

Fostering an Anti-Racist Campus Community:

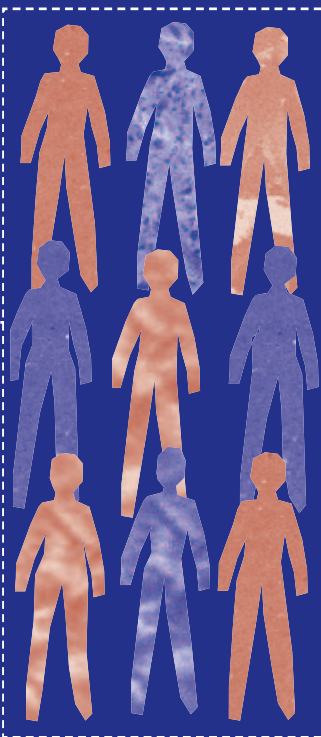
Identifying and Eliminating Racism



The University of British Columbia is committed to fostering a welcoming, inclusive and respectful campus environment.

Racism interferes with this goal by violating the fundamental rights and dignity of individuals and groups.

Racist behaviour violates the University's Policy on Discrimination and Harassment.



What is Racism?

Racism is the belief that one group or race is inherently superior to another. Racism appears in social structures and practices that limit, exclude, oppress and discriminate against target individuals and groups because of their ancestry, colour, place of origin, race or religion.

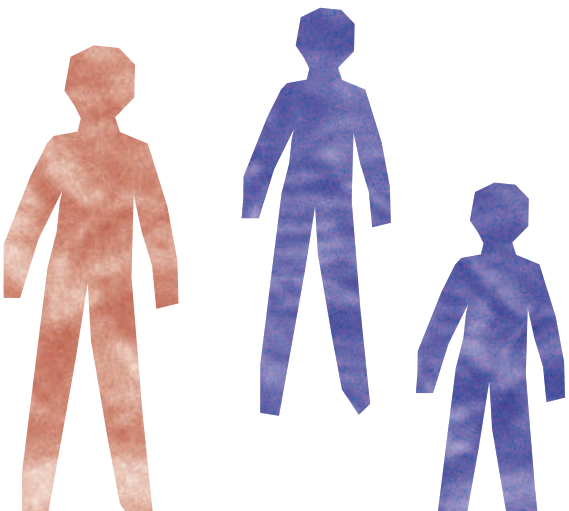
Racism may be found in the attitudes and behaviours of individuals and groups as well as in organizational and institutional structures that privilege or provide opportunities and special rights to the dominant group and disadvantage target individuals and groups. Racism can be overt or covert, intentional or unintentional. Whatever the form, racism harms.

Forms of Racism

PERSONAL RACISM involves the expression of racist attitudes and behaviours by individuals or groups.

Examples include

- Avoiding contact with members of a target group
- Ignoring, silencing, and belittling individuals who are experiencing prejudice and racism
- Offensive jokes, graffiti, emails, and posters
- Insults, name-calling, verbal abuse and threats
- Hate crimes, violence against persons because of their race, colour, religion



INSTITUTIONAL RACISM refers to the laws, policies, practices, rules and procedures that operate widely in society to the advantage of a dominant group and to the detriment and disadvantage of target groups. Institutional racism may be intentional or unintentional.

Examples include

- Stereotyping all members of a target group as dishonest, ignorant, etc.
- Failing or refusing to provide services to a particular racial group
- Not hiring candidates because of their race or colour
- Assuming that members of target groups would not be interested in management positions, and therefore failing to offer them mentoring and professional development opportunities
- Recognizing the similarity of students' learning needs and experiences, but ignoring important differences

CULTURAL RACISM is the expression of the perceived superiority of one group's cultural heritage and values over those of another group. Cultural racism includes viewing conformity to the dominant culture as normal and desirable. This bias results in the customs and practices of people from non-dominant cultures being viewed as unimportant, inferior or negative.

