knowledge Check**

Choose the type of racism that's happening in each of the following scenarios:

Question 1

A Black male is stopped and questioned more often by the police than a White male.

- A. Internalized racism
- B. Interpersonal racism
- C. Institutional racism**
- D. Systemic racism

<Correct feedback>

That's correct.

<Incorrect feedback>

That's incorrect. This is an example of institutional racism because negative attitudes and behaviours embedded in police working practices disadvantage Black individuals more than White individuals.

Question 2

A Racialized individual does not apply for a supervisor position because he or she believes they will not fit into the mostly White management team.

- A. Internalized racism**
- B. Interpersonal racism
- C. Institutional racism
- D. Systemic racism

<Correct feedback>

That's correct.

<Incorrect feedback>

That's incorrect. This is an example of internalized racism because they have learned and adopted racist and derogatory beliefs about their own ability to fit in with the team.

Question 3

Almost 52% of children in foster care are Indigenous even though these children account for less than 8% of the population of Canada.

- A. Internalized racism
- B. Interpersonal racism
- C. Institutional racism
- D. Systemic racism**

<Correct feedback>

That's correct.

<Incorrect feedback>

That's incorrect. The overrepresentation of Indigenous children in foster care is an example of systemic racism because Indigenous parents are not deemed fit to take care of their children, there is discrimination within the child welfare system, families have experienced intergenerational trauma and parents are overrepresented in the criminal justice system. There are many institutions at play.

Question 4

A White landlord doesn't return the call of an Indigenous individual interested in the listing because he believes this individual isn't economically stable.

- A. Internalized racism
- B. Interpersonal racism**
- C. Institutional racism
- D. Systemic racism

<Correct feedback>

That's correct.

	<p><Incorrect feedback></p> <p>That's incorrect. This is an example of interpersonal racism, because it is a racist act based on stereotypes and bias towards Indigenous Peoples.</p>
	<p><u>Systemic Racism</u></p>
8.	<p>What Do I Know About Systemic Racism?</p> <p>We're going to spend the rest of this course focusing on systemic racism.</p> <p>On a scale of 1-10, rate yourself on how well you understand the effects of systemic racism, where 1 represents no knowledge at all and 10 is an expert.</p> <p>Reflection: What do you already know about systemic racism? What are you curious about?</p> <p>Systemic racism is fixed in our large-scale societal systems, practices, ideologies, regulations and laws. It can impact every aspect of human life, such as employment, housing, health care, education or criminal justice.</p> <p>Systemic racism is far-reaching and often invisible and is a structured system that equips a racial group with the power to dominate others in social, political and economic areas over time and generations. This is often represented in policies, programs and practices favouring one racial group over others.</p> <p>The societal systems that support or perpetuate systemic racism include laws, policies and practices that are designed to benefit White individuals and disadvantage Indigenous, Black and diverse Racialized individuals.</p>
9.	<p>Let's consider an analogy.</p> <p>The following story is based on "Levels of Racism: A Theoretic Framework and a Gardener's Tale" by Camara</p>

	<p>Phyllis Jones, MD, MPH, PhD. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1446334/pdf/10936998.pdf</p> <p>Camara's Garden</p> <p>Camara and her husband bought a house with two large flower boxes on the front porch. One flower box had soil in it and the other did not. They filled the empty box with new potting soil. They bought a pack of flower seeds and planted half the pack in each flower box.</p> <p>A Gardener's Tale – a story about systemic racism A Gardener's Tale A story about systemic racism - YouTube</p> <p>The story of Camara's garden shows three important aspects of racism:</p> <ul style="list-style-type: none">• The initial separation of the seeds into two types of soil• The structure of the flower boxes that keep the soil separate• The failure to address the nutrient difference between the soils over the years <p>Camara's Garden is a helpful analogy for showing the types of racism that happen in society. We looked at two forms of racism that are individual, internalized racism and interpersonal racism, and two forms of racism that are more hidden, institutional racism and systemic racism.</p> <p>Imagine the flowers were groups of children in the following scenarios, then choose the type of racism that's happening.</p>
10.	<p><u>Knowledge Check</u></p> <p>Question 5</p> <p>When one of the pink flowers, we'll call her Rose, hears Camara's comment, "I was right to prefer red over pink! See how vibrant and beautiful the red flowers look, and see how pitiful and scrawny the pink ones are," Rose then compares herself to the red flower. She begins to believe that the red flower is better than her.</p>

What type of racism is reflected in this scenario?

A. Internalized racism

B. Interpersonal racism

C. Institutional racism

D. Systemic racism

<Correct feedback>

That's correct.

<Incorrect feedback>

That's incorrect. This is internalized racism because she has learned racist and derogatory beliefs about their herself and then believes the red flowers are better.

Question 6

One of the red flowers turns to their friend and says, "Those pink flowers are so gross! Let's stay over here and hope they don't come over."

What type of racism is reflected in this scenario?

A. Internalized racism

B. Interpersonal racism

C. Institutional racism

D. Systemic racism

<Correct feedback>

That's correct.

<Incorrect feedback>

That's incorrect. This is interpersonal racism because racist acts are carried out between one group or individual and another group or individual.

Question 7

When Camara and her husband bought the house, they filled one of the flower boxes with new soil. Imagine the flowers boxes were schools that the children were being put in. Instead of adding soil to one of the flower boxes, imagine that Camara and her husband saw the one school had no computers and outfitted the classrooms with new technology.

