

INTERCULTURAL COLLABORATIVE 2018:
CASSA x VOLUNTEER MBC

Anti-Oppression/Anti- Racism Leadership:

Knowledge to Action



Funded by the Government of Canada



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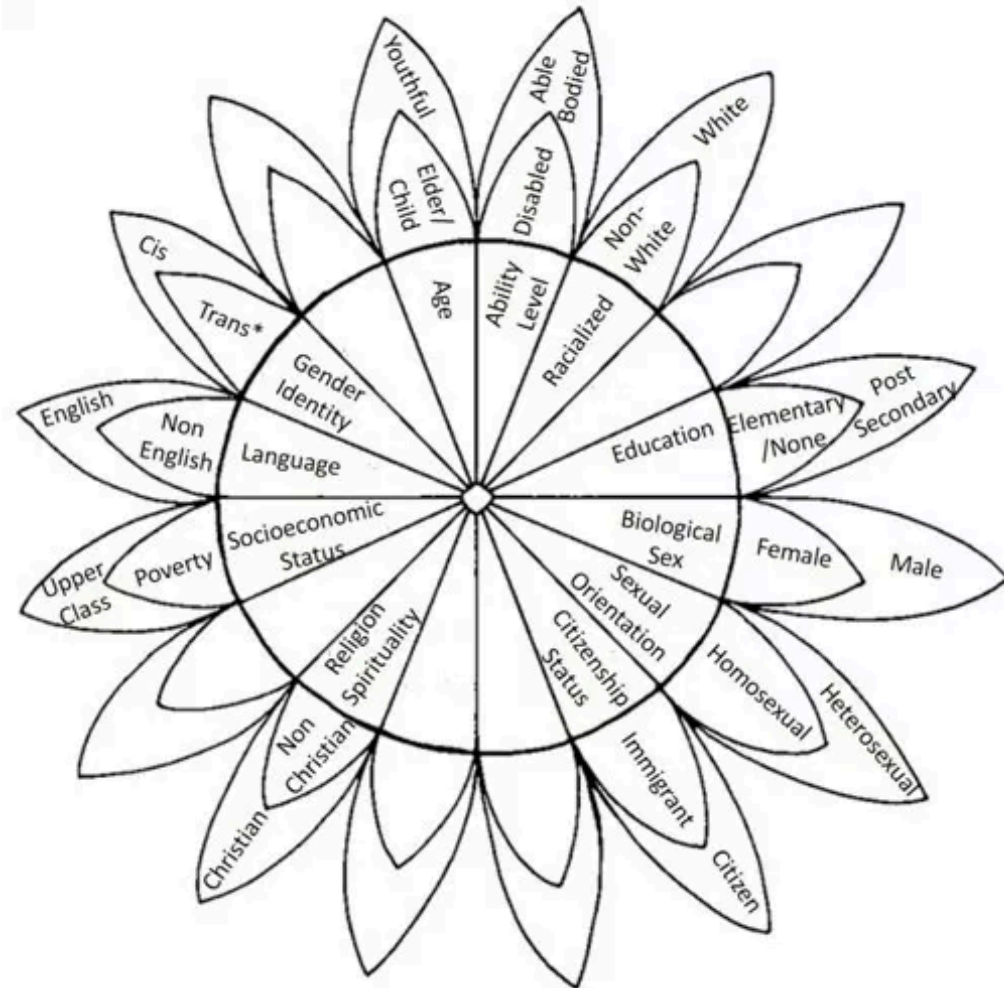
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checking-out: power flower



This zine is a tool of popular education and a method of creating and sharing knowledge.... etc..

Checkout: While I myself may face challenges and oppression, where do I have power and how can I leverage that power for others?

