

Understanding Racism and Celebrating Diversity



Utz'ipetik

Bienvenidos

Willkommen ようこそ

Dobro došli

Добро пожаловать

Kaze neza

Una Kusheh

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Boyeyi malamau

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Bienvenue

Добро дошли

اهلا و سهلا

How you dey de

ki'kotemal'apetik

Karibu

欢迎

Ikaze

92%

Agree Diversity is a
core Canadian Value*

*2021 Census

450

Ethnic or cultural
origins represented*

*2020 General Social Survey

Canada is welcoming

Canada is known for its diverse mix of cultures and religions. In fact, **92% of Canadians aged 15 or older** agree that this diversity is a core Canadian value. Canada is a country that celebrates diversity in all its forms, and **over 450 ethnic or cultural origins are represented**. Canada truly embraces and values the differences that make us unique.

Welcome

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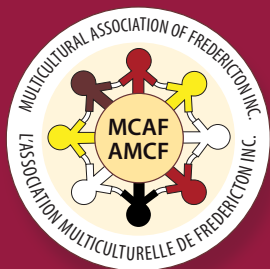
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Multicultural Association of Fredericton Inc
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Canada E3B 1N1

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Our mission: To celebrate strength in diversity by enabling the meaningful exchange and full community participation among people of all backgrounds and circumstances.

How to Use this Booklet

This booklet was created to address and challenge racism in our community. Our goal is to create an inclusive and supportive environment for intercultural exchange where individuals of all origins feel recognized, respected and included in our schools and community.

Deepen Understanding

Understanding Racism and Celebrating Diversity is for people who want to learn about the importance of embracing differences, treating everyone with respect and working together to end racism. This booklet serves as a guide to better understand the importance of diversity and inclusion, what is racism and its effects on our well-being.

Conversation Opener

Parents, teachers and others can use this booklet to increase awareness and understanding of the principles of anti-racism. This will help start a conversation and introduce diversity, inclusion and anti-racism to your children, students and friends.

Lesson Plans

This booklet includes racism scenarios to help you develop lesson plans and support children's learning.

MCAF has compiled many different books on [diversity](#) for all ages here:



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Understanding Racism



Have you ever wondered why some people tend to be more racist when they are in a group?

It's because they feel a sense of power when they gang up on someone else. Don't be a bystander – act against racism.

What is Racism?

Racism happens when a group of people thinks they are superior to others just because of their race. This leads to unfair treatment and makes others feel inferior. It's crucial to act against racism and treat everyone with kindness and fairness, regardless of their race.

Types of Racism

There are several types of racism, including:

- **Individual Racism:** is when someone mistreats another person because of their skin colour or place of origin.
- **Institutional Racism:** occurs when discrimination based on race takes place on a large scale, such as in schools, government institutions and companies.
- **Cultural Racism:** occurs when individuals unfairly judge others based on their cultural background.
- **Structural Racism:** means that certain racial or ethnic groups face more challenges in achieving success due to the rules and systems in our society.
- **Internalised Racism:** occurs when individuals from a particular racial or ethnic group begin to believe negative things about themselves due to the harmful messages they receive.



*We are all different and
that's beautiful.*

Understanding Diversity, Inclusion and Anti-racism

Diversity refers to the variety of differences that exist among people, including differences in race, ethnicity, gender, sexual orientation, age, ability, religion and other characteristics.

Inclusion refers to creating an environment where everyone feels valued, respected and supported, regardless of their differences.

Anti-racism involves actively working to end systemic racism and discrimination and promoting equity and justice for all people.

Education plays a crucial role in fostering understanding about diversity, inclusion and anti-racism. The Diversity, Inclusion and Anti-Racism in Schools and Community (DIAR) program at the Multicultural Association of Fredericton Inc. helps foster that understanding. This program is coordinated by MCAF in partnership with the greater Fredericton area schools and ethno-cultural groups. The goal is to enhance awareness and understanding of cultural diversity and promote an inclusive and welcoming community in schools and the broader community.

