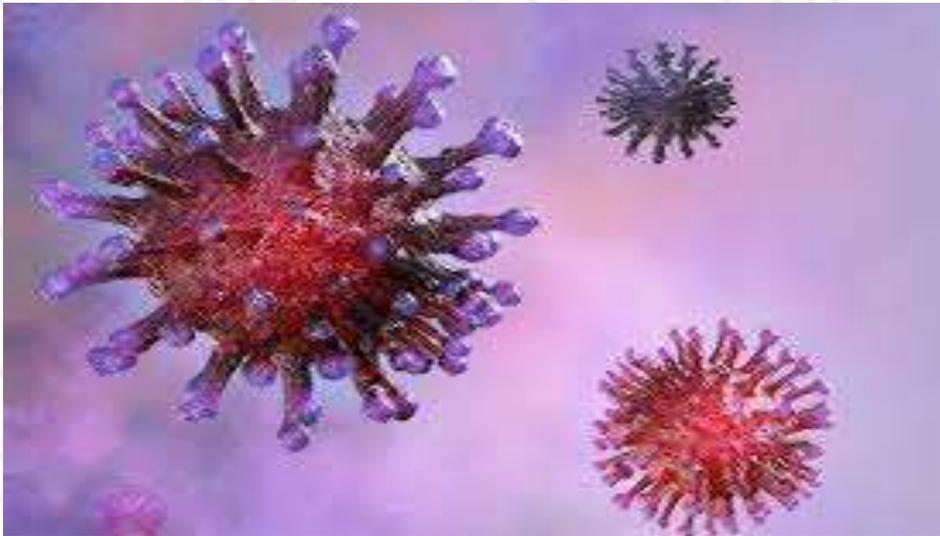


**PRESENTATION  
ON DIVERSITY AND SYSTEMIC RACISM  
FOR  
CRIME PREVENTION OTTAWA**

*Rev. Dr. Anthony Bailey  
Parkdale United Church  
(Diversity and Racial Justice Trainer)*

*July 13, 2020*

# WHAT HAS BROUGHT US TO THIS MOMENT





In one  
sentence:- Who  
are you?

If today was the last day of your life, who would you call and what would you tell them?



Do you ask enough questions?

Or do you  
settle

for what  
you know?



# An Invitation/Une Invitation

1. **STAY ENGAGED** – try to resist becoming defensive
2. **EXPERIENCE DISCOMFORT** – it is ok
3. **EXPECT AND ACCEPT NON-CLOSURE** – a process
4. **APPRENDRE LA LANGUE** – Définition des termes

**WHAT ARE WE TALKING ABOUT?**

**SYSTEMIC  
RACISM**

**Nous parlons de la racisme systémique**

# Systemic Racism

When institutions and/or social systems exercise their power to create or maintain racial inequity, as a result of hidden and/or blatant institutional biases in policies, practices and procedures that privilege some groups while disadvantaging others. It is incarnated and applied by individuals/groups

# WHO AND WHAT GOT TO SHAPE OUR ORIGINAL DOMINANT SYSTEMS?

NOT THE ORIGINAL INDIGENOUS PEOPLES

NOT WOMEN (for the most part)

NOT CHILDREN

NOT 'NON-WHITE' PEOPLES

NOT A BROAD DIVERSITY OF CULTURES

NOT RECENT IMMIGRANTS OR REFUGEES

BUT

WHITE MALES WITH EUROPEAN CULTURE

**...SO THESE INSTITUTIONAL  
SYSTEMS WERE INFORMED AND  
CREATED BY THE LEGACIES OF  
PATRIARCHY, COLONIALISM,  
CAPITALISM, SLAVERY, RACISM AND  
A PARTICULAR INTERPRETATIONS  
OF RELIGIOUS TEXTS**

# **NEWSFLASH**

## **Institutions and Systems are not “neutral”**

We tend to think that institutions and systems do not have particular cultural values, preferences, or an identity. The assumption is that regardless of who you are or where you come from, institutions and systems will treat everyone the same

# Thought Experiment

What might our dominant institutions and systems look like and behave like if they were primarily conceived, developed, and run by...say...

