SANATH
TRAINING



Anti-Racism Response Training

Resources & Toolkit

SANATH TRAINING › sanathtraining@gmail.com

SANATH TRAINING

Acknowledgments

Sanath Training was co-founded in 2020 by Thanh Tazumi, Naomi L. Wolfe, and Sanchit Mittal; grounded in the Anti-Racism Response Training (A.R.T.) work originally developed by Dr. Ishu Ishiyama. The Sanath Training team now includes Toyin Kareem and Charis Tazumi amongst other certified A.R.T. facilitators.

E-mail: sanathtraining@gmail.com to learn more.

Table of Contents

04 Introduction to the Toolkit

05 Key concepts

- Intersectionality
- Allyship
- Implicit Bias
- Racism (4 Levels)
- Microaggressions

12 Responding to Racial Microaggressions & Bias

- Sample Responses
- COMIC STRIPS
- Activity: Microaggression Reponse Practice

19 Active Witnessing

- VOW Triangle
- Levels of Witnessing
- Active Witnessing Sample Responses

24 Resources & Links

31 Thank you & Contact Information

SANATH TRAINING

Introduction:

Anti-Racism Response Training Toolkit