What type of racism is reflected in this scenario?

- A. Internalized racism
- B. Interpersonal racism
- C. Institutional racism
- D. Systemic racism

<Correct feedback>

That's correct.

<Incorrect feedback>

That's incorrect. This is institutional racism because negative attitudes and beliefs held by those in power disadvantage one group and advantage others. This can be seen in discriminatory policies and practices within institutions.

Question 8

Camara and her husband grow older and pass away. Their children and grandchildren inherit their house, along with the flower boxes. The flowers continue to go to seed, and their children and grandchildren also prefer red over pink flowers, simply because they are healthier. They copy much of Camara's behaviour towards the flowers. Although they notice that the pink flowers are weak and pitiful, they don't do anything to improve the soil. They also don't notice that the roots of the pink flowers are surrounded by pebbles and small rocks, which are barriers to their growth.

What type of racism is reflected in this scenario?

- A. Internalized racism
- B. Interpersonal racism
- C. Institutional racism
- D. Systemic racism

<Correct feedback>

	<p>That's correct.</p> <p><Incorrect feedback></p> <p>That's incorrect. A system that is structured to disadvantage one group and advantage another, and upheld over time and generations, is systemic racism. Even though the current generation did not create the system, they are responsible for maintaining it by not taking action to change it and by not recognizing unfair barriers faced by the disadvantaged group.</p>
11.	<p>Systemic racism still exists today.</p> <p>The systems with our colonial history created long ago and were designed to benefit some and not others, still exist today. These systems create barriers for Indigenous, Black, and diverse Racialized Peoples, affecting their ability to succeed and fully participate in society. Despite being built long ago, these systems continue to perpetuate racism in our programs, services, practices, and policies, influencing who gets opportunities, resources, and advancement.</p> <p>Deeper Dive: Watch this 10-minute video to see how systemic racism shows up in Canada. As you watch, can you think of any specific examples where you or someone you know has been impacted by systemic racism?</p> <p><Video> https://www.youtube.com/watch?v=7GmX5stT9rU</p> <p>Reflection: After watching the video, take some time to write your thoughts down. What was one key message or scene for you? How would you have handled the situation? Do you have any recommendations for system change?</p>
12.	<p><u>Environmental Racism</u></p> <p>One of the ways that systemic racism can show up is in the environment.</p>

	<p>Environmental racism refers to targeting certain communities for locally undesirable land use and less enforcement of zoning and environmental laws. It can result in Indigenous, Black and diverse Racialized communities being disproportionately exposed to toxins and hazardous waste.</p> <p>Environmental Racism: Environmental racism is the disproportionate impact of environmental hazards on Indigenous, Black and diverse Racialized communities.</p>
13.	<p>Scenario</p> <p>In Shelburne, Nova Scotia, a dump site for industrial, medical and other types of waste was developed less than a kilometer away from where there were mostly Black and Indigenous People living. The dump was regularly set on fire, leaving behind a constant overpowering smell. This town is labeled “a community of widows” as many of the community started dying from different types of cancer.</p> <p>Deeper Dive: Look at this interactive map to see the location of waste disposal facilities and their closeness to Indigenous and Black communities.</p> <p>Louise Delisle, who grew up in this community, remembers her father shooting the rats that came from the landfill to their homes and seeing men in hazmat suits leaving behind unidentified waste. You can read the entire story here. Note: interactive map can be found at end of the document</p> <p><link> 'A community of widows': How African-Nova Scotians are confronting a history of environmental racism CBC Radio</p> <p>Reflection: Can you think of similar examples in Calgary or in Alberta where Indigenous, Black and diverse Racialized Peoples have different access to services than predominantly White individuals?</p> <ul style="list-style-type: none"> • How have these decisions been made? How have they been reinforced?

	<ul style="list-style-type: none"> • How might you incorporate opportunities for co-creation in which Indigenous, Black, and diverse Racialized Peoples are actively involved in the decision-making process regarding how their municipal services and goods are distributed, accessed, and resourced? • How might you explore ways to rectify what was done in the past?
14.	<u>Conclusion</u>
15.	<p>Self-Evaluation</p> <p>Now that you have had some time to explore the different forms of racism, on a scale of 1-10 rate yourself on how well you now understand the impacts of systemic racism and racism in general.</p> <p>Some of this material may bring up feelings of shame, guilt, sadness, anger or other negative emotions, so we encourage you to share those thoughts to lighten your load.</p>
16.	<p>You've finished your second module! What are your key learnings? What are some practices you can incorporate as a leader?</p> <p>Take a moment now to share what you have learned so far with a friend, family member or co-worker. Remember that being an anti-racist is work of the hand, head, and heart.</p>
17.	<p><u>Resources</u></p> <p>Association for Canadian Studies. (2020, June 23). Systemic racism & prejudice: Perceptions in Canada & the United States. Association for Canadian Studies. https://acs-aec.ca/wpcontent/uploads/2020/06/ACS-Systemic-Racism-Prejudice-in-Canada-and-the-UnitedStates.pdf</p> <p>CBC News. (2019, December 9). Study looks at prevalence of racism in Canada [Video]. YouTube. https://youtu.be/qiLwcGSnyWg</p>

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