**a Diverse Community of Women?**

**...hummmm**



Racism is measured ***not by intent***, but by its effect or impact on those oppressed.

- *“A system of advantage and privilege based on “race,”* in which one group of people exercises abusive power over others on the basis of skin colour and racial heritage.
- *A set of implicit or explicit beliefs, erroneous assumptions and actions based upon an ideology* which accords inherent superiority of one racial or ethnic group over another or others.” (White Supremacy)

Racism can be “*in your face*” or hidden; individual or systemic; intentional or unintentional.

Racism **gives privilege** to, and sustains, the dominant/powerful group.

Racism **exists everywhere** in our society, including all institutions and the church.

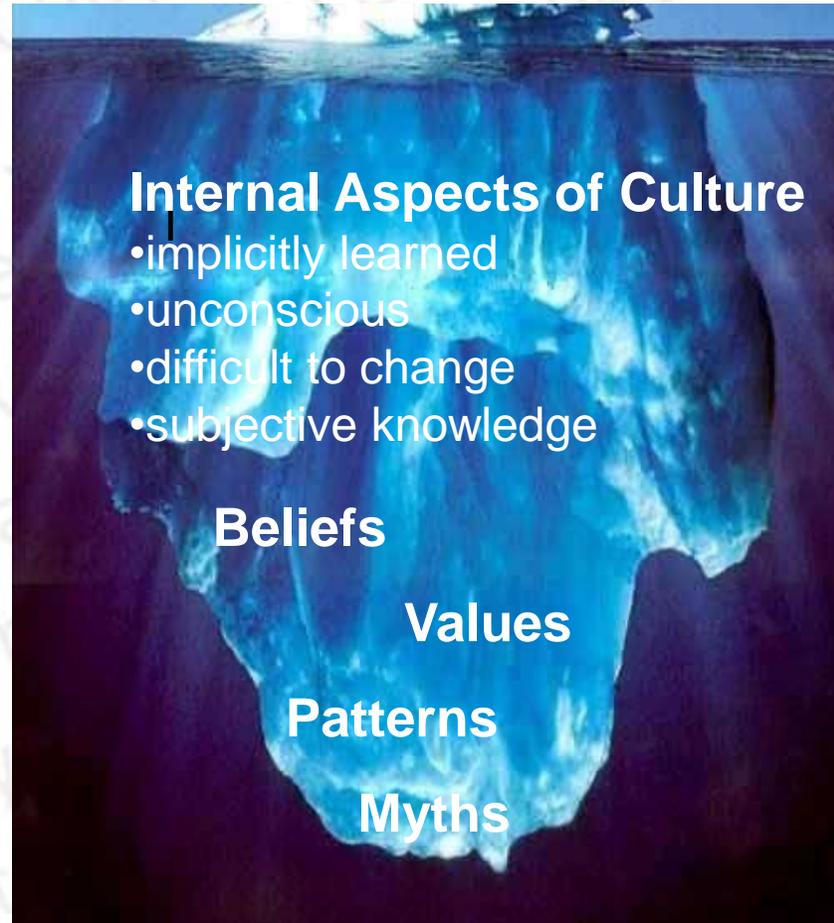
# L'impact du racisme

Le racisme crée et préserve un système de domination et d'oppression fondé sur le mythe de la race; celui-ci est communiqué et reproduit par le biais d'agents de socialisation et de transmission culturelle.

# Multidimensional, complex, systemic and systematic

**White Supremacy: (WATER)** The belief, theory, or doctrine that white people are inherently superior to people from all other racial groups.

**White Privilege: (THE SURFACE)** an institutional and social set of unearned benefits granted to people who are white, An unearned perk received because of one's skin colour.



