



Issue 7
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CONFRONTING RACISM

In Durham Newsletter

Message from the Confronting Racism Project Team

The House of Commons in 2021 officially designated August 1st as Emancipation Day. It marks the day that the Slavery Abolition Act of 1833 came into effect. Black and Indigenous Peoples were once enslaved on the land that is now Canada, and on this day, we celebrate the strength and tenacity of the Black communities in Canada, and encourage ALL Canadians to ["reflect, educate, and engage in the ongoing fight against anti-Black racism and discrimination."](#)

The effort to fight all forms of racism in the workplace is one that requires many uncomfortable conversations, in the words of James Baldwin, "...nothing can be changed until it is faced." Hence, in this issue, we continue our reflection series started in our July issue by exploring the topic **Systemic Racism: Through the looking glass.**

We encourage you to head down to the 'What's Happening' section below for information about some of the many exciting diversity and inclusion events happening in Durham, and specifically invite you to join us in Reflecting, Restoring and Reigniting for Action at the Durham Region Emancipation Day Celebration on August 6, 2022.



Systemic Racism: Through the Looking Glass

Racism is often only perceived as overt observable manifestations, e.g., [derogatory race based language](#), while covert and less obvious systemic manifestations are overlooked. Systemic racism in the workplace relates to embedded practices, policies, structures, and behaviors that create advantages for some racial groups while disadvantaging other groups (Changoor, 2020) (Agocs 2004).



While systemic racism may be difficult to identify and substantiate, it is important to identify how your workplace may be structured to disadvantage racialized minorities and/or Indigenous Peoples. A good place to start is by quantifying representation within your organization. The implication of disproportionate representation of racial minorities and/or Indigenous Peoples in the workplace is organizational values, policies, and culture that are constructed by the often dominant White-Male group. This, by default, renders members of racialized minorities and/or Indigenous Peoples at a disadvantage. Research indicates that this may lead to race-based inequities like, "exclusion or marginalization", creation of a "chilly climate", "render minority groups invisible," producing a "poisoned environment" that is "intimidating, abusive, hostile, humiliating or offensive" to members of racialized minorities and/or Indigenous Peoples (Karambayya, 1997).



The three questions below are a great place to start looking at your workplace through a different lens. The quantifiable data you collect should inform further diversity and inclusion initiatives toward dismantling systemic racial discrimination.



1. What is the numerical representation of members of racialized minorities and Indigenous Peoples within your organization?
2. What, if any, is the numerical distribution of power of racialized minorities and/or Indigenous Peoples within your organization at the board level, middle management level, and in other decision-making positions?
3. What is the numerical representation of members of racialized minorities and/or Indigenous Peoples within your HR/hiring team?

References

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- Changoor, Tina, "The truth behind 'reverse racism', it's not racism," <https://ccdi.ca/blog/>, 2020.
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*"Change will not come if we wait for some other person
or if we wait for some other time.*

We are the ones we've been waiting for. We are the change that we seek."
Barack Obama

Important Diversity, Equity and Inclusion Dates

AUGUST 1
[Canada's
Emancipation
Day](#)

AUGUST 9
[International
Day of the
World's
Indigenous
Peoples](#)

AUGUST 12
[International
Youth Day](#)

AUGUST 22
[International Day
Commemorating
the Victims of Acts
of Violence Based
on Religion or
Belief](#)

AUGUST 23
[International Day
for the
Remembrance of
the Slave Trade
and its Abolition](#)

What's Happening

Town of Whitby

[AfriCANthology Multi-Presenter Poetry Event Celebrating Emancipation Month!](#)

Thursday, August 4, 2022, 6:30 p.m. - 8:30 p.m.

Location: Whitby Public Library - Celebration Square, 405 Dundas St W

Durham Region Emancipation Day Celebration

[Reflecting, Restoring and Reigniting for Action](#)

Saturday August 6, 2022

12:00 – 2:00pm

Location: 605 Rossland Road East, Whitby

Ajax Library Event

Licensed to Learn: Let's Talk Racism

Saturday August 6, 10:00-11:30am

Teens (Grades 9-12)

Location: Main Branch

To register, visit: <https://ajaxlibrary.ca/node/915>

Ajax Library Event

[Kujenga Wellness Project Information Booth](#)

Tuesday August 9, 9:30am - 12:30om (Main Branch)

Tuesday August 23, 2:00pm-5:00pm (McLean Branch)

[Movie in the Park by A.F.I.Y.U Enterprise](#)

Friday, August 12, 2022, 8:30 p.m. - 10:00 p.m.

Location: Esplanade Park, One The Esplanade, Pickering, ON L1V 6K7

A.F.I.Y.U Enterprise Provides resources and mentorship to Jamaican, Caribbean, and African Canadian boys (ages 6 –16) in Durham

The City of Pickering and Pickering Rotary Club

[Cultural Fusion Fair](#)

Saturday, August 20 & 21, 2022 11:00 a.m. - 7:00 p.m

Location: One The Esplanade, Pickering, ON L1V6K7

Job Search Workshop for Immigrant Professionals

[Ajax Welcome Centre - Virtual](#)

Module 1: July 4 - 7, 2022 | 9:00am - 1:00pm

Module 2: June 20, June 27 | 9:00am - 12:30pm

Call: 905-420-3008 or Email: jswinfo@unemployedhelp.on.ca for more details

confrontingracism.ca



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**DURHAM REGION
UNEMPLOYED
HELP CENTRE**

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