

# The Way Forward - Deconstructing Systemic Racism

Anti-Racism Directorate

Ontario Public School Boards' Association (OPSBA)  
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Changemakers start here.

Together, we are making real changes.

# CHANGE

for all.  
for good.  
that matters.

**starts here.**

As a catalyst and alliance for change, we do three things:

MAKE IT **known.**  
**real.**  
**happen.**

The Anti-Racism Directorate is

a **catalyst**

for change in Ontario

an **alliance**

Ministries  
Communities  
Networks  
Individuals

Making change real, inside and out

workplace

province

# It's good to connect with you.

Our goal today is to provide an overview of our collective work as Changemakers.

## What we'll cover

Our work to achieve racial equity and advance opportunity for all in

- the OPS
- Ontario

Setting the Stage: Normalizing Language

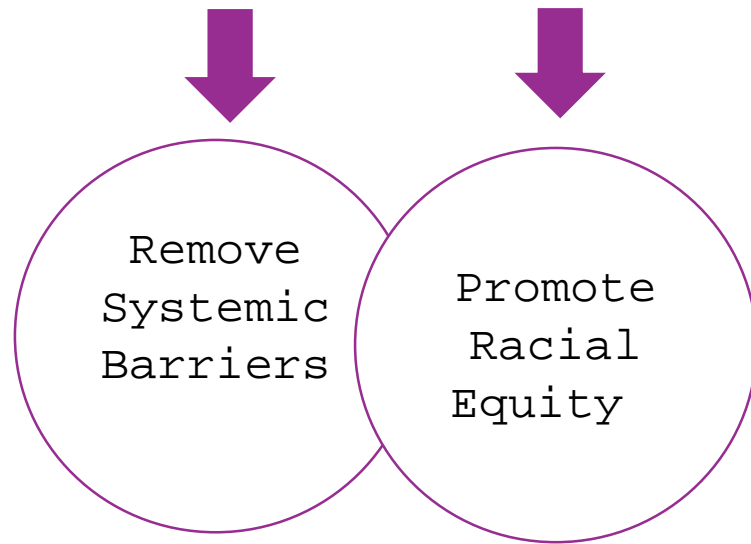
What's new – recent **progress** made & what's next – what we're **working on**

## Let's get started

**Developing the Anti-Racism Action Plan**

# Anti-Racism Directorate: What We Do

**Address Systemic Racism** and improve economic, social and well-being outcomes for all Ontarians



Focused on anti-Black racism, anti-Indigenous racism, anti-Semitism, and those impacted by Islamophobia

The ARD:

- Stewards the **Anti-Racism Act, O. Reg 267/18** and **Anti-Racism Data Standards**.
- Leads the development and implementation of **Ontario's anti-racism strategic plan**
- Oversees and supports the operationalization of **the Anti-Racism Data Standards**
- Provides **expertise, tools and resources** to build capacity to address systemic barriers and improve public services
- Collaborates with communities to support **targeted public education and awareness** initiatives
- Works **across governments and the broader public sector** to develop and implement anti-racism initiatives

# Ontario's Anti-Racism Strategic Plan (2017-2022)



## POLICY AND DATA FOR LASTING CHANGE

- Anti-Racism Strategy
- Disaggregated Race Data Collection Framework and Guidelines
- Anti-Racism Impact Assessment Framework

## BUILD IN ACCOUNTABILITY

- Publicly Report\* on Progress of Strategy implementation

## RAISE AWARENESS

- Targeted campaigns
- Anti-Black racism
- Anti-Indigenous racism
- Islamophobia
- Antisemitism

## COLLABORATE WITH PARTNERS

- Form strategic partnerships to maximize impact
- Minister's Anti-Racism Consultation Group
- Annual Anti-Racism Conference

## POPULATION-SPECIFIC INITIATIVES

- Created strategies for populations experiencing the most critical forms of systemic racism
- Anti-Black Racism Strategy
- Indigenous-focused Anti-Racism Strategy
- Ontario Public Service Anti-Racism Strategy

## GUIDING PRINCIPLES

Systemic Focus | Collective Impact | Targeted Universalism | Intersectionality | Inclusive |

## LEGISLATIVE COMMITMENTS



# Normalizing Language

# Race

Term used to classify people into groups based principally on physical traits such as skin colour. Racial categories are not based on science or biology and may vary over time and place and/or overlap with ethnic, cultural or religious groupings.

