

# **Toronto HIV/AIDS Network Volunteer HIV Core Training (THN) ARAO Module**

## Workbook

[Abstract](#)

Anti Racism Anti-Oppression, Participants Workbook

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## ANTI-RACISM AND ANTI-OPPRESSION PRINCIPLES<sup>1</sup>

### GROUP AGREEMENTS

1. Respect for diversity
2. Have factual, realistic understanding of the group and differences within the group
3. Be open and non-judgmental
4. Fair and **equitable** treatment towards all
5. Recognize **power** and **privilege**
6. Information and process must be **accessible** to all
7. Group members **commitment** to participation
8. **Respectful** attitude and behaviours towards all, this includes **listening**
9. Behaviours should reflect ethical conduct:
  - ☐ Acting with **honesty**.
  - ☐ Flexibility.
  - ☐ The willingness to be **self reflective**.
  - ☐ The willingness to be self critical.
  - ☐ To learn from other ways of **ensuring one's conduct is ethical**
10. Practice **confidentiality**, the basis of this skill is trust and respect. However, confidentiality cannot always be maintained and so there must be honesty in sharing what can or cannot be held as confidential
11. Commitment to **learning**
12. Classism, Racism, Ableism, Heterosexism, Ageism, Sexism, or any other form of oppression will be named and processed by the group and/or individually. In addressing oppressive incidents, we will **identify, act, educate** and **sanction**.
13. All people are **accountable** for their actions, gestures, mannerisms, and words. People who cannot follow this ground rule will be asked to leave the session.
14. "Shake not shout" – cells phones on vibrate, take calls/texts outside of the training space

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<sup>1</sup> Developed by Akua Benjamin as part of ARAO organizational development training for Nellie's Shelter in Toronto.

## WHAT IS AN ARAO FRAMEWORK?

### OPPRESSION IN SOCIETY

#### TRIANGLE EXERCISE<sup>2</sup>

##### Task

Complete the triangle to illustrate how the oppression you are working on happens **in our society**, outside of our organizations. One way to help prepare for this exercise is to discuss the following in your group.

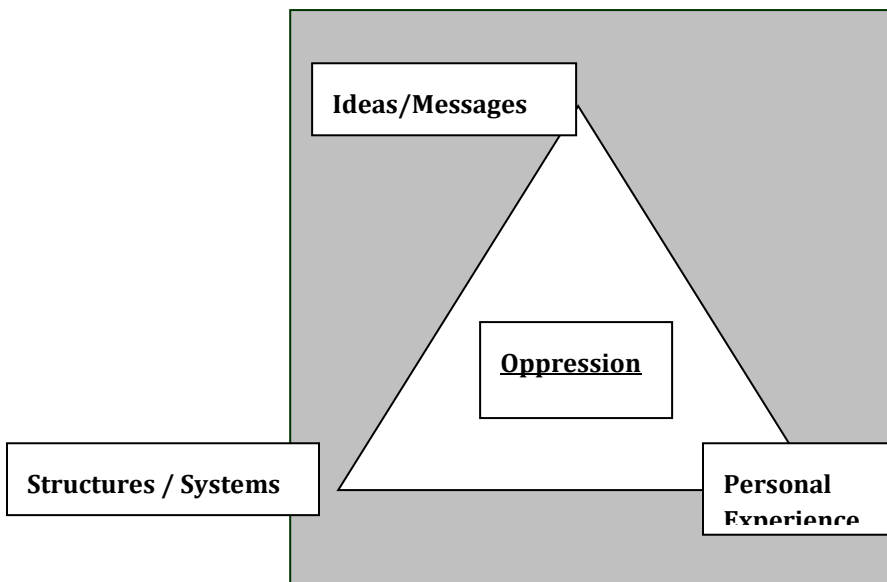
“When I see, hear, feel these things in the external environment, I know oppression is happening.”