**Whiteness (ICEBERG)** is socially and politically constructed  
A learned behaviour  
It is fluid – changes over time regarding who is considered white  
It is a state of “unconsciousness”.  
Invisible to white people.  
Its ideology based on beliefs, values, behaviour, habits and attitudes.  
It is considered the universal....

# Irish People Depicted as Apes

[mid to late 19<sup>th</sup> century]

(considered non-white, and were called:)

**“Negroes turned inside out”**



# DEALING WITH THE DEFENSIVE REFLEX

## *WHAT WHITE PRIVILEGE IS NOT:*

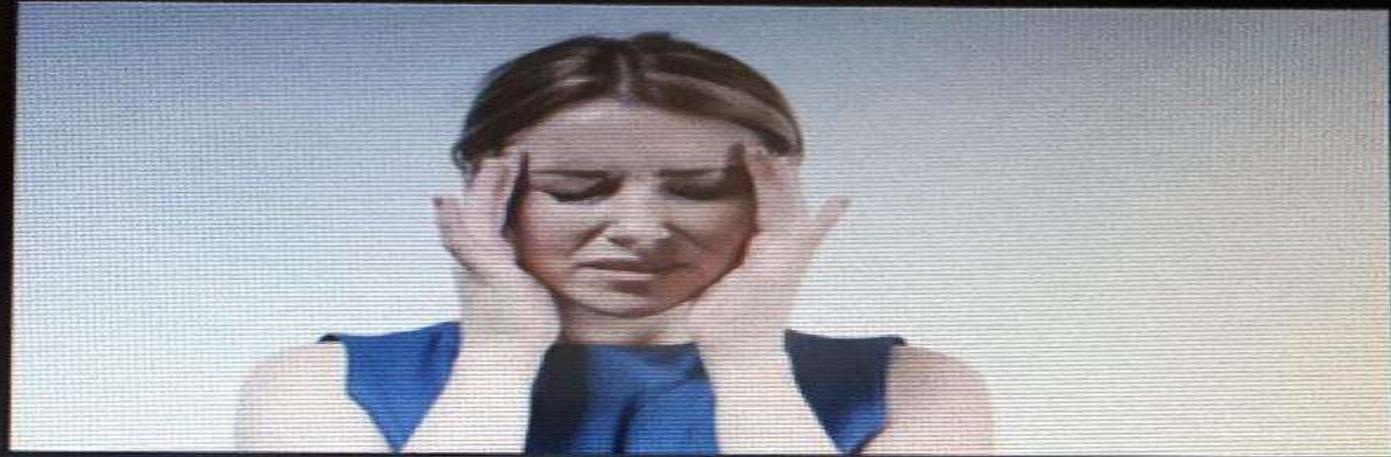
White privilege does not suggest that white people have never struggled or have challenges. The truth is that many white people do not enjoy the privileges that come with economic success, such as adequate housing, stable well-paying job and food security. Many do not experience the privileges that come with access to opportunities and certain services.

# AS WELL...

White privilege does not assume that everything a white person has personally accomplished is unearned; most white people who have reached a high level of success worked extremely hard to get there. However, white privilege should be regarded as a built-in advantage, an unearned 'leg-up' separate from one's level of income or effort.

**WHAT TOO OFTEN HAPPENS  
WHEN THE SUBJECT OF RACISM  
AND  
WHITE PRIVILEGE IS  
BROUGHT UP?**

# WHITE FRAGILITY



**White Fragility is not weakness per se – it is a powerful means of everyday white racial control as it leverages historical and institutional power to maintain our positions.**

So, let's take a trip down *history lane*



HOW  
DID WE  
GET TO WHERE WE

**ARE?**

# ***Black (World) History***

## The Egyptians and Ethiopians

***Ethiopian*** means “**black or burnt face**” in Greek. The Egyptians were descendants of the Ethiopians and were black. (*Diordorus of Sicily, an ancient historian, summarizing Ethiopian records*)

