



ANTI-RACISM & ANTI-OPPRESSION

in action





HOUSEKEEPING & WHAT TO EXPECT

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- 25 min lunch at 12:30
- mini-break halfway through
- take breaks when you need to
- let myself or jassi know what you need in order to feel comfortable

- getting to know each other
- definitions and terminology
- exercises and putting knowledge into action



COMMUNITY AGREEMENT

.....
what do we need + how can we support each other?



INTRODUCING OURSELVES: WHO I AM



- “where are you from?” - where is home?
- each of us has many things about us that make us who we are:
 - ◆ multi-racial
 - ◆ canadian-born
 - ◆ diaspora
 - ◆ woman
 - ◆ queer
 - ◆ caretaker
- what brings me to this work



All of us know something
None of us know everything



INTRODUCING OURSELVES

- Where is home?
- What are you hoping to learn today?
- What comes to mind when you think of racism and oppression?




DEFINITIONS



**QUICK
5-MINUTE
BREAK**



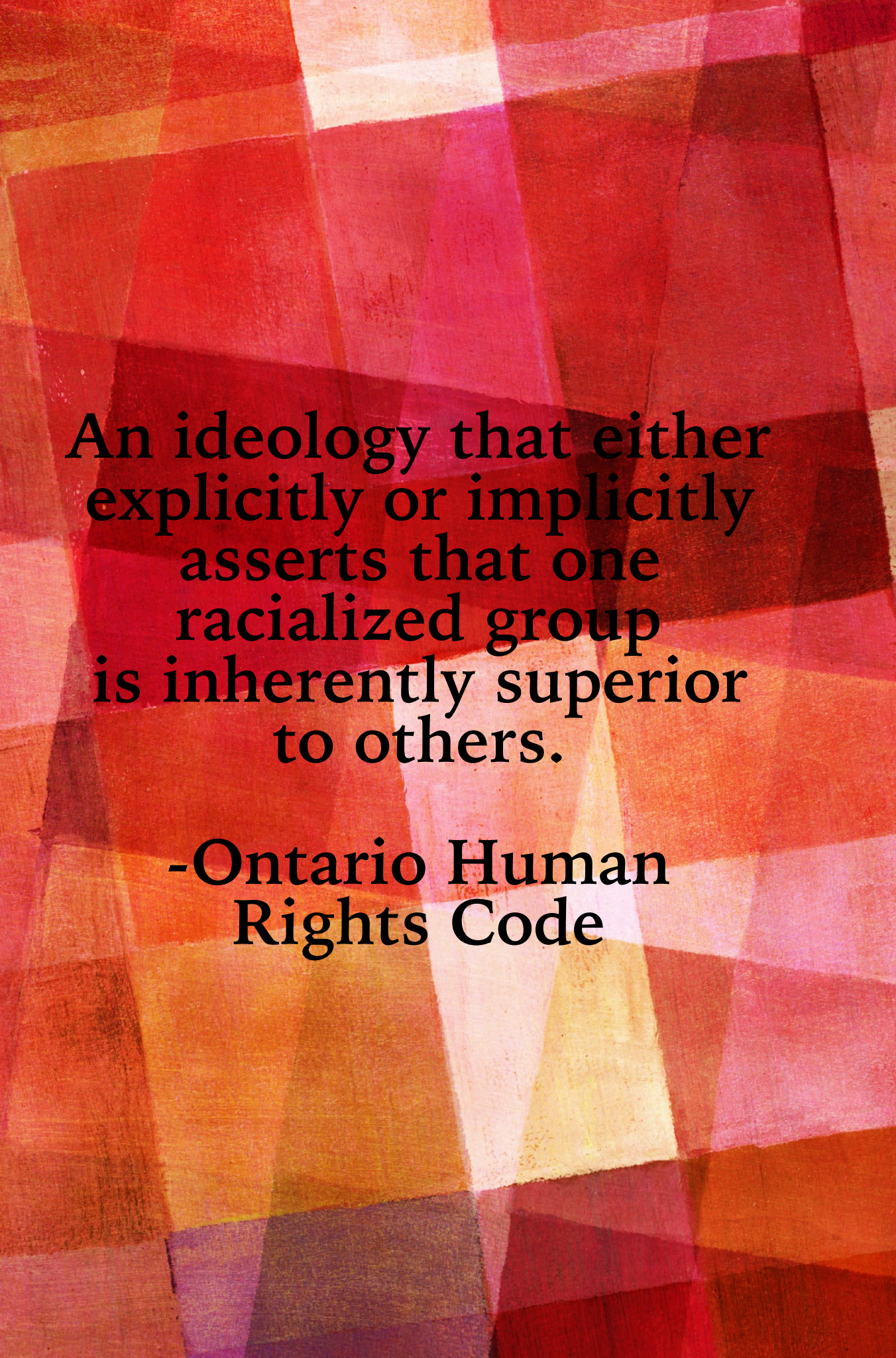
DEFINITIONS



Domination (politically, economically, socially, culturally) of subordinate groups in society by a powerful group over a long period of time

OPPRESSION

- *Hierarchies that favour certain groups over others based on constructed categories and differences (race, class, gender, nationality)*
- *Prejudice: Pre-judge.
Prejudice + Power = Oppression*



An ideology that either explicitly or implicitly asserts that one racialized group is inherently superior to others.

