

**“Not everything that is faced can be changed, but  
nothing can be changed until it is faced.”**

*~ James Baldwin*

Prepared for Dawson College  
Dr Sabrina Jafralie  
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# **Territorial Acknowledgement**

**Montreal is situated on the unceded territory of the Kanien'kehá:ka, and was made possible through the proceeds from the enslavement of Black and Indigenous people. It is our obligation, in this space, to acknowledge our various, unequal levels of implication in the ongoing settler colonial relations that are constitutive of this space, and to be accountable with respect to the several incommensurable, decolonial struggles for justice on this land.**

**Montreal est située sur le territoire non cédé des Kanien'kehá:ka, et a été rendue possible grâce aux recettes générées par l'esclavage des Noirs et des autochtones. Il est de notre obligation, dans cet espace, de reconnaître nos différents niveaux inégaux d'implication dans les relations coloniales en cours qui sont essentielles à cet espace, et d'être responsables des nombreuses et incroyables luttes décoloniales pour la justice sur cette terre.**

# Welcome

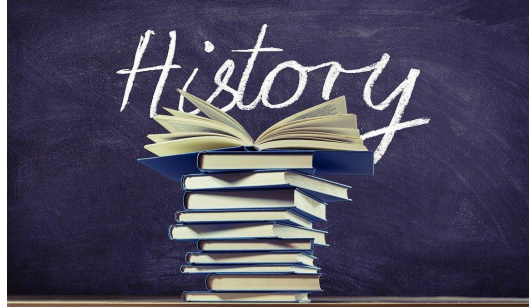
- **Human  
(She/Her)**
- **People Of Color**
- **Educator**
- **Activist**



# Agenda

## Missing History

- Flashbacks
- Impact
- Consequence



## Communication

- Definitions
- Bias



## Equity Muscle

- Allyship



# Diversity Equity Inclusion Elements



# Exercise: Talking About Diversity

**On a scale of 0-5, how comfortable and willing are you to talk about race/racism in the workplace? Explain.**

- **0 = I would rather not talk about it**
- **1 = I am very uncomfortable talking about it.**
- **2 = I am usually uncomfortable talking about it.**
- **3 = I am sometimes uncomfortable talking about it.**
- **4 = I am usually comfortable talking about it.**
- **5 = I am very comfortable talking about it.**

# Missing History: Flashback



*Gentle Reminder: “Discomfort is an opportunity for growth”*

**We need to remind ourselves that racism is an intrinsic part of Canada’s history:**

- **Attempts to annihilate Aboriginal cultures**
- **The enslavement of Black people**
- **The racist immigration policies**
- **Japanese Internment Camps**
- **Africville**
- **Hogan’s Alley**



**Racism, once it becomes institutionalized, also becomes a part of a society’s psyche that cannot be easily removed and has an impact on all areas of its public spheres, especially in education.**

# Missing History: Impact



**Education and its curriculum is not exempted from systemic racism:**

## The Impact

- Silenced history
- Colored narrative

*Glaze and Wright. (1998)  
Describe Black students as often  
being “casualties of negative  
differential treatment, stereotyping,  
bias in testing and evaluation,  
streaming, a monocultural  
curriculum, unfair and unusual  
discipline, racism, and most  
damaging of all, the self-fulfilling  
prophecy of low expectations.”*

*“The BLAC (report) ... obtained  
suspension data for Halifax City  
School Board for the academic  
years 1987- 1992. The results on  
suspensions indicate that Black  
learners accounted for 16 percent  
to 21 percent of all suspensions in  
Halifax. This rate is more than  
double the 8 per cent share of the  
Black learners in the Halifax school  
system.”*

*Equity and Anti-racism initiatives,  
departments and centres (when  
these exist) are the first to go. This  
act derives from the denial of the  
existence of structural racism in the  
school system by teachers. The  
“colourblindness” standpoint,  
“race”-related issues is a symptom  
of many teachers’ lack of personal  
experience with racism. Steer  
(2000)*



# Missing History: Consequences



## The Consequences in Education

- Microaggression
- Racial Gaslighting
- Race Based Trauma



racial gaslighting 101

@GORGHUKUNW

### racial gaslighting sounds like

- “If you protested/said it peacefully, more people would listen to you.”
- “What I said/did is not racist”
- “Racism doesn’t exist anymore”
- “It was just a joke, calm down”
- “\_\_\_\_\_ people are racist too”
- “Why is it always about race?”
- “Are you sure that’s what happened?”
- “Just to play devils advocate here...”
- “*In my opinion*, I don’t think that they were being racist, I think...”