**Greek historian Herodotus, widely considered as the first great historian, wrote in *The Histories* (around 457-450 BCE) that: “*Ethiopians and Egyptians have thick lips, broad nose, woolly hair and they are burnt of skin.*”**

(D. Yosef E. A. Ben-Jochannan, *Black Man of the Nile and His Family*. Baltimore: Black Classic Press, 1989, p.128)

Many of the extraordinary firsts we have read about in history books such as: the first written records, the first significant architecture, the first use of beds, table and chairs, the first copper mines, the first systematic removal of metals from the earth, as well as the wonder of the pyramids, were **accomplished by Black peoples.**

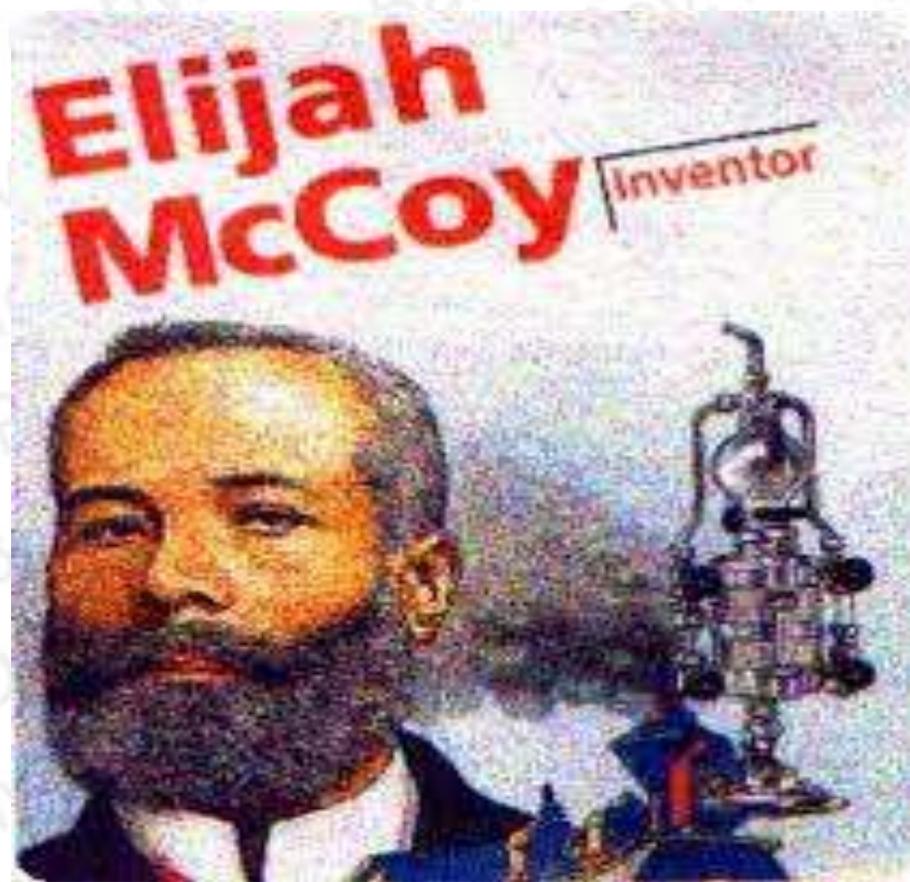
# Inventions by People of African Descent

- Stethoscope Imhotep Ancient Egypt
- Ironing board Sarah Bone – December 30, 1887
- Baby buggy W.H. Richardson – June 18, 1899
- Bicycle frame L.R. Johnson – October 10, 1899
- Guitar (modern) Robert F. Fleming Jr. March 3, 1886
- Almanac Benjamin Banneker (approx 1791)
- Traffic light Garrett Morgan - November 20, 1923
- Blood plasma bag Dr. Charles Drew –1945
- Pencil Sharpener J.L Love – November 23, 1897
- Lawn Mower L. A. Burr – May 19, 1897

