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# Implementing *systems* change work every day: a roadmap to an anti-racist future

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# Land Acknowledgment

# OVERVIEW

What's in this presentation?

- Fundamentals of systemic oppression
- What this looks like in everyday practice and in our workplaces
- How you can start to become anti-racist



A close-up photograph of a person wearing a black hoodie and black gloves, looking through a chain-link fence. The person's face is partially obscured by the fence, and they appear to be looking down or to the side. The background is slightly blurred, showing some greenery and a blue sky.

Recent global events have accelerated the collective knowledge and understanding of racism and its manifestations in everyday life.

**Collective knowledge was built so we don't question social order to maintain the status quo.**

# SYSTEMIC RACISM

Our ideas, beliefs create and maintains a system of racism. Because the system is built racist, it can never be anti-racist.

Systemic racism, creates a collective experience.



## COLONIALISM, SLAVERY

This system was created by white men for white men.



Black students are more likely to be suspended or disciplined. Pathway to the criminal justice system.



Black job seekers are less likely to be hired, When hired they receive lower wages and experience racism in the workplace.



Black patients receive a lower standard of care. They are less likely to have their symptoms taken seriously and die as a result.



Racial profiling, aggressive police intervention leave more Black people negatively affected by the criminal justice system.

# COLLECTIVE EXPERIENCE

How our ideologies created society and how our society is upheld by our ideologies

Socialization is the process by which humans develop language, values, culture, morals, critical thinking etc. The process that makes us unique from other animals. Humans have created this process. It is unnatural.



## COLONIALISM, SLAVERY

This system was created by white men for white men.



## SOCIALIZATION SHAPES US

We have been socialized to internalize a specific set of learned behaviours. This socialization begins with societal values.



## COMMON GROUP EXPERIENCE

Based on common exposure, there is a similar experience. This is known as "collective experience".

## IMPORTANT UNDERSTANDINGS

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# **White supremacy is an ideology**

It can be - has been, taught to be perpetrated by every single race and ethnicity including people who are racialized

# YOU'VE CHANGED



- Slavery
- Overt Discrimination
- Legislation

- Lynching
- Hate Crimes
- Blackface
- N-word
- KKK
- Racial Slurs



- Colourblindness
- Mass Incarceration
- Silence
- Police
- Doubting Racism
- Labour Market Access



"well it happened so long ago - why can't we move on?"

**Inter-generational impacts.**

## Overt White Supremacy (Socially Unacceptable)

Lynching  
Hate Crimes  
Blackface The N-word  
Swastikas Neo-Nazis Burning Crosses  
Racist Jokes Racial Slurs KKK

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Calling the Police on Black People White Silence Colorblindness  
White Parents Self-Segregating Neighborhoods & Schools  
Eurocentric Curriculum White Savior Complex Spiritual Bypassing  
Education Funding from Property Taxes Discriminatory Lending  
Mass Incarceration Respectability Politics Tone Policing  
Racist Mascots Not Believing Experiences of BIPOC Paternalism  
"Make America Great Again" Blaming the Victim Hiring Discrimination  
"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory  
School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative  
Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"  
BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege  
Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare  
Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation  
Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"  
Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally  
Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth  
"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism  
Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"  
"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

## Covert White Supremacy (Socially Acceptable)

# The Goal

Racial justice is the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice and racial equity – goes beyond "anti-racism". It is not just the absence of discrimination and inequities but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.

# the real question

Is not what should we do?

# What are we willing to do?





# Understanding the language, critical analysis and theory

White supremacy, model minority complex, white privilege, intersectionality, critical race theory, white fragility, white saviour complex, oppression & true histories of colonialization.



# Embedding Anti- Racism into our workplaces

**P**

Problem Awareness

**R**

Root Cause Analysis

**E**

Empathy

**S**

Strategy

**S**

Sacrifice

**Do you have  
any questions?**

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