TOOL #4: definitions - roots of oppression

Purpose

Cultivate a shared understanding of the subject matter through visual tools, work collaboratively as a group to conceptualize systems of oppression

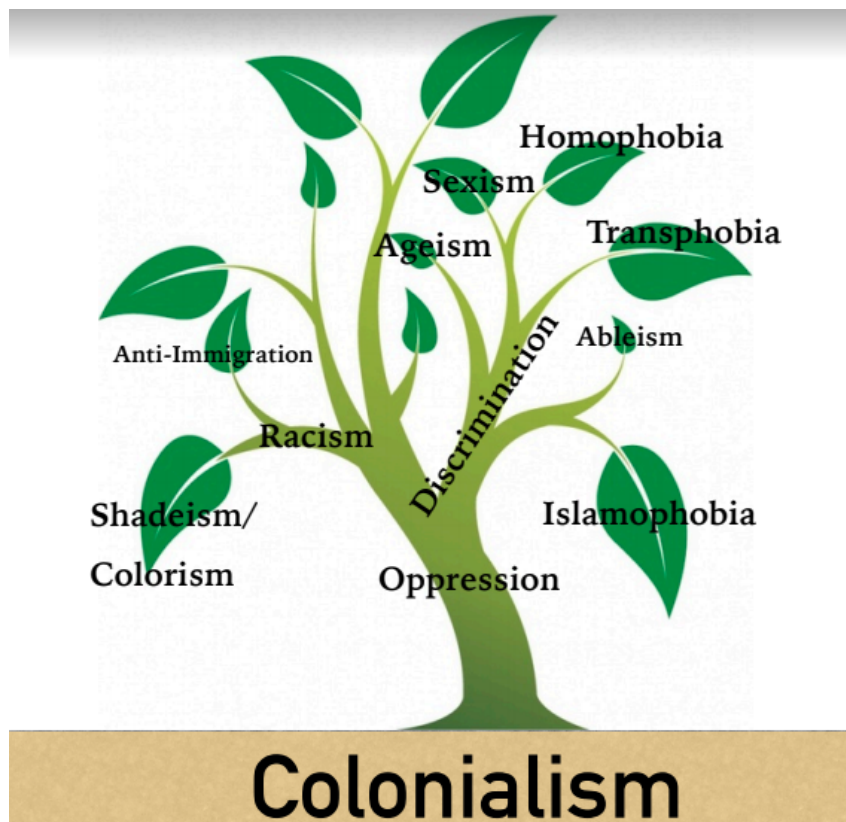
Format

A paper is posted on the wall depicting soil and the trunk of a tree.

Participants are given

(1) a list of terms with accompanying brief definitions

(2) paper cut-outs in the shapes of both leaves and branches with space to write. As a group, participants assign the terms to either the soil, the trunk, a branch or a leaf. Participants are invited to add to definitions provided as they build the tree.



what to expect: agenda / schedule / flow

The flow is subject to change based on what we feel we need as a group - feel free to suggest changes to focus on what is most important to the group. Please take care of yourself, including taking breaks when you need them and checking in with us about any concerns or needs you have to help make your experience a positive one.

2:15 Welcome & Introductions
- Land Acknowledgment
- About CASSA & the Intercultural Collaborative

2:30 Tool # 1 - Creating a Community Agreement

2:45 Tool # 2 - Keeping Ourselves and Each Other Accountable

3:00 Icebreaker: Comfort/Discomfort Zones & Agreement Thermometer

3:20 Tool # 3 - Understanding Land Acknowledgments

4:00 Break for Food

4:20 Definitions: Roots of Oppression

4:50 Check-Out

council of agencies serving south asians

Mission

To facilitate the economic, social, political and cultural empowerment of South Asians by serving as a resource for information, research, mobilization, coordination and leadership on social justice issues affecting our communities. Create social change by building alliances and working collaboratively with those who share a vision of empowering all communities to participate in defining Canada's future.

Vision

We envision and strive for a Canada free of all forms of discrimination in which all communities are free from marginalization and are fully empowered to participate in defining Canada's political, economic, social and cultural future.

land acknowledgement

The work of the Council of Agencies Serving South Asians (CASSA) takes place on traditional Indigenous territories of the Huron-Wendat, Haudenosaunee, and most recently, the territory of the Mississaugas of the Credit River. This territory is part of the Dish with One Spoon wampum treaty, an agreement between the Anishinaabeg, Haudenosaunee and allied nations to peaceably share and care for the resources around the Great Lakes. This territory is also covered by the Upper Canada Treaties. Today, Tkaronto, the traditional Mohawk name of this area called Toronto which means "a gathering place," and its surrounding areas are still home to Indigenous people and we are grateful to have the opportunity to meet, work, and play on this territory as settlers.