The three points on the triangle are:

**Ideas/Messages e.g., media images, misinformation (myths, stereotypes)**

**Personal Experience e.g., impact on targeted people, feelings and thoughts experienced by the target group**

**Structures/Systems e.g., institutions, processes**



<sup>2</sup> The triangle model was adapted for use by Adobe Consulting Services from the incredible work of Rick Arnold, Bev Burke, Carl James, D’arcy Martin and Barb Thomas in Educating for a change, Between the Lines Press 1991.

## GLOSSARY

The following is a list of commonly used terms in Anti-Oppression Anti-Racism work. Terms and definition are tricky in this work because they are always changing and evolving, as does the work. The terms below are the writer's best assessment of the definitions now and should not be considered exhaustive and or even correct. It is always important to check in with people, groups, and co-workers about how they understand these terms and most importantly how they themselves wished to be defined or identified. The definitions below come from a variety of sources, most notably the work done by the University of Toronto, *Department of Public Health Sciences – Cultural Competency Handbook*, R. Degano, and Dr. M. Disman, and have been adapted for use by Adobe Consulting Services.

### ABLEISM

The systematic oppression of a group of individuals because of what they can or cannot do with their minds or bodies.

### AGEISM

Discrimination against people on the grounds of age.

### ALLY

An ally is a member of the dominant group who acts against oppression out of a belief that eliminating oppression will benefit the targets of oppression and dominant group members. In the struggle against racism, White peoples are allies who take leadership from activists who are people of colour and Aboriginal people.<sup>3</sup>

### ANTI-RACISM

A process that acknowledges the existence of systemic racism and, through policies and practices, seeks to actively identify, challenge, and reduce systemic racism in all its various forms.

### ANTI-RACISM EDUCATION

A perspective that confronts all aspects of the educational systems and practices (e.g., curriculum), and is intended to understand and eradicate racism in all its forms.

### ANTI-SEMITISM

The systematic discrimination against Jewish people, Jews, Judaism, and the cultural, intellectual, and religious heritage of Jewish people.

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<sup>3</sup> Lopes, Tina and Thomas Barb, *Dancing on Live Embers Challenging Racism in Organizations*

## ASSIMILATION

A process by which a person or group totally adopts (or is absorbed by) the culture, values, and patterns of another linguistic, national group, religious or social group.

## BIAS

An inclination, learning, opinion, perspective, preference, prejudice formed without reasonable justification that then influences a person's or group's ability to evaluate a particular situation accurately or objectively, an unfounded preference for or against. It must be noted, however, that every piece of writing, image, and audiovisual production has a bias, and it is important that authors, readers, or viewers be able to identify this bias.

## CLASSISM

Discrimination of group of persons sharing a similar social position and certain economic, political, and cultural characteristics.

## COLONIALISM

A process by which a foreign power dominates and exploits an indigenous group by seizing their land and resources, extracting their wealth, and using them as cheap labour. Also refers to a specific era of European expansion into the overseas territories between the sixteenth and twentieth centuries. Racial dogmas that reinforced patterns of superiority and inferiority have often been invoked to explain, justify, and promote the exploitation of indigenous minorities.

## CORPORATE GLOBALIZATION

Refers to the rising power of transnational companies to increase their profits by influencing and controlling governments around the globe. Of the one hundred largest economies in the world today, fifty-two are multinational corporations. International trade policies are strengthening corporate economic and political control, which is felt in communities and workplaces across Canada and other countries.<sup>4</sup>

## CULTURE

Totality of ideas, beliefs, values, knowledge, norms, communication styles and way of life of a group of individuals who share certain ethnic, historical, linguistic, racial, religious, and social background. Culture is a complex and dynamic organization of meaning, knowledge, artifacts, and symbols that guide human behaviour. It accounts for shared patterns of thoughts and action, and contributes to human, social and physical survival.