## COPING WITH RACIAL TRAUMA

### Effects of Racial Trauma

Chronic stress

Anxiety

Hypervigilance

Can parallel PTSD

Depression

Hypertension

Re-experiencing distressing events

Cardiovascular and respiratory disease



# Communication: Definitions

<b>Anti-Racism</b>	<b>Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life.</b>
<b>Anti-Black Racism</b>	<b>Policies and practices rooted in Canadian institutions such as, education, health care, and justice that mirror and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination towards people of African descent.</b>
<b>Bias</b>	<b>A subjective opinion, preference, prejudice, or inclination, often formed without reasonable justification, which influences the ability of an individuals or group to evaluate a particular situation objectively or accurately.</b>
<b>Diversity</b>	<b>Diversity is a relational concept. It shows up in the composition of teams and organizations, and it is measured based on a collective whole. In this way, diversity refers to “difference” within a given setting. So while a person is not “diverse,” they may bring a diverse range of experiences. From appearance to thought, likes or dislikes, and identity. Diversity of identity may relate to socialized and visible race, gender identity, religion, nationality, body shape or size, age, or sexual orientation, to name a few.</b>

# Communication: Definitions

Equity	<b><u><i>Treating everyone equally maintains inequity; start with equity-inspired design.</i></u></b> People from marginalized groups often have more barriers to overcome when accessing resources and opportunities than those from dominant or more privileged groups.
Inclusion	Inclusion relates to the quality of the human experience. For example, a diverse workplace acknowledges there may be people who practice their religion or spirituality during the day. Inclusion means creating a space for people to pray, meditate, or observe. By designing this space, we show people they are valued and encourage them to bring <i>more</i> of themselves to the workplace.

## Communication: Focus on Bias

Your story creates your biases.

**Your**  
Background + **Your**  
Life Experiences = **Your**  
Story

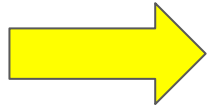
# Communication: Focus on Bias

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## Let's Understand Bias

- Bias means that information comes from a particular viewpoint
- It might be trying to persuade you to a particular way of thinking
- Bias might be intentional or unintentional

*Bias is hard to identify in ourselves because at time, it is unconscious and we do not recognize it when we see it.*



*We believe it when we say, "Well, I've got nothing against these people, personally, if they behave properly."*



# Communication: Activity

## Reflect on Your Story

Think about a significant event in your life.

- How did this event shape your values or the way you view the world?
- How did it affect the way you perceive others?
- How did it affect the way you interact with others?

**Your story informs your biases.**



# Building Equity Muscle



**Allyship:** An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group

- Allyship is not an identity—it is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people
- Allyship is not self-defined—our work and our efforts must be recognized by the people we seek to ally ourselves with



# Warm Up: Equity Muscle



## 1. Implicit Association Test

**<https://implicit.harvard.edu/implicit/selectatest.html>**

**Anonymous IAT tests administered by Harvard University. Over a million people have taken those tests, and results confirm that participants across a range of locations, ages, genders, races, and ethnicities hold unconscious stereotypes and prejudices regarding disability, sexual orientation, race, skin tone, age, weight, gender, ethnicity, and religion.**



# Routine: 21-Day Equity Habit Building



USE THE PLANNING TOOL BELOW TO STAY ON  
TRACK

## 21-Day Racial Equity Habit Building Challenge

*Tip: diversify your habits by doing some of each.*

Day	Read	Listen	Watch	Notice	Connect	Engage	Act	Reflect
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								
21								

## 21-Day Racial Equity Habit Building Challenge (sample)

Day	Read	Watch	Connect	Engage	Act	Notes
1	✓					Read How White People Got Made. Why didn't I learn this stuff sooner?!
2	✓					Read Microaggressions. Finally get what they are. And..have I done that?
3		✓				Watched Miseducation-no wonder I don't know anything! #ChangeNeeded
4			✓			Found Local Group. On mailing list, liked FB pg. Going to meet on 9/18!
5	✓					Read Local Group's website. Couldn't stop reading.
6				✓		Attended Local Group film + discussion. Awesome people.
7	✓	✓		✓		More I learn more I learn I don't know. Want more, more, more!
8				✓		2nd day in a row I called a new Local Group connection for ideas.
9	✓					Reading how to interrupt racist jokes. Do I dare? Feeling scared.
10			✓			'Liked' three national racial justice organizations on FB.
11			✓		✓	Attended lecture by John Powell at Local U. Wow, where have I been?
12	✓	✓				New FB likes post amazing stuff. Feeling inspired!
13	✓	✓	✓			Focusing on whiteness in schools. So many orgs/resources. Who knew?
14					✓	Called 3 friends for dinner + film. All psyched but John. Pissed me off!
15	✓				✓	Read up on ways to address people like John. Called. Good-ish talk.
16					✓	Signed up to take class at Local Community College.
17				✓		Attended Local Group MeetUp. Talking Guidelines super helpful.
18				✓		Met MeetUp friends for a beer. Went to part of town I'd never been to.
19	✓					MeetUp friend loaned me Birth of a White Nation. Can't put it down.
20			✓		✓	Hosted dinner + White Man's Image film. Shocking, bonding, motivating.
21					✓	Asked boss how to get on diversity committee. Want to join.

# Warm Up: Cool Down



We need to discuss how we can talk about and practice self-care thoughtfully - not only to take care of ourselves but to better support our communities and participate in the important work of anti-racism.

1. Don't use self-care as an excuse to tune out.
2. Do consume media intentionally and mindfully.
3. Do ask how self-care can support your goals.
4. Do use self-care to process uncomfortable emotions
5. Don't forget about community care
  - a. *Valerio (2020) defined community care as people "leveraging their privilege to be there for one another in various ways."*



**Thank You! Merci!**

Please feel free to contact me:  
[sabrina@snjafralie.com](mailto:sabrina@snjafralie.com)  
[www.snjafralie.com](http://www.snjafralie.com)