Each year thousands of students participate in the DIAR program. Contact the DIAR coordinator at DIS@mcaf.nb.ca to learn more or to schedule a presentation at your school.



How many races are there?

We are all part of the same race - the human race! And isn't it amazing how diverse and unique each individual is within our race?

How does racism impact individuals and communities?

- **Mental Health:** Racism can have a negative impact on a person's mental well-being. It may cause feelings of stress, anxiety, isolation, mistrust and even depression.
- **Economic Disadvantage:** Racism can have a negative impact on people's financial wellbeing. Discrimination in areas such as employment, education and housing can limit opportunities for minority groups, making it challenging for them to achieve financial success.
- **Physical Health:** can be negatively affected by racism, leading to potential health issues such as high blood pressure and heart disease.
- **Education:** Racism can create an unwelcoming environment in the classroom, leading affected students to feel unmotivated and disconnected from their peers.
- **Social Justice:** Racism can lead to unequal distribution of resources, opportunities and rights, causing division within communities.

Why should we act against racism?

- **Racism goes against human rights:** All individuals should receive fair and equal treatment, without exception. Racism violates this fundamental human right. The New Brunswick *Human Rights Act* protects individuals from discrimination based on 16 grounds: age, marital status, family status, creed or religion, physical disability, mental disability, race, colour, ancestry, place of origin, national origin, social condition, political belief or activity, sexual orientation gender identity or expression and sex (including pregnancy).
- **Promoting equality and social justice:** Racism causes inequality by preventing certain groups of people from having equal opportunities as others.
- **Building a diverse and inclusive community:** When a community values and welcomes people from all backgrounds, it becomes better. Each person brings unique ideas, experiences and skills.
- **Economic benefits:** Racism prevents people from reaching their full potential, which is unjust. Discrimination results in a loss of their valuable talents and skills.
- **Education:** Education is key to fighting against racism. It helps us understand how harmful racism can be and reminds us how important it is to treat everyone equally and celebrate our differences.
- **Positive mental health:** Experiencing racism can have negative effects on an individual's mental health. Fighting against racism helps to create a positive environment that supports mental health and wellbeing.
- **Encouraging positive relationships:** Racism can lead to tensions and conflicts among diverse communities. Combating racism fosters amicable relations among individuals from varying backgrounds and promotes a more peaceful society.
- **Encouraging positive attitudes and actions:** By rejecting stereotypes and unfair beliefs, we can combat racism. Taking a stand against discrimination helps to promote more accurate and fair perspectives.
- **Creating a better future:** By actively working to end racism, we are paving the way for a brighter future for generations to come. It is our duty to build a world that is inclusive and equitable, where individuals can thrive without fear of prejudice or discrimination.
- **Global impact:** Racism is a global issue that affects communities across the world. Fighting against racism is essential to promoting a more inclusive and peaceful global community.

Forms of Discrimination

Anti-indigenous Racism

Anti-indigenous racism refers to discriminatory attitudes, beliefs, and practices that target Indigenous peoples based on their ethnicity, culture or ancestry. It can manifest in various forms, including stereotypes, microaggressions, hate speech, violence and systemic discrimination.

Anti-black Racism

Black individuals and communities face prejudice, discrimination and hostility due to their identity or African descent. This is known as anti-black racism, which stems from historical and systemic oppression. This pervasive issue affects black individuals and communities globally.

Anti-Asian Racism


Anti-Asian racism refers to prejudice, discrimination or hostility directed towards people of Asian descent based on their perceived or actual ethnic, racial or national background. This type of racism can manifest in various forms, including verbal and physical attacks, hate speech, stereotypes, exclusion and marginalization.

Islamophobia

Muslims in Canada have unfortunately been subject to unfair treatment and negative feelings due to islamophobia. This includes attitudes and behaviours that show fear, hostility and rejection towards the Muslim community.

Antisemitism

Examples of antisemitism in Canada occur through acts of vandalism, hate speech and threats to Jewish schools and community centres.