# Racism

Ideas or practices **that establish, maintain or perpetuate the racial superiority** or dominance of one group over another.

This is situated on the notion of White supremacy.

# Systemic Racism

Happens when institutions or systems create or maintain **racial inequity**, often as a result of hidden **institutional biases in policies, practices and procedures** that privilege some groups and disadvantage others.

# Anti-Black Racism

Policies and practices embedded in Canadian Institutions that reflect and reinforce **beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent** and is rooted in their unique history and experience of enslavement and colonialization in Canada.

# Anti-Indigenous Racism

Ongoing **race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada.**

# White Privilege

**Unearned privileges** that White people experience ..“The unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed upon people solely because they are White.

# Intersectionality

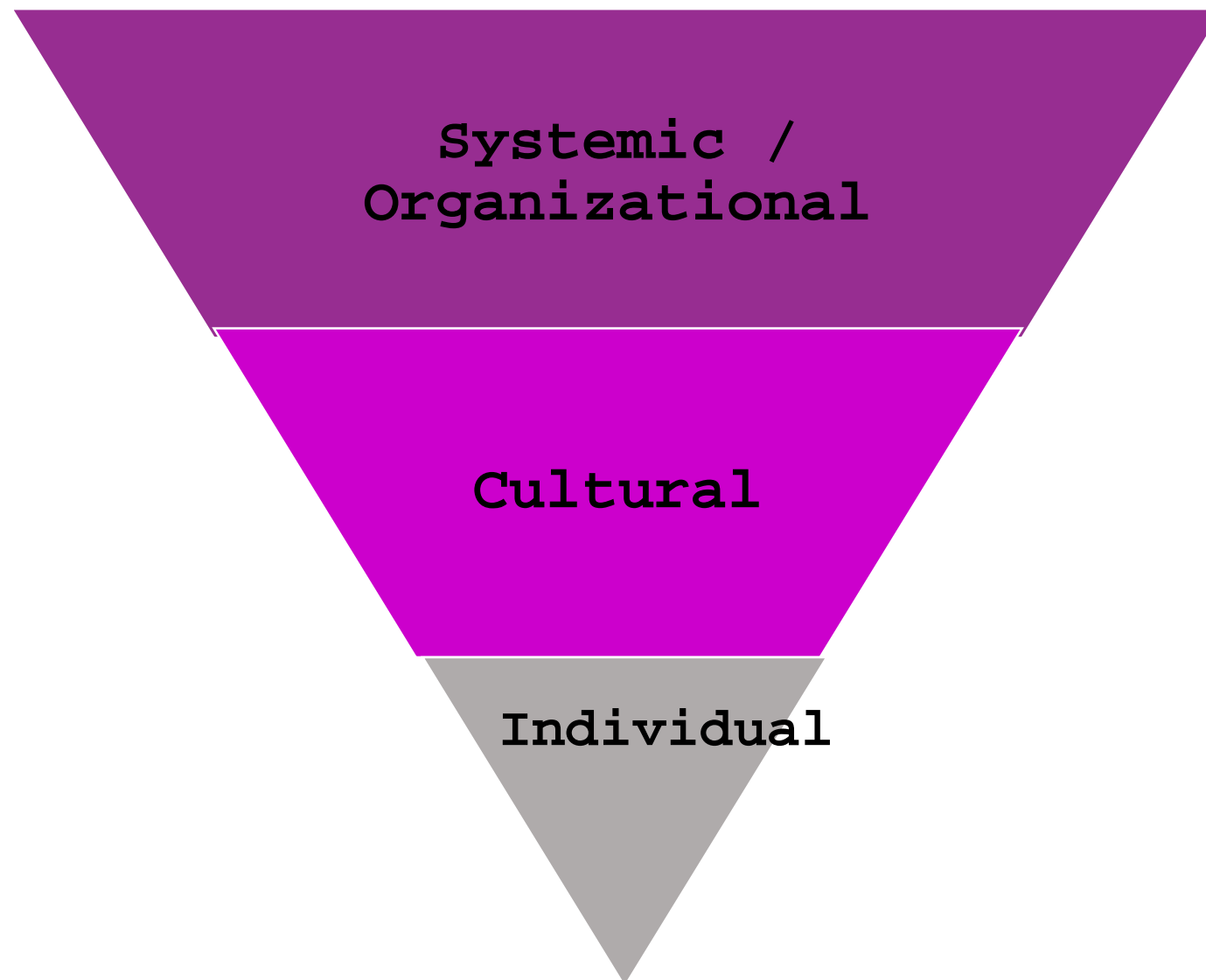
The way in which **people's lives are shaped by their multiple and overlapping identities and social locations**, which, together, can produce a unique and distinct experience for that individual or group, for example, **creating additional barriers, opportunities, and/or power imbalances.**