-Ontario Human Rights Code

RACISM

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- *Belief in biological difference*
- *Hierarchies amongst 'races'*
- *Race as a social construct (but with real life consequences)*
- *Power: policies,*

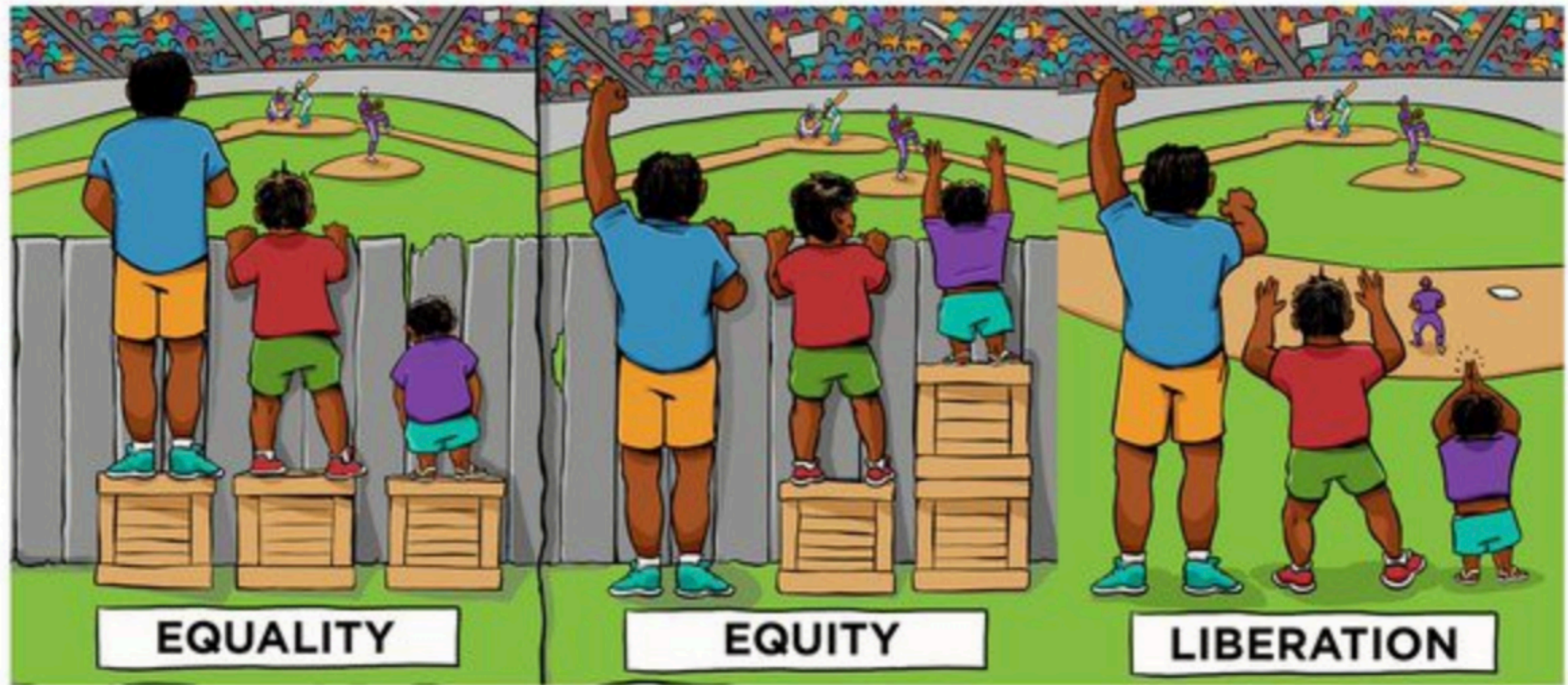


The replacement of
Indigenous populations with
an invasive settler society
that, over time, develops a
distinctive identity and
sovereignty