Let's work together to
END all forms of racism
and create a more
inclusive society.

Anti-racism Strategies



Education: Promoting education about the history of racism and its impact on society can help individuals understand the root causes of racism and how it affects people.

Awareness: Encouraging individuals to be aware of their own biases and prejudices can help them recognize and challenge their own discriminatory behaviour.

Diversity and Inclusion: Promoting diversity and inclusion in all aspects of society can help reduce racism by creating a more accepting and welcoming environment.

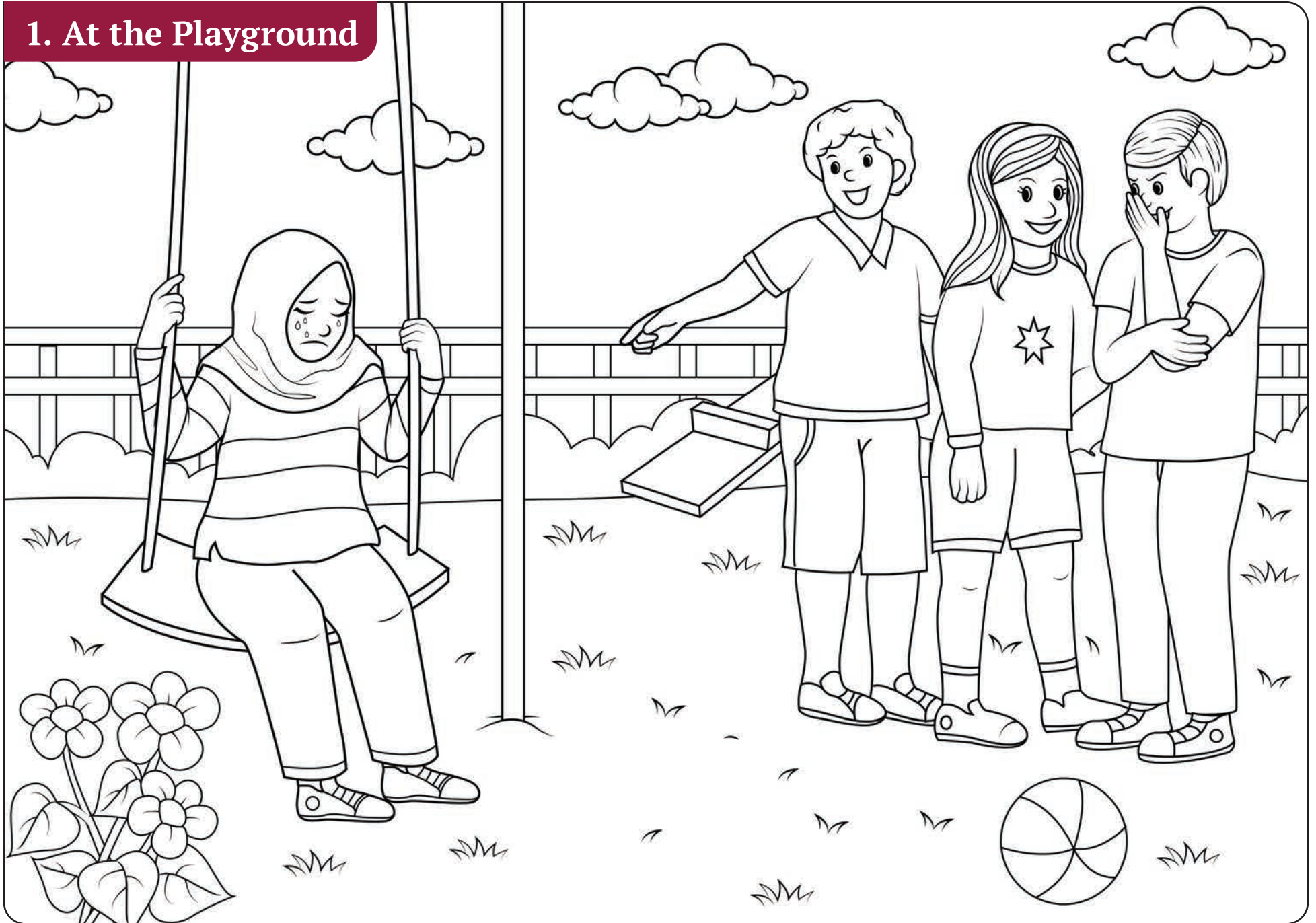
Advocacy: Advocating for policies and laws that promote equality and fairness can help address systemic racism.