# Racial Equity

The systemic **fair treatment of all people** that results in equitable opportunities and outcomes for everyone.

The  
3 Levels  
of Racism



# Anti-Racism Action

1. Take an anti-racist approach
2. Collect and respond to racial data
3. Identify and remove systemic racism barriers
4. Acknowledge and address racial trauma

# Leading change in the OPS workplace.



## GETTING THERE

**1** Root out barriers.

**2** Build awareness and ability.

**3** Get more racialized talent on leadership tracks.

**4** Fix policies and practices to give everyone a fair shot at success.

# Developing Your Anti-Racism Action Plan

## Bold Actions

- Define Your Goal
- Get to the Root of the Problem
- Co-Design Your Plan

## Measurable Impact

- Establish Governance and Accountability Measures
- Use Data-Driven Decision-Making
- Set Targets/Indicators for Success

## Anti-Racist and Accountable Leadership

- Build Anti-Racism Competency and Capacity
- Make Goals Transparent
- Establish Key Performance Indicators for Leaders

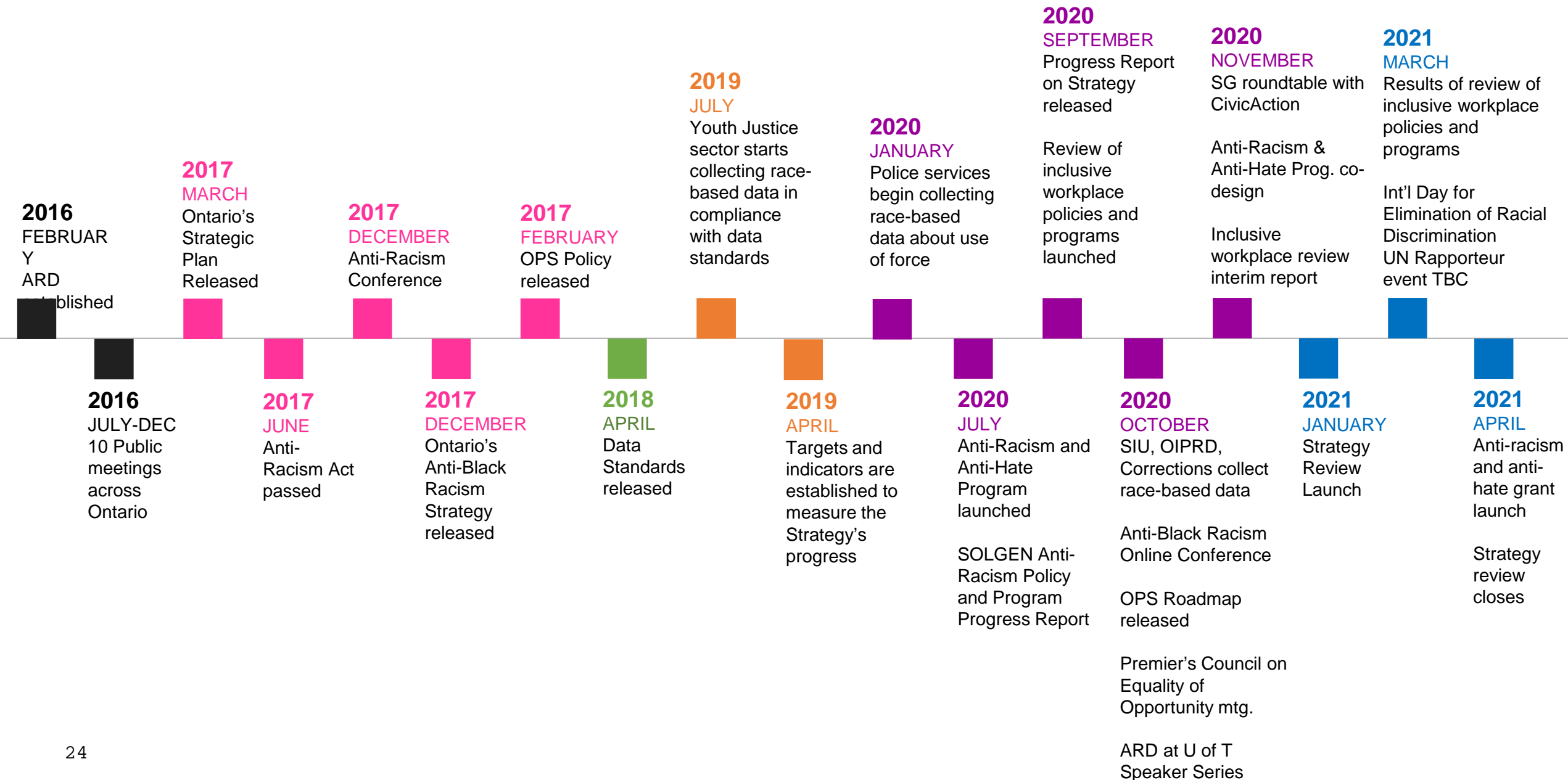
# Things to Remember

- Take the time to educate yourself and the members of your committee
- Unlearning is hard work, take the time to reflect on what you are unlearning, discovering and learning
- Take the time for self-care.
- Do not expect for your Black, Indigenous and Racialized employees to do this work alone.
- Ensure the committee building your action plan have the institutional authority/power to drive change within your organization.
- Ensure that you are developing an action plan using SMART Goals (Specific, Measurable, Attainable, Relevant and Time-Bound)

# What Success Looks Like...

Together we will create a racially equitable and inclusive workplaces in which all employees:

- ❖ Have confidence in your institutions hiring practices and processes, ensure that they are **equitable, consistent and transparent**
