

UNPACKING AND ADDRESSING ANTI-BLACK RACISM

Who are Black People?

The idea of race, including the concept of "Blackness," isn't based on real biological differences but was created by society to group people based on skin colour. It is important to note that the concept of *Blackness* has been and continues to be shaped by historical, cultural, and political factors.

In 2023, Black-Canadians made up 4.3% (1.5 million people) of the Canadian population. The Black Canadian community is made up of people from diverse cultural, ethnic, and historical identities.

What is Anti-Black Racism?

Anti-Black racism is the unfair treatment and negative beliefs directed at people of African descent, displayed through everyday interactions, programs, rules, routines, and how society is organized. It is rooted in the belief that certain racial groups are better than others and comes from the long history of oppression, colonialism, and enslavement faced by Black people in Canada and beyond.

Types of Anti-Black Racism

Internalized Racism

When Black individuals accept and believe negative stereotypes about their own race.

Interpersonal Racism

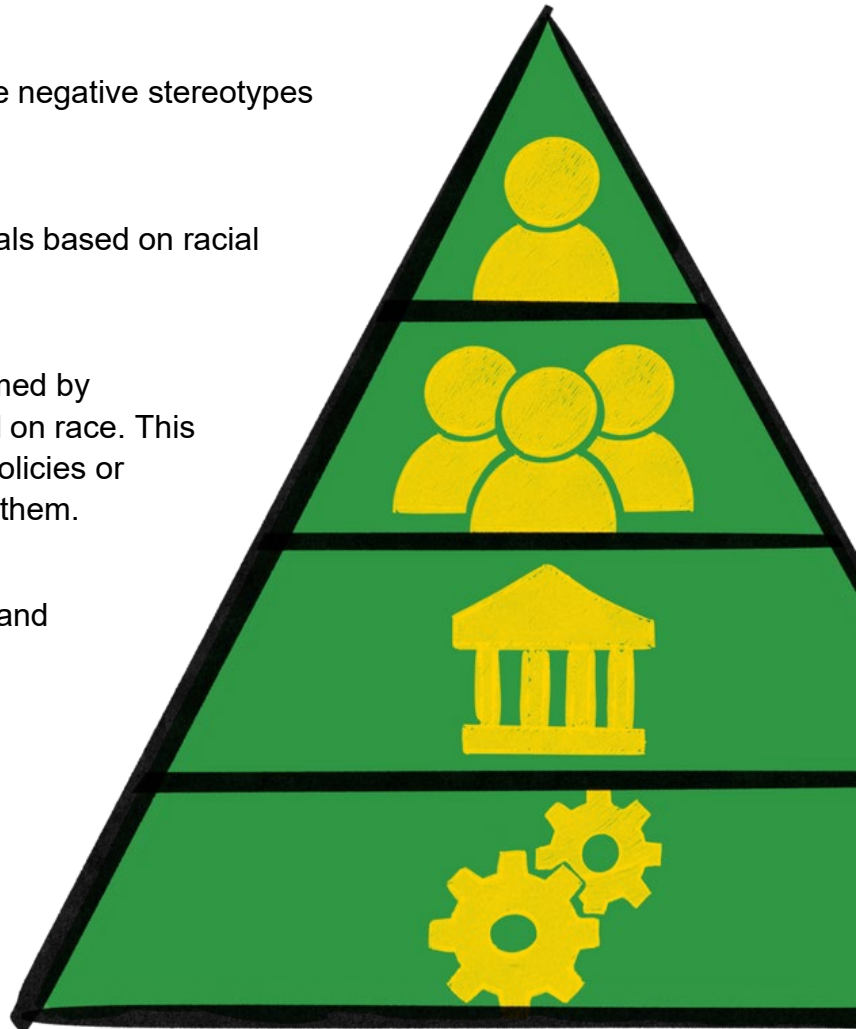
When one is racist towards Black individuals based on racial stereotypes or misconceptions.

Institutional Racism

Discrimination and oppression are performed by institutions toward Black individuals based on race. This can be found in many institutions where policies or cultural norms may unfairly disadvantage them.

Systemic Racism

Discrimination is invading laws, practices, and beliefs. It results in widespread unfair treatment and oppression of Black people across different social, economic, and political systems.



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LEAD Framework

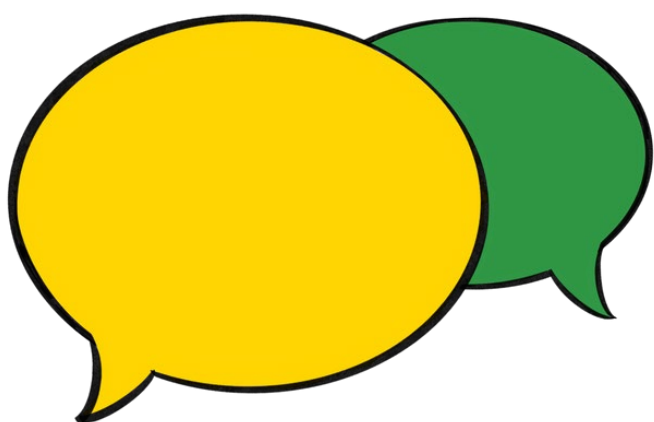
What steps can we take to support local Black communities and address anti-Black racism?

- L** Learn about anti-Black racism.
- E** Educate friends and family.
- A** Awareness and self-reflection of implicit biases.
- D** Denounce racist statements, microaggressions, or jokes.



TALK Framework

Having conversations about anti-Black racism with those closest to you as an ally is important, but not necessarily easy. Here are some key points that might help you have these conversations.



- T** Think about the conversation beforehand.
- A** Address the uncomfortable realities of the past and the present and avoid being confrontational.
- L** Listen to one another.
- K** Keep having these difficult conversations with those closest to you.