Dialogue and Communication: Encouraging open and honest dialogue between people from different backgrounds can help break down barriers and build understanding.

Allyship: Encouraging individuals to become allies to marginalized communities can help reduce racism by promoting solidarity and support. Allyship is a verb – what we do – and not a noun. It is not about getting praised or rewarded but about doing the correct thing.

Action: Taking action to challenge racism, whether it be through protests, petitions or other forms of activism, can help create change and promote equality.

1. At the Playground



Racism Scenario #1

Maya and Liam were best friends and did everything together. Maya had beautiful brown skin and curly hair, while Liam had fair skin and blonde hair.

One day Maya and Liam were at the playground when they noticed a new girl, Aisha, who had recently moved to the neighborhood. Aisha had a different skin color and wore a hijab. As they played, they overheard some children making fun of Aisha and saying mean things about what she was wearing.

Maya and Liam felt upset and knew they had to do something.

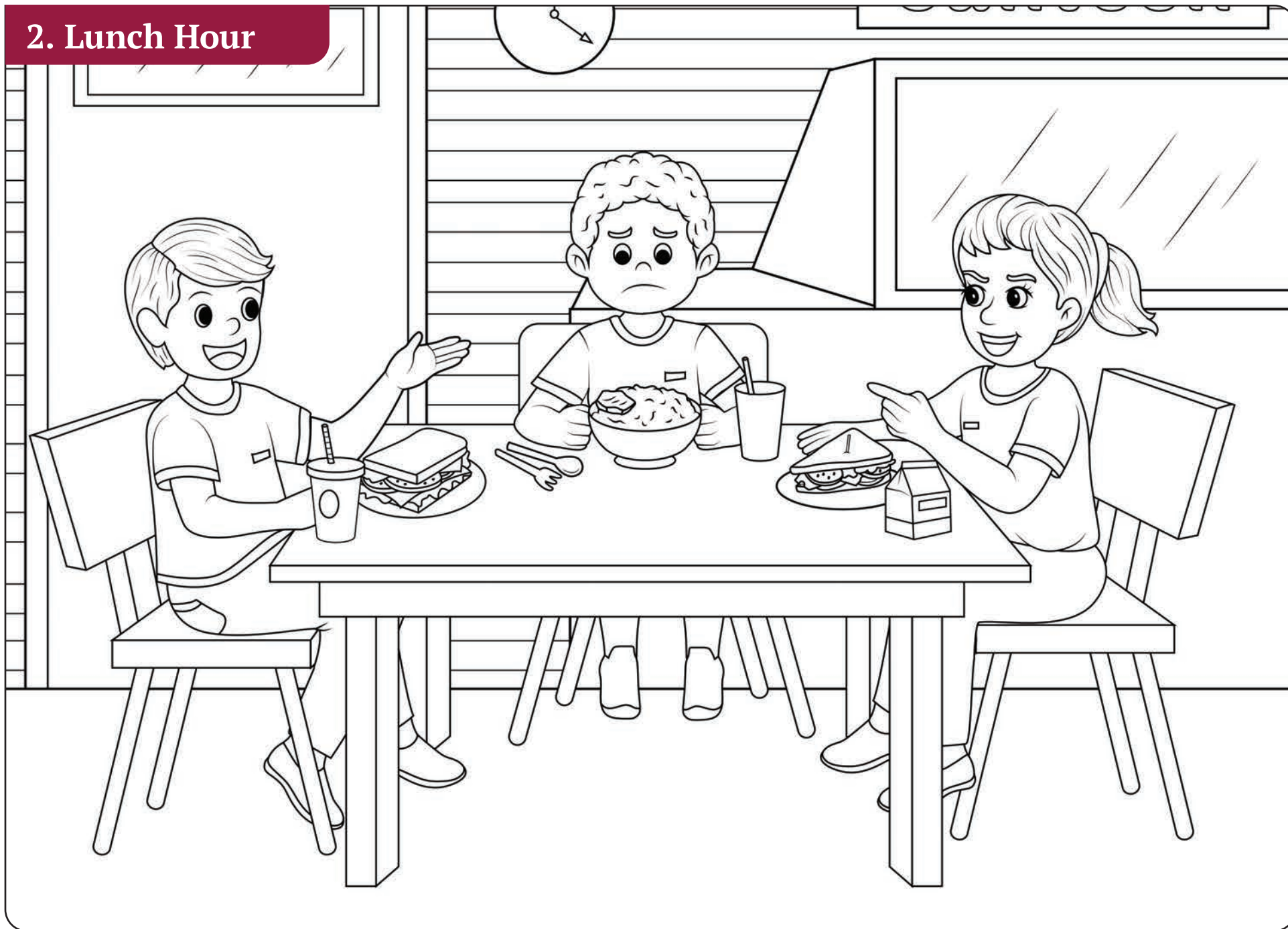


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If you were Maya or Liam in this scenario, what would you do to help Aisha? How would you act against racism and make sure Aisha feels included and valued?

[illegible]

2. Lunch Hour



Racism Scenario #2

Lunch hour

A new student to the school named Jamal, a dark-skinned boy with a unique accent, sat down at a table in the cafeteria to eat his lunch.

Students sitting at the same table started making racist comments towards Jamal, mocking his accent, calling him hurtful names, and making fun of what he was eating.

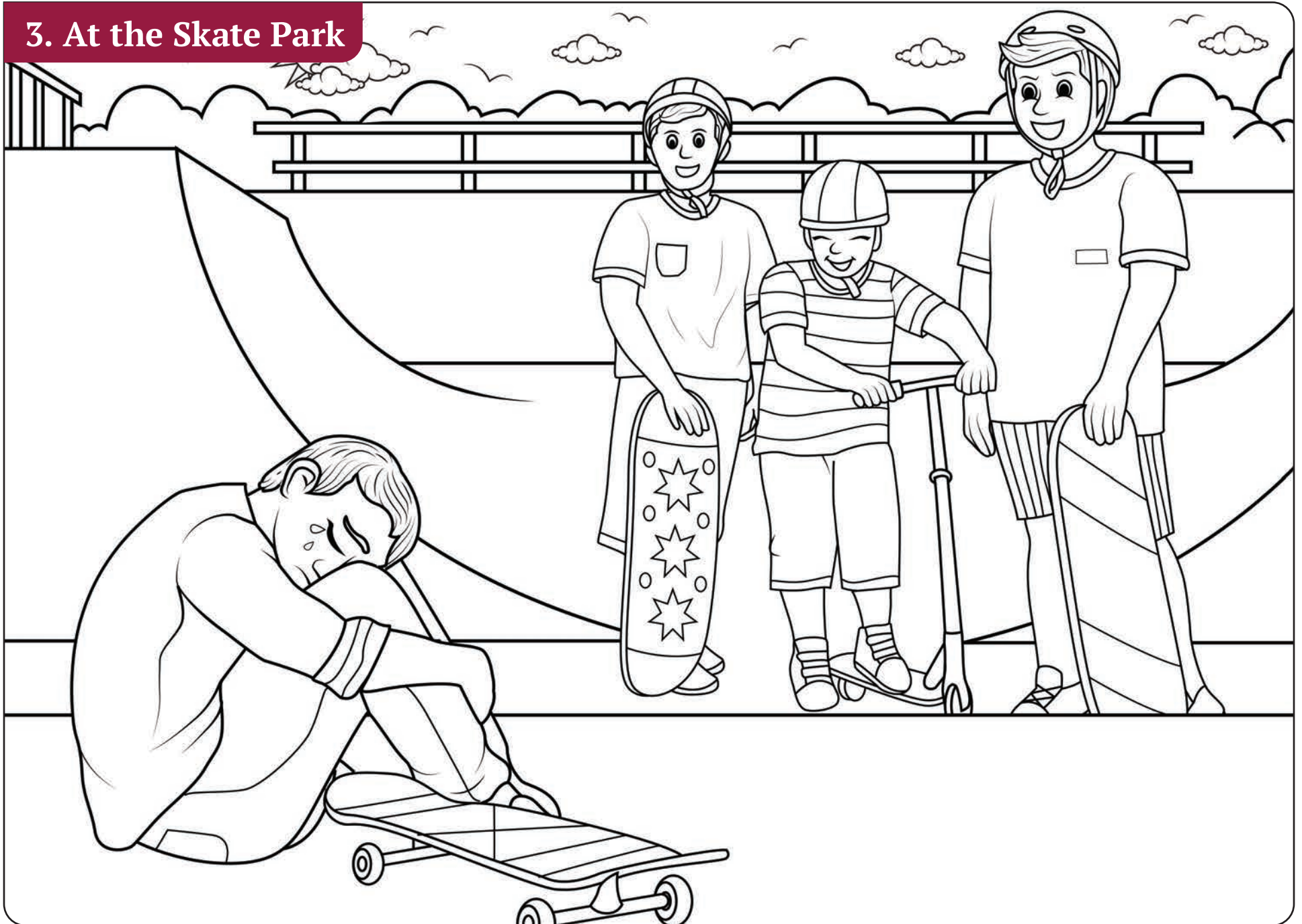
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What would you do?