## CULTURAL COMPETENCE

A set of congruent attitudes, behaviours, and policies that come together in an agency, system, or among professionals to enable them to effectively work on cross-cultural issues.

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<sup>4</sup> Lopes, Tina and Thomas, Barb, Dancing on Live Embers Challenging Racism in Organizations



## CULTURAL DIVERSITY

This refers to the existence of several cultures among a group of people.

## CULTURAL PLURALISM

Members of a pluralistic society recognize the contributions of each group and encourage the ambivalence and development of different lifestyles, languages, and beliefs. There is a commitment to deal cooperatively with common concerns.

## CULTURAL RACISM

Embedded in the value system of society. It symbolizes the tacit network of beliefs and values that influences and justifies discriminatory actions, behaviors, and practices.

## DIASPORA

A historical dispersion of a group of people deriving from similar origins, i.e., the African Diaspora includes African Americans, Africans, Caribbeans, Afro-Russians, Black Brazilians, Afro Latinos, etc.<sup>5</sup>

## DISADVANTAGE

Unfavourable and unequal access to resources such as education, employment, health care and social services.

## DISCRIMINATION

The manifestation of prejudice. The granting and/or denying of civil liberties and opportunity to individual or groups with respect to access to services, goods and facilities, education, employment, and health care. Discrimination may occur based on age, developmental or mental disability, ethnicity, gender, marital or family status, nationality, physical, race, religious or political affiliation, or sexual orientation. Discrimination becomes more blatant when two or more factors (e.g., economic status, class and/or racial visibility) coincide. This behaviour results in minorities being maltreated/mistreated or excluded.

## DOMINANT GROUP

Refers to people whose social identity confers on them unearned power and privilege. Most of us have one or more dominant identities. In most parts of Canada, dominant identities are White, male English-speaking, heterosexual, able-bodied, Christian, affluent and middle class, thirty to sixty-five years of age, university educated, from central Canada.<sup>6</sup>

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<sup>5</sup> Overcoming the Backlash: Telling the Truth about Power, Privilege, and Oppression Exploring Gender-Based Analysis in the Context of Violence Against Women A Resource Kit for Community Agencies

<sup>6</sup> Lopes, Tina and Thomas, Barb, Dancing on Live Embers Challenging Racism in Organizations

## EQUALITY

Treating people, the same based on the assumption that everyone is the same and has the same needs.

## EQUITY

Treating people differently based on their different needs to ensure their equality of access.

## EMPLOYMENT EQUITY

A program designed to identify and eliminate discriminatory policies and practices that act as barriers to fair employment. Networks, friendships, and favouritism have shaped employment practices to exclude those who would otherwise merit the job. Employment equity promotes fair hiring and personnel practices to ensure that employees are hired for only one reason, their qualifications to do their job.<sup>7</sup>

## ESSENTIALISM

A practice of unconsciously or consciously privileging a certain ethnic group over others. This involves judging other groups by the values of one's own group.

## ETHNICITY

A social and political contract used by individuals and communities to define themselves and others. Ethnicity is also a process, which is changed over time both by social conditions and individuals. Ethnicity tends to be based on common culture, language, or nationhood.<sup>8</sup>

## ETHNOCENTRISM

An inclination to view events from the perspective of one's own culture, with a coinciding inclination to misunderstand or diminish other groups and regard them as inferior.

## EUROCENTRISM

A process of disempowering, degrading, and disenfranchising a group by discriminatory practices and behaviours and/or systemic barriers. This process is supported by an implicit ideology of superiority.

## FEMINISM

A movement or movements to end sexism and sexist oppression.

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<sup>7</sup> “

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<sup>8</sup> PDHRE, Passport to Dignity – Working with the Beijing Platform for Action for the Human Rights of Woman, New York: PDHRE

## GENOCIDE

Deliberate decisions made and actions taken by one nation or group of people to exterminate another nation or group.

## GHETTOIZATION

The conscious exploit of segregating members of an ethnic or racial minority group from the larger community.