• Cont'd

- Self Lubricating cap      Elijah McCoy – November 15, 1895  
(the “real” McCoy)
- Electric lamp bulb      Lewis Latimer – March 21, 1882  
(colleague of Thomas Edison)
- Gamma Electric Cell      Henry T. Sampson – July 6, 1971
- Spark plug      Edmond Berger – Feb 2, 1839
- Automatic gear shift      Richard Spikes – February 28, 1932
- Fire extinguisher      T. Marshall – October 26, 1872
- Elevator      Alexander Miles – Oct 11, 1867

# Elijah McCoy's Self-Lubricating Cap



# Dr. Charles Drew

Founder of the Blood Bank



# Alan Emtage



**Alan Emtage**, a native of Barbados, *invented the world's first search engine in 1990.*

The self-proclaimed geek majored in computer science at McGill University in Montreal, Canada, and was working as a systems administrator for the School of Computer Science.



So what  
happened?

# The Invention of the Myth of Race

**‘Race’** is a *relatively recent concept* that emerged in western societies. In Europe, until the latter part of the 1600s, *identity was primarily defined by one’s religion and language*. The concept of race as a category of identity did not emerge until Europeans began to colonize other continents.

In 1684, **François Bernier** published the *first classification of humans into distinct 'races'* followed by a 1735 publication by **Carolus Linnaeus** which further classified people based on continental differences

**By the 1800s, the term *'race'* had become commonplace in Europe and for the first time in human history, racial classifications were used to create and maintain discriminatory social hierarchies**

# Chief Philosophical Proponent of 'Race' - Immanuel Kant's Legacy



***“Humanity is at its greatest perfection in the race of the whites. The yellow Indians do have a meagre talent. The Negroes are far below...at the lowest point.”***

Speaking of national characteristics Kant also wrote: ***“this fellow was quite black from head to foot, a clear proof that what he said was stupid”***

# Kant

*“The Negro can be disciplined and cultivated, but is never genuinely civilized... cannot develop rationality as Europeans can...among the hundreds of thousands of blacks who are transported elsewhere from their countries, still not a single one was ever found who presented anything great in art or science or any other praiseworthy quality,”*  
(quoted in E. Eze) Race and the Enlightenment, 1997

# David Hume

*(Scottish Philosopher)*

Hume consistently insisted on a natural inferiority of blacks which set them apart from other races and believed that the difference between Europeans and Amerindians was as great as the difference between human beings and animals.

Hume writes: *“I am apt to suspect the Negroes, and in general all other species of men to be naturally inferior to the whites. There never was any civilized nation of any other complexion than white, nor even any individual eminent in action or speculation.”*

Race is a ***socially constructed*** category of identity with its roots in an ideology that situates human beings within a **hierarchy of social value**, with whites at the top and everybody else below.



Unfortunately, these racialized classifications and hierarchies and ideologies continue to persist to this day, often with tragic consequences

# 6 worshippers gunned down in the Islamic Cultural Centre, Quebec City (January 29, 2017)



# 9 African American worshippers gunned down in the Emanuel AME Church, South Carolina (June 17, 2015)





14 88

Niggers

POLICE

# First Contact

## *Canada*

Since the time of first contact with Europeans, Indigenous peoples in Canada and the Americas have experienced several forms of racism, which have negatively affected all aspects of their lives and well-being.



# Indigenous Relationship with Canadian Governments

- 'Settler' superior attitude towards Indigenous Peoples
- Broken Treaty arrangements
- The Indian Act (1876)
- Residential Schools including forcible removal of indigenous children from their homes
- 'de-culturation' and 'Europeanization'

# CANADA'S INSTITUTIONAL (LAW & POLICIES) TREATMENT OF NON-WHITE PEOPLES

Despite the narrative of Canada being the North Star for escaping enslaved Black people from the US via the "underground railroad" ....