If you were in this situation, what would you do to address the racist comments towards Jamal? How would you encourage others to embrace diversity and make sure Jamal feels supported and accepted?

[illegible]

3. At the Skate Park



Racism Scenario #3

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At the Skate Park

Harmonyville was a close-knit community where people from different backgrounds lived together. Among them were Maya, a black girl, and Emma, a white girl. They were classmates and good friends who always looked out for each other.

One day, Maya and Emma were at the skate park when they saw a group of kids teasing and making racist remarks towards their classmate, Alex, who was of Asian descent. Maya and Emma knew they couldn't just stand by and do nothing.



What would you do?

If you were Maya or Emma, what actions would you take to address the racism towards Alex? How would you encourage your community to embrace diversity and create a more inclusive environment for everyone?

At the Playground

What you could do:

The friends approached the group of kids and calmly asked them why they were being mean to Aisha. The other kids hesitated, not expecting Maya and Liam to stand up for Aisha. Maya explained that it's not right to judge someone based on how they look or what they believe in. Liam added that everyone should be treated with kindness and respect, regardless of their differences.

The other kids listened to Maya and Liam's words and realized that they had been acting unfairly. They apologized to Aisha and invited her to join their game. Maya, Liam and Aisha became good friends, showing everyone in the neighborhood that kindness and acceptance can overcome racism.

Lunch hour

What you could do:

The classmate invited Jamal to join them at their table, assuring him that he was welcome and valued in their friend group.

As time went by Jamal and his classmates formed a tight-knit circle, spreading a message of acceptance and unity throughout the school. Their actions inspired others to act against racism and create a more inclusive environment.

At the Skate Park

What you could do:

They walked up to the group of kids and calmly asked them why they were being mean to Alex. The kids tried to brush them off, thinking Maya and Emma wouldn't understand. But Maya and Emma persisted, explaining that it's never okay to judge or hurt someone based on their race or ethnicity.

They shared stories of times they felt excluded or judged because of their own differences and emphasized the importance of empathy and understanding. Maya and Emma asked the other kids to imagine how they would feel if they were in Alex's shoes.