## HARASSMENT

The *Ontario Rights Code* defines harassment as a vexatious (“hard to cope with”; “troubling to the nerves or peace of mind”) comment or behaviour that is known or ought to be known to be unwelcome. Harassment includes words, actions and/or gestures which are offensive to an individual and which insult, humiliate, demean, and/or undermine a person’s worth and dignity.<sup>9</sup>

## HEGEMONY

Social, cultural, religious, or moral traditions and ideas that reinforce the power of the dominant group at the expense of other groups.

## HOMOPHOBIA

Describes oppression based on Sexual Orientation and experienced by people who are Gay, Lesbian and Bisexual, as well as those who are perceived to be GLB. Homophobia refers to the irrational fear, hatred, prejudice or negative attitudes towards homosexuality and people who identify as GLB.

## HETEROSEXISM

refers to homophobia on a systems level in social institutions and cultural norms that reinforce these negative attitudes, devalue the experiences of GLB people, and assert heterosexuality as the normal and preferred sexual orientation.

## IDENTITY

A subjective sense of coherence, consistency, and continuity of self, based in both personal and group history.

## IDEOLOGY

A complex set of ideas that strive to explain, justify, legitimate, and perpetuate the circumstances in which a collectivity finds itself. It provides a basis for explaining situations, guiding behaviour, imparting meaning to life, instilling a common bond among group members, and making sense of the world.

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<sup>9</sup> OAITH, Creating Inclusive Spaces, Plain Language Version 2000

## IMPERIALISM

The policy and practice of extending a country's power, influence, and control through colonization, use of military force, and other means. At its most basic level it means taking what is not yours to take, taking land from others who already occupy it and the process by which that happens.

## INDIGENOUS

Originating from a culture with ancient ties to the land in which a group resides.

## INDIVIDUAL RACISM

A form of racial discrimination that derives from conscious, personal prejudice.

## INSTITUTIONAL RACISM

Racial discrimination that stems from persons carrying out the dictates of others who are prejudiced or of a prejudiced society.

## INSTITUTIONS

Organizational arrangements and practices through which collective actions are taken (e.g., business, courts, government, religious communities, schools, police, and unions).

## INTEGRATION

The process that allows groups and persons to become full participating members in the cultural, economic, political, and social life of a society while at the same time permitting them to maintain their won cultural identity. This term refers to the renegotiation of a more equitable power sharing equation in the society.

## INTOLERANCE

An unwillingness to consider, endure and /or respect the beliefs and practices of an individual or group. Conversely, tolerance may encompass willingness to endure and/or respect the beliefs and practices of others. Racial intolerance refers to the unwillingness to permit equal opportunity and full societal participation to members of other racial groups; religious intolerance is the unwillingness to accept, endure or respect those of other religious beliefs.

## INTERCULTURAL COMMUNICATION

The communication process that occurs between/among individuals or representatives of different cultural backgrounds (e.g., differing codes, linguistic, non-linguistic, non-verbal, or verbal communication). Culture has a major influence on the communication process.

#### INTERNALIZED DOMINANCE

Occurs when members of the dominant group accept their group's socially superior status as normal and deserved, and when they deny the oppression experienced by target groups.<sup>10</sup>

#### INTERNALIZED SUBORDINATION

Occurs when members of an oppressed social group accept the superior status of the dominant group and their own subordinate status as deserved, natural and inevitable.<sup>11</sup>

#### MAINSTREAM

In the context of anti-racism, the dominant culture, and the cultural, educational, economic, political, and social institutions through which its power is maintained.