COLONIALISM

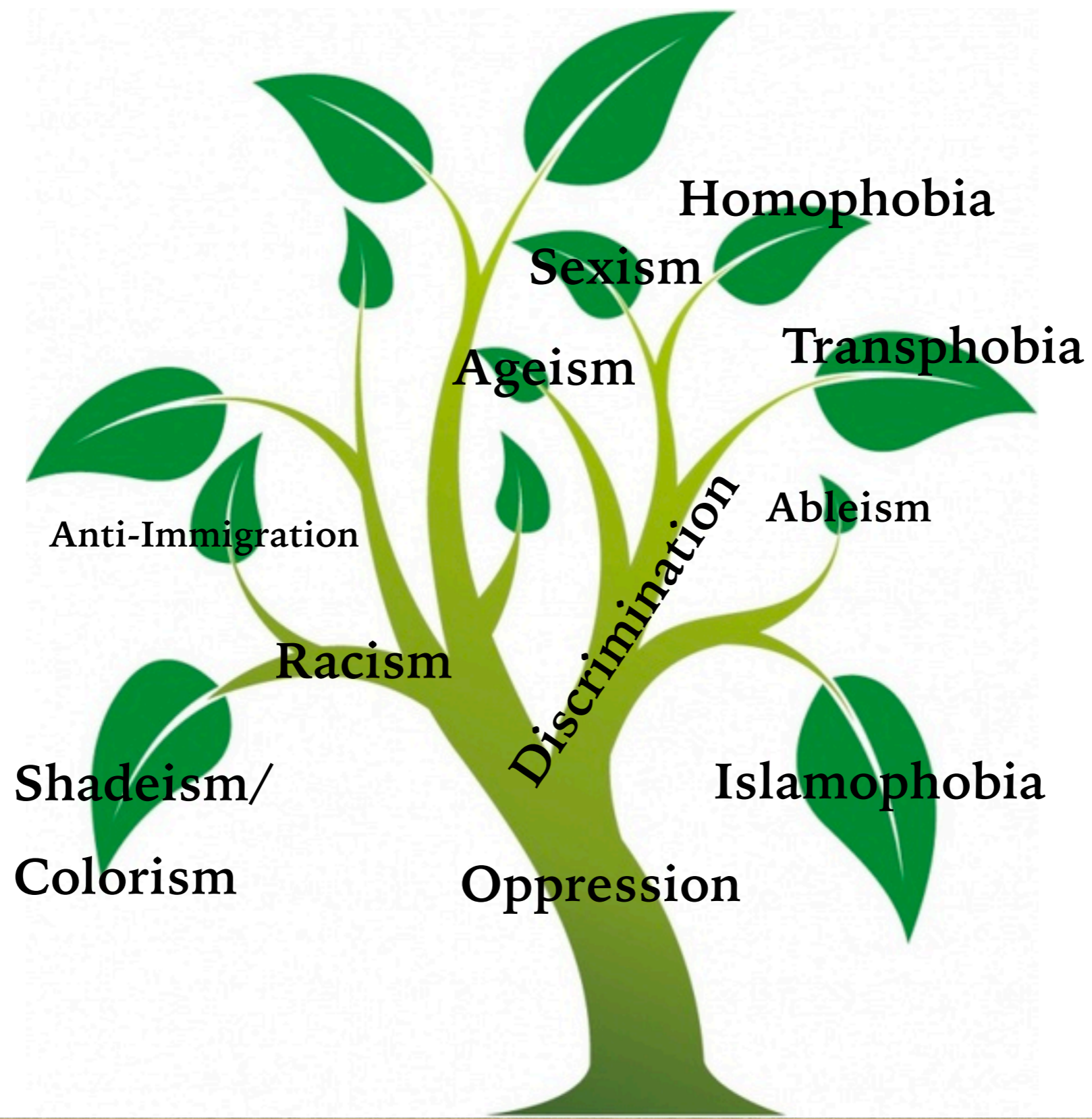
- *Colonialism in Canada is ongoing*
- *Racism and oppression are tools of colonialism*
- *We have specific responsibilities as people who are not Indigenous*
- *This must be at the front of our minds*

EQUITY





DEFINITIONS



Colonialism



ANTI-OPPRESSION & ANTI-RACISM

- *It is bigger than individuals
- this is about systems of power.*
- *Even if we do not consider
ourselves to be racist, we all have
biases and untrue beliefs that we
must address.*
- *Understanding our own place
within these hierarchies and
systems (more to come)*

The background is an abstract composition of overlapping, semi-transparent geometric shapes, primarily squares and rectangles. The color palette is warm, featuring various shades of red, from deep maroon and burgundy to bright orange and light pink. The shapes are layered, creating a sense of depth and movement. The overall effect is a vibrant, textured pattern that serves as a backdrop for the central text.

POWER FLOWER



1. COMFORT/DISCOMFORT ZONES

2. HISTORIES

ACTION

Allyship involves action, support, and solidarity with marginalized groups and anti-oppression moments and movements.

LISTENING

We respectfully listen to marginalized persons and groups. We work to build mutual trust and consent through our actions, listening, learning, and yielding.

LEARNING

We do the research and the work of learning about privilege and positionality and historical and contemporary struggles so that we may then work to confront and eradicate them.

YIELDING

Practicing allyship means that we are careful to avoid monopolizing, overtaking, speaking for, patronizing, romanticizing, agenda-setting, and so forth. We act, listen, learn, and yield.