Examples include

- Advertising which represents only white people as the standard for beauty
- Linking an individual's race or ancestry to his/her performance in the workplace or classroom
- Omitting aboriginal people's contributions or perspectives from academic fields of study
- Criticizing a target-group member for wearing ethnic clothing or not 'fitting in'
- Using culturally-biased instruments to assess candidates

INTERNALIZED RACISM occurs when people targeted by racism come to believe that the stereotypes and prejudices of racism are valid. They may act out this belief by oppressing others of their own group, or by devaluing themselves through feelings of shame, self-hatred, isolation, powerlessness, self-doubt and despair.

Examples include

- Expressing rage, hatred, indignation, and powerlessness at one's own group
- Criticizing and invalidating one's own group leading to divisiveness and disunity
- Attacking, criticizing or maligning a member of one's own group who takes on a leadership role
- Feeling ashamed of anything about their group that differs too much from white middle class standards of skin colour, dress, music, language, etc.

Recognizing Privilege

Webster's dictionary defines "privilege" as the right or immunity granted as an advantage or favour to some but not to others. Racism results in one group having more access to privilege than other groups.

This privilege may take many forms:

- Assuming that you will not be suspected of shoplifting when walking through a grocery store
- Assuming that your race will not count against you in court proceedings
- Having your race positively depicted in the media
- Having the history and contributions of your culture affirmed in textbooks
- Being confident that your contributions in the classroom or workplace will not be dismissed because of your race or colour
- Speaking in public without having your success or failure reflect on your race
- Being late to a meeting without having your lateness reflect on your race
- Feeling an integral part of meetings, rather than left out, ignored or feared

Privilege sustains racism even though groups who experience privilege may or may not be aware of their advantage. Recognizing privilege is a first step in eliminating racism.

How To Reach Us

If you have questions about how to support anti-racist practices in your work, study or living environment, or if you experience or witness discrimination or harassment on the basis of race, colour, ancestry, place of origin or religion, contact the Equity Office or HES for assistance.

The UBC community speaks many languages. We encourage students, staff and faculty requiring English translation assistance to bring translators with them when visiting the Equity Office or HES.

THE EQUITY OFFICE

University of British Columbia —
Vancouver

Room 2306 Brock Hall

1874 East Mall

Vancouver, BC V6T 1Z1

Tel: 604-822-6353

Fax: 604-822-3260

Web: www.equity.ubc.ca

Email: equity@equity.ubc.ca

HUMAN RIGHTS & EQUITY SERVICES (HES)

University of British Columbia —
Okanagan

3333 University Way, SSC 119F

Kelowna, BC V1V 1V7

Tel: 250-807-9291

Web: www.ubc.ca/okanagan/hes

What is Anti-Racism?

Anti-racism refers to beliefs, actions and policies that work against racism in all its forms. It involves recognizing privilege and developing strategies to redress societal inequalities. Anti-racism challenges both the racist beliefs of individuals as well as societal attitudes towards target groups. It addresses historic and current power imbalances between groups.

In addition, anti-racism education promotes respect for all members of society and develops non-discriminatory policies, practices, and procedures that support the inclusion of all groups.

How Can We All Foster An Anti-Racist Community?

There are many ways in which we can all work to promote a campus free from racial discrimination and harassment. This list is not exhaustive; unlearning racism is an ongoing process.

INCREASE YOUR AWARENESS

- Notice and be sensitive to racial, ethnic, and cultural groups other than your own
- Challenge your assumptions about people of different ethnicities
- Ask questions to increase your understanding of another person's experiences and point of view
- Be conscious of racist attitudes, language, and stereotypes
- Recognize the need to take personal responsibility for eliminating racism
- Be aware that silence condones racist behaviour



TAKE ACTION

- Learn about the impact of racism on members of target groups, both historically and now
- Offer support to people who are being harassed
- Speak up against racist comments or jokes
- Challenge others' negative assumptions about people of different ethnicities
- Ensure that application forms and interview questions ask for skills and experiences directly related to the job requirements and do not reflect cultural bias
- Model racially inclusive and respectful language and behaviour
- Promote mutual respect between individuals who come from different cultural backgrounds
- Create learning environments that include the perspectives and experiences of diverse cultural groups