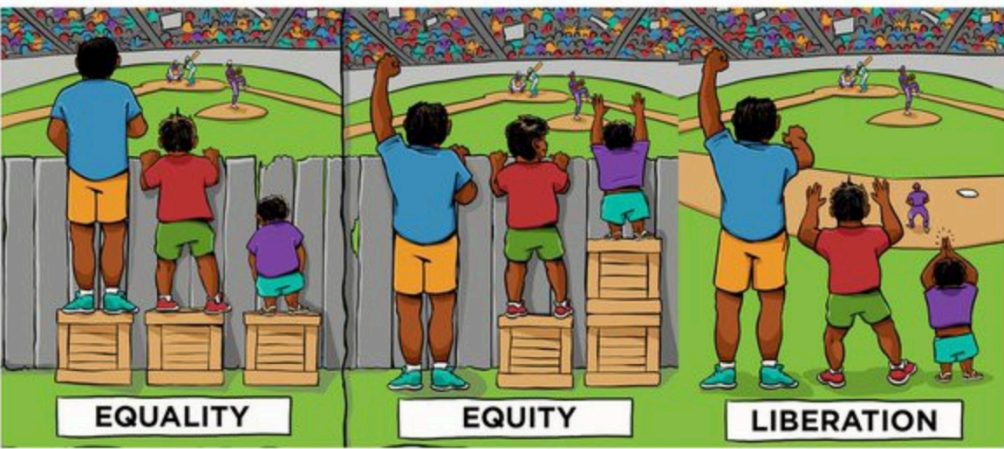
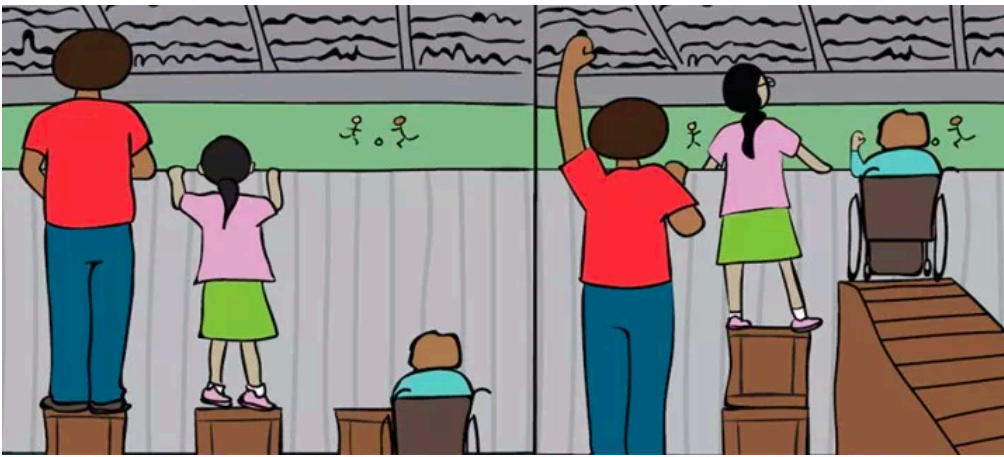
We wish to express gratitude to Mother Earth and for the resources we are using, and honour all the First Nation, Métis and Inuit people who have been living on the land since time immemorial. We are committed to learning/unlearning about our communities' complicity in ongoing settler colonialism while recognizing our work to advance social justice must centre Indigenous communities and their ongoing diverse lived experiences across Turtle Island, also called Canada.

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.



TOOL #3: understanding land acknowledgements

1. Thinking about language:

<https://www.facebook.com/CBC.caIndigenous/videos/1667940753233344/>

2. Discussion questions:

- In your daily life, how often do you think about the history/ies of where you live?
- When do you find yourself thinking about Indigenous issues?
- How well do you think you understand the historical and current issues faced by Indigenous people in Canada? What about specific to Peel region?