Slowly, the group of kids realized the impact of their words and actions. Some of them felt guilty and apologised to Alex. Maya and Emma stood by Alex's side, reassuring him that he was valued and respected.

From that day on, Maya, Emma and Alex formed a strong bond. Together, they worked to promote inclusivity and diversity in their school. They organised workshops and discussions to raise awareness about the harmful effects of racism and encouraged their peers to act against discrimination.

Definition of Terms

Allyship: Allyship is a verb, actions, and not a noun or self-adhesive title. It is about how we treat others respectfully and doing the correct thing.

Anti-Blackness: a kind of racism that focuses on Black people, their culture and their lives.

Anti-racism: actively fighting against racism and discrimination to make things fair and equal for everyone.

Colonialism: is when one group takes over another's land, using it and its people for profit. British control in Africa, Asia, and the Americas impacted government, culture, money and the military.

Colourblind racism: a disrespectful belief that treating everyone the same, without considering their race or differences, will make things fair for everyone.

Colorism: when people discriminate against others in their own group because of their skin colour. It often means treating lighter-skinned people better than darker-skinned people.

Cultural appropriation: It's when people take things from another culture without understanding or respecting their meaning.

Cultural competency: It means being able to understand, appreciate and get along well with people from different cultures.

Culture: It is what makes us who we are. It's the language we speak, our skin colour, our beliefs and where our families come from.

Discrimination: It is treating people unfairly because of things like their race, gender, religion or where they come from.

Diversity: each person is special and different in their own way, such as race, ethnicity, gender, age, religion, sexual orientation and abilities.

Equity: It's about treating everyone equally and giving them the same opportunities to do well.

Implicit bias: is when we have hidden thoughts or feelings that can make us treat people differently because of their race, gender or other things.

Inclusion: Refers to the practice of ensuring that all individuals feel welcomed, respected and valued, regardless of their differences.

Indigenous: In Canada, it is a collective name for the original peoples of North America and their descendants. Indigenous peoples have their own special cultures, languages and traditions that they pass down through generations.

Intersectionality: is how multiple identities (gender, race, ethnicity, sexual orientation, disability etc) intersect to create unique dynamics and effects.

Microaggressions: words, gestures or tones of voice that convey stereotypes, biases and prejudices that harass, harm, demean and/or exclude others. These can cause cumulative harms (hurts that add up) causing more serious harms over time and more serious impacts as a result.

Multiculturalism: It's about believing that having different races, cultures, religions and languages is really special and necessary for a society to be strong.

Prejudice: This is when people judge others without knowing all the facts or for reasons that don't really matter and it can result in discrimination.

Privilege: This is when people have extra advantages that they get without doing anything to earn them, because of their social identities, such as race, gender or socioeconomic status.

Racial profiling: This is when people judge others based on their race, thinking they might do something wrong. For example, landlords or employers, suspicious of a certain group of people.

Racism: This is when people treat others badly or unfairly just because of their race or where they come from.

Safe space: A place where people can feel physically and emotionally safe to express themselves and engage in open and honest dialogue.

Stereotypes: This is a way of understanding the world by categorizing people based on similar traits.

Structural racism: This is when some racialized people suffer because they don't have the same power or resources as others.

Systemic racism: Racism that is built into the systems and structures of society, such as laws, policies and institutions resulting in unequal treatment and outcomes for marginalised groups.

White fragility: This is when some white people feel uncomfortable or defensive when we talk about racism.

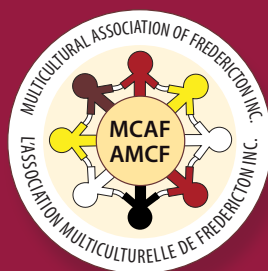
White privilege: This means that some people are given extra advantages just because they have white skin.

White supremacy: A belief system that promotes the idea that white people are superior to people of other races.

Celebrate Diversity Printable

Cut this out and stick it on your binder or locker, and be an advocate for diversity!





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