BECOME AN ALLY OF ANTI-RACISM

- Recognize institutional barriers that prevent members of target groups from having equal access to power and authority
- Recognize ways institutional barriers maintain the power of members of the dominant group
- Support and engage in research and initiatives that empower target groups
- Set up mentoring programs for target groups—students and employees—to encourage them to succeed
- Set up discussion groups to explore ways to address racism
- Use both personal and organizational power to challenge institutional racism



If You Are Experiencing Racism

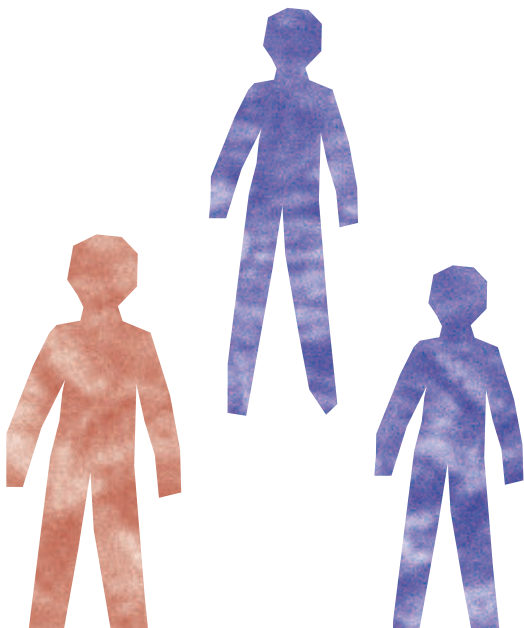
SEEK ADVICE. DON'T PRETEND THAT IT ISN'T HAPPENING.

Racist attitudes and behaviours contaminate everyone's work and study environment. These attitudes and behaviours don't change unless they are challenged. If you are experiencing racism, talk to someone who will listen and offer constructive support and help.

TAKE ACTION. If it is safe to do so, tell the person that his/her racist remarks and/or behavior are offensive and inappropriate. If you feel it is unsafe or uncomfortable to talk to the person or if you do so and the behaviour does not stop, seek help from the Equity Office, HES, your Department Head, Dean or your Union/Association office.

If a Friend/Co-worker Complains of Racism

TAKE TIME TO LISTEN. Believe your friend/co-worker and give them support. Suggest they contact the UBC Equity Office, HES, their Department Head or Dean.



Other Resources

UBC VANCOUVER

Access and Diversity: 604-822-5844; 1203 Brock Hall,
www.students.ubc.ca/access/

Colour Connected: 604-822-1421;

www.ams.ubc.ca/student_life/resource_groups/colour.html

First Nations House of Learning: 604-822-8940;

www.longhouse.ubc.ca

Social Justice Centre: 604-822-9612;

www.ams.ubc.ca/sjc

VANCOUVER COMMUNITY RESOURCES

BC Antiracism and Multiculturalism Unit–Settlement and Multiculturalism Branch, Ministry of Community, Aboriginal and Women’s Services:

604-660-2203

BC Human Rights Coalition: 604-689-8474;

www.bchrcoalition.org

Canadian Jewish Congress: 604-257-5101; www.cjc.ca

Committee for Racial Justice: 604-683-6633

Multilingual Orientation Service Association for Immigrant Communities (MOSAIC): 604-254-9626;

www.mosaicbc.com

United Native Nations Society (UNN):

604-688-1821; www.unns.bc.ca

UBC OKANAGAN

Aboriginal Programs & Services: 250-807-9195;

www.ubc.ca/okanagan/students/aboriginal

International Programs & Services: 250-807-9276;

www.ubc.ca/okanagan/students/international

Safety & Environmental: 250-807-8621

KELOWNA COMMUNITY RESOURCES

Elizabeth Fry Society: 250-763-4613;

www.elizabethfry.ca

Ki-Low-Na Friendship Society: 250-763-4905;

www.kfs.bc.ca/

RCMP Hate Crime Unit: 250-470-6317