#### MAINSTREAMING

In recent years the United Nations and other organizations have adopted a strategy to mainstream crosscutting issues such as gender, environment and human rights into their programs and policies. A mainstreaming strategy emphasizes the importance of addressing the different impacts and opportunities that a particular program or policy may have in society. The strategy focuses on making gender equality, human rights, and environmental concerns etc. central to policy formulation, legislation, resource allocations, and planning and monitoring of programs. Using a gender mainstreaming strategy to achieve gender equality requires changes in awareness and capacity of all personnel and implies strong management commitment. A knowledge base on the linkages between gender equality and the substantive issues and processes in organizational programs needs to be developed, and practical analytical skills fostered.

#### MARGINAL

The status of groups who do not have full and equal access to the cultural, economic, political, and social institutions of society.

#### MARGINALIZATION

Behaviours, actions, policies, and social institutions that serve to keep various forms of power and privilege away from specific individuals and groups. Denying individuals and groups access to educational, social, legal, and economic resources ensures that they remain "on the margin" or disadvantaged.<sup>12</sup>

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<sup>10</sup> Lopes, Tina and Thomas, Barb, Dancing on Live Embers Challenging Racism in Organizations

<sup>11</sup> “ ”

<sup>12</sup> OAITH, Creating Inclusive Spaces, Plain Language Version 2000

## MERITOCRACY

This concept is connected to the idea of white privilege. Meritocracy assumes that if you work hard, you get what you deserve. While working hard is an important concept in general, meritocracy purports that if someone doesn't succeed it is because they haven't worked hard enough – this ideology blames the victim as opposed to looking at the systemic barriers that have been a major factor in that person's life.<sup>13</sup>

## MISOGYNY

A term used to describe women hating. It is sometimes used to describe sexism and sexist oppression.

## OPPRESSION

The domination of one individual or group by another, more powerful, individual or group, using cultural, economic, physical, psychological, or social threats or force, and frequently using an explicit ideology to justify the oppression.

## PREJUDICE

A frame of mind that tends to prejudge a person, or a group, unfavourably, by attributing to every member of a group characteristics falsely attributed to the group. These unfavourable assumptions are frequently not recognized as such because of the frequency with which they are widely accepted and are used to justify acts of discrimination.

## RACE

A social category used to classify large groups of people according to common ancestry and reliant on differentiation by distinctive hereditary physical characteristics such as colour of skin and eyes, hair texture, stature, and facial features.

## RACIALIZATION

Racial identities are not fixed categories. They are shaped by history, nationality, gender, class, and identity politics, and racial designations often differ from country to country. The term "racialization" makes explicit that this is not about inherent characteristics but about the ways in which we are socialized to differentiate groups of people based on physical characteristics. It emphasizes the active process of categorizing people while at the same time rejecting "race" as a scientific category.<sup>14</sup>

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<sup>13</sup> Overcoming the Backlash: Telling the Truth about Power, Privilege, and Oppression Exploring Gender-Based Analysis in the Context of Violence Against Women A Resource Kit for Community Agencies

<sup>14</sup> Lopes, Tina and Thomas, Barb, Dancing on Live Embers Challenging Racism in Organizations

## RACISM

A system in which one group of individual's exercises power over another group based on skin colour. A set of actions, erroneous assumptions and implicit or explicit beliefs based on an ideology of inherent superiority of one racial group over another. Racism is manifested within organizational and institutional structures and programs as well as within individual thought or behaviour patterns.

## RACIST

A person, institution, or organization whose actions, beliefs, or programs imply or state that certain races have distinctive inferior or negative characteristics.

## RACIST IDEOLOGY

Includes a whole range of concepts, ideas, images, and institutions that provide the framework or interpretation and meaning for racial thought in society. It creates and preserves a system of dominance based on race and is communicated and reproduced through agencies of socialization and cultural transmission such as the art, literature, mass media, music, religious doctrines, schools, and universities, symbols, and images.

## SEXISM

Any action, attitude, behaviour, or language that depicts women as inferior. It is attitudinal and institutional.

## SOCIAL CLASS

The hierarchical order of a society based on such indicators of social rank (i.e., education, family, income, occupation, ownership of property, religious and political relationships etc.).

## SOCIAL CONSTRUCTION

– A perception of an individual, group, or idea that is “constructed” through cultural and social practice but appears to be “natural” or “the way things are”. For example, the idea that women “naturally” like to do housework is a social construction because this idea appears “natural” due to its historical repetition, rather than it being “true” in any essential sense.<sup>15</sup>

## SOCIAL JUSTICE

A concept based upon the belief that each individual and group within a given society has a right to civil liberties, equal opportunity, fairness, and participation in the educational, economic, institutional, social, and moral freedoms and responsibilities valued by the community.

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<sup>15</sup> Overcoming the Backlash: Telling the Truth about Power, Privilege, and Oppression Exploring Gender-Based Analysis in the Context of Violence Against Women A Resource Kit for Community Agencies

## STRUCTURAL ADJUSTMENT

As a condition of international loans to support countries through economic difficulties, international lenders impose 'structural adjustment' policies, supposedly to make the debtor country more likely to repay its debt. These policies include 'balanced budgets', 'fighting inflation', and 'cost reduction'. In practice these are achieved through cutbacks in necessary public education and health services, the imposition of school fees and medical fees, the end of support to subsistence farming, 'privatization' of social services, an emphasis on the production of goods for export.

## SYSTEMIC DISCRIMINATION

The institutionalization of discrimination through policies and practices which have become historically entrenched in systems (systemic), resulting in barriers to equality of opportunity for members of minority groups.

## SYSTEMIC RACISM

Consists of practices and policies, entrenched in established institutions, which result in the advancement or exclusion of specific groups of individuals. It manifests itself in two ways: (1) institutional racism; (2) structural racism.

## TRANSGENDER

Transgender is frequently used as an umbrella term, which serves as a banner to cover all those who transgress society's notions of how biological sex, gender, and sexual orientation link together, i.e., anyone who crosses society's gender norms. A transgendered person may feel society is limiting his or her personal expression by maintaining two distinct gender constructs.<sup>16</sup>

Travesty (Brazil); Hijra (India); Vestido (Mexico); Binabe (Filipino); Mke-SIMume (Swahili); Katoeys (Thai); Faka Fafini (Polynesian); Transformista (Spanish); A few of the many terms used to describe "trans", or "alternate" gender roles.<sup>17</sup>

## TRANSPHOBIA

Fear or hatred of TS/TG people, as well as those cross-gender elements that exist within all people.<sup>18</sup>

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<sup>16</sup> The 519 Church Street Community Centre TS/TG 101 by the Meal Trans Programme

<sup>17</sup> Creating Inclusive Spaces Provincial Training Series - Information Package

<sup>18</sup> “ “ “ “



## TRANSSEXUAL

This term is typically reserved for those who want to change, or who have changed their body to be more in line with how they identify themselves.<sup>19</sup>

## TWO-SPIRITED

A term which aboriginal or native communities use to describe a person who possesses both the male and female spirit. A two-spirited person might not use the terms gay, lesbian, bi, or trans.

## WHITE SUPREMACY

White supremacy is a constructed system that is based on assumptions/messaging and systemically embedded/enshrined beliefs that White people are better than everyone else in the world. The resulting effect is that White people benefit from political, economic, and social systems that provide them with more privilege and power than racialized people. Many of us think of the term “White Supremacy” as only being linked to extreme racist group such as the Heritage Front or the KKK. The reality is that wherever there is a social hierarchy, this includes Canada, where white people are on top, there is white supremacy.

## WORLD MAJORITY PEOPLE

This term reminds us that racialized people are 70 to 80 percent of the world’s population. It is a helpful name that links racial equity work in organizations to global struggles for justice.<sup>20</sup>

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<sup>19</sup> “ “ “ “

<sup>20</sup> Lopes, Tina and Thomas, Barb, Dancing on Live Embers Challenging Racism in Organizations