**...African slavery** existed in the colonies of New France and British North America **for over 200 years**. A number of Canadian politicians and some Roman Catholic priests "owned" enslaved Blacks. In fact it was so bad, **some enslaved black people began fleeing Canada in 1777 to Vermont**, which had just abolished slavery. Slavery was not abolished in the British Empire until 1834

# Canada's Racist Practices Towards Non-French and Non Anglo-Saxon Peoples

- **Chinese labourers** the CPR and “head tax”
- Le Canada a tenté d'empêcher **les Noirs** d'immigrer dans ce pays. Prime Minister Sir Wilfred Laurier Order in Council 1911.
- **907 Jewish refugees** refused entry in 1939
- During the Second World War, the Canadian government forced **20,000 Japanese people** — 75 per cent of them Canadian citizens — into internment camps.

# **Discriminatory Immigration**

*After the WWII, Canada continued with a range of policies that made it difficult, and at times almost impossible, for people of colour to immigrate from Asia, Africa, Latin America and the Caribbean. It wasn't until 1976 that a point system was introduced, which allowed for a somewhat fairer immigration policy.*

• ...Back to the notion of Race...

**THE FACT IS  
THAT:**

Scientists have confirmed ***that there is no biological basis*** for what we refer to as human ‘races.’ In fact, genetic researchers have discovered that among modern humans, 85% of our genetic variation occurs between individuals, with only 5% between so-called ‘racial groups’ on the same continent and 10% between people on different continents.

*(Smedley, A. (1999). Race in North America: Origin and evolution of a worldview (2nd Ed.). Boulder, CO: Westview Press)*

# Human Genome Project

At the public announcement of the completion of a draft map of the human genome (June 2000), Craig Venter, Head of Celera Genomics and chief private scientist involved with the Human Genome Project, claimed that 'race' was not a scientifically valid construct after analyzing 3.3 billion base pairs of DNA.

“We now know that the way we talk about race has no scientific validity. There is no genetic basis that corresponds with any particular group of people, no essentialist DNA for black people or white people or anyone. This is not a hippy ideal, it’s a fact. There are genetic characteristics that associate with certain populations, but none of these is exclusive, nor correspond uniquely with any one group that might fit a racial epithet.”

*Rutherford*

“Il n’y a donc pas de race à proprement parler. Cependant, le racisme est bel et bien réel. Mais nous pouvons maintenant le confiner aux opinions et arrêter de prétendre qu'il pourrait y avoir une validité scientifique dans le sectarisme (*Rutherford*).

***“Race doesn’t exist, racism does.”***

*Rutherford*

**“Why Black Canadians are facing US-Style Problems”.** *by  
Globe and Mail columnist **Doug Sanders***

After consultation and extensive research it was found that:

*“Black Canadians are demonstrably facing different outcomes in employment, in housing and especially in the policing and justice systems that can only be traced to discrimination.” (July 16/16)*

# Let's look at some of the facts around **Anti-Black Racism**

- Black Canadians make up only **3%** of the general population but represent **10%** of the Canadian federal prison population.
- Black citizens in Toronto have been “carded” (*randomly stopped by police without evidence*) at up to 10 times the rate of white citizens.

# Education System

Black students face higher suspensions and expulsions than other students. From 2015-2016, Black students in Halifax represented only **8%** of the total student body but received **22.5%** of the total suspensions. During the 2015 school year in Toronto, Black students represented **50%** of expulsions, while only **10%** of expulsions went to white students.

# Experience of Black Women

Black women in Canada face an unemployment rate of **11%**, which is more than double the national average. They earn **\$0.63** for every dollar earned by white men and **\$0.85** for every dollar earned by white women.

# Child Welfare System

Canada's child-welfare system has also shown racial bias. Black parents are **40% more likely** to be reported and investigated by child protective services than white parents. In Toronto, **18%** of the population is Black, yet in 2013, Black children represented **42%** of the children the Toronto Children's Aid Society had taken away from their families.