3. Re-mapping

4. Understanding the purpose of land acknowledgments:

- Avoiding tokenism and taking the meaning seriously
- The acknowledgment is the starting point, not the goal in and of itself
- Making the acknowledgment as specific as possible to where you are gathered
- Resources to be referenced and disseminated:

<https://locallove.ca/issues/what-are-land-acknowledgements-and-why-do-they-matter/#.W-EeSHpKiRs>

<https://native-land.ca/territory-acknowledgement/>

5. Debrief discussion: how do you think the land acknowledgment included at the beginning of this zine could have been made more relatable/accessible to young people/your group specifically?

You have been telling the people that this is the Eleventh Hour, now you must go back and tell the people that this is the Hour. And there are things to be considered . . .

*Where are you living?
What are you doing?
What are your relationships?
Are you in right relation?
Where is your water?
Know your garden.
It is time to speak your Truth.
Create your community.
Be good to each other.
And do not look outside yourself for the leader.*

This could be a good time!

There is a river flowing now very fast. It is so great and swift that there are those who will be afraid. They will try to hold on to the shore. They will feel they are torn apart and will suffer greatly.

Know the river has its destination. The elders say we must let go of the shore, push off into the middle of the river, keep our eyes open, and our heads above water. And I say, see who is in there with you and celebrate. At this time in history, we are to take nothing personally, Least of all ourselves. For the moment that we do, our spiritual growth and journey comes to a halt.

The time for the lone wolf is over. Gather yourselves! Banish the word struggle from your attitude and your vocabulary. All that we do now must be done in a sacred manner and in celebration.

"We are the ones we've been waiting for."

**Attributed to an unnamed Elder
of the Hopi Nation, Oraibi, Arizona**

grounding ourselves

what words describe how you're feeling?
(e.g. excited, anxious, hesitant, hopeful)

in a few words, remind yourself of what you're
hoping to gain from being here:

draw a doodle that captures your mood right now:

icebreaker: agreement thermometer

Purpose

Gauge familiarity with subject matter, begin group discussion

Format

Participants move between the designated areas of the room that represent their agreement or disagreement based on their responses to the questions.

Questions

Agree or Disagree...

- my school does a good job of making everyone feel included
- there are spaces i spend time (home, school, other activities) where i feel like my identities are fully accepted
- there are spaces i go to where i feel like my identities are not fully accepted
- there are role models in my community that i can relate to based on my identities

TRY IT OUT:

What are some other agree/disagree questions that could be asked related to anti-oppression and/or volunteerism?

icebreaker: comfort/discomfort zones

Purpose

Gauge familiarity with subject matter, begin group discussion

Format

Participants move between the designated areas of the room that represent their degree of comfort or discomfort

Questions

How comfortable do you feel...

- talking about race and racism
- talking about LGBTQIP2SAA+ issues
- talking about your own and/or others' class status
- telling a friend/family member that something they said was hurtful or offensive
- being told that something you did/said was hurtful or offensive to someone else

TRY IT OUT:

What are some other comfort-related questions that could be asked related to anti-oppression and/or volunteerism?

TOOL #1: creating a community agreement

This tool can either be constructed and agreed to at the start of group meetings/discussion/events (like we're doing today), or as a mission statement for yourself as you do outreach and other activities



What do we need from each other to feel open to learning?

Ask yourself: How can I/we act in the best interest of ourselves, our group and the broader community all at once?

Examples

- Using "I" statements as much as possible
- Being mindful of how much we (and others) are talking
- Not assuming others' race, gender, class, etc.
- Assuming good intentions
- Being willing to be wrong
- Asking for what you need as it comes up & taking care of yourself (taking breaks when you need to, approaching organizers if you have concerns, etc).

TOOL #2: keeping ourselves & each other accountable



BEING CALLED OUT / IN

C

CENTRE YOURSELF

You're not being attacked. You're a good person. This is about your behavior and stopping harm to others.

L

LISTEN

Don't interrupt or think of ways to defend yourself. Focus on learning what was harmful and being empathetic/compassionate.

A

ACKNOWLEDGE/APOLOGIZE

Instead of explaining why you did it, acknowledge what happened and apologize, if needed or requested, for the harm you caused.

(I)

(INQUIRE)

(If they consent and have the time and resources, ask what you could have done instead and how to make amends for what happened.)

M

MOVING FORWARD

"The best apology is changed behavior." If they gave you reasonable recommendations and amends, do them. Don't do the harm again. Use this experience to help others learn too.