- ❖ Can **access opportunities** for career development and advancement regardless of racial identity;
- ❖ Are employed in roles that are suitable for their **knowledge, skills and capabilities;**
- ❖ Feel respected in the workplace: where they are **treated fairly, where difference is acknowledged and valued**, communication is open and civil, conflict is addressed early and there is a **culture of empowerment and cooperation.**
- ❖ Work in organizations that take **a proactive and anti-racist approach** to the development of policies, processes, and partnerships







# Changemakers, start here.

Looking to make a difference? Lead the

Actions you can take, right now, to advance racial equity and opportunity in our province and our workplace

- Spread the word - friends, colleagues, influencers, networks
- Follow us on social media
- Share our digital and social content
- Be a mentor to Black, Indigenous and racialized talent
- Share opportunities with Black, Indigenous and racialized talent
- If you see racism, discrimination or harrassment... Call It Out!
- Practice Self Care

**"CARING FOR MYSELF  
IS NOT SELF-  
INDULGENCE,  
IT IS SELF-  
PRESERVATION,  
AND THAT IS AN ACT  
OF POLITICAL  
WARFARE."**

**— AUDRE LORDE**

## **15 WAYS TO SELF-SOOTHE**

**VALIDATE YOUR EXPERIENCES AND FEELINGS**

**PRACTICE DEEP BREATHING**

**LISTEN TO CALMING MUSIC**

**MOVE YOUR BODY**

**HUG YOURSELF**

**TAKE A SHOWER/BATH**

**STRETCH**

**SPEND TIME IN NATURE**

**JOURNAL**

**WEAR COMFORTABLE CLOTHING**

**LIGHT A SCENTED CANDLE**

**REPEAT A CALMING AFFIRMATION**

**SLEEP / REST**

**HYDRATE**

**ENGAGE IN A CREATIVE PROJECT**



**(SOURCE: @MILLENNIAL.THERAPIST)**

We are  
changemakers

Our team includes **you**.

# We are the ARD.

Connect with us. We are here to help.

**WEB**

[Ontario.ca/antiracism](https://ontario.ca/antiracism)

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