**Report of the Commission on Systemic Racism in the Ontario Criminal Justice System** discovered that in similar circumstances, when faced with identical drug-crime charges, that **only 36 per cent of white defendants** were sentenced to prison compared to **55 per cent of black defendants** – a difference that could not be accounted for fully by non-racial factors.

# Ottawa Citizen Newspaper

## ***‘Racial Profiling’ Sometimes Used as Cover for Racism, Report Finds***

***-the term doesn't fully capture how people are  
intentionally targeted based on race.***

***(May 4, 2017 by David Reevily)***

***“When we talk about inadvertent stereotyping when what we actually  
have is...racism, we're confusing the issue.”***

## Traffic Stop Race Data Collection (Ottawa)

In recent years right here in Ottawa, Middle Eastern Drivers were stopped 3.18 times more than what you would expect based on their segment of the driving population while Black Drivers were stopped 2.3 times more than what you would expect based on their population.

White Drivers were stopped at a consistent rate of 0.9 times their ratio in the driver population over the five years of the study from 2013-2018

# I Provide Anti-Black Racism and Unconscious bias Training for New Police Recruits in Ottawa



**Racialization, Crime, and Criminal  
Justice in Canada**, by Professors Wendy  
Chan and Dorothy Chunn

“the differential treatment of racialized minorities by police and other agents of the criminal justice system is related to racial discrimination” and that there “remains a wealth of evidence pointing to the presence of racial bias and stereotyping”. (pgs. xv and xviii)

# Proposed Underlying Reason for this Situation

"I do think that the history of anti-black racism that exists in Canada, that there is a kind of long, institutionalized state memory, the old idea that blacks do not belong as part of the Canadian landscape."

*Queens' University's legal historian*

*Dr. Barrington Walker*

# Examples of subtle and overt racist behaviour in an employment context

**Raconter des blagues “ethniques”**  
**Par exemple: blagues irlandaises,**  
**blagues noires, blagues juives, etc.**

**Refusing to work or socialize  
with fellow worker of  
particular cultural or religious  
backgrounds.**

**Utiliser explicitement des termes  
racistes et dérogatoires.**

**Manager/supervisor having  
lower expectations of certain  
employees from some  
cultural groups than others.**

**Not reporting observed racist behaviour  
to a supervisor/manager.**

Utiliser des mots et images en ligne  
dans le but de se moquer ou de dénigrer  
certaines ethnies, que ce soit  
intentionnel ou non.

Saying things like:  
*“Why don’t you go back to  
where you came from?”*

**Se voir refuser une promotion à plusieurs reprises à cause de son ethnie, même si l'on est plus qualifié et que l'on possède une expérience plus pertinente**

# ANTI-RACISM

FROM THE ILLUSION  
OF NEUTRALITY...  
TO ALLYSHIP...  
TO BECOMING...  
ACCOMPLICES

# 5 As of Allyship

## ASK

- *What does support look like?*
- *Listen to your racialized Black neighbours, friends, colleagues*
- *In what ways can I contribute in a meaningful way?*

# ACCESS

- Seek out and access information
- Educate yourself about anti-Black systemic racism
- There are many books and digital resources
  - eg. White Fragility (Robin DiAngelo)
  - The Skin We're In (Desmond Cole)

# **AVOID**

- Avoid overly apologizing for your actions and/or lack of insight. Psychologically it acts to make you feel better, rather than putting energy into learning, and being stretched

# ALLOW

- Allow – ie. make space – for racialized Black people to share their experiences and tell their stories.

Be open-minded, hospitable and humble enough to hear the pain as well as celebrate the resilience

# ACCOMPLICES

This involves the intentional movement from “*performative allyship*” (ie. Showing up to marches and rallies, making posters and wearing Black Lives Matters T-shirts), to “*committed allyship*” (ie. Committing to the long haul, long-term systemic change, leveraging white privilege bring real change and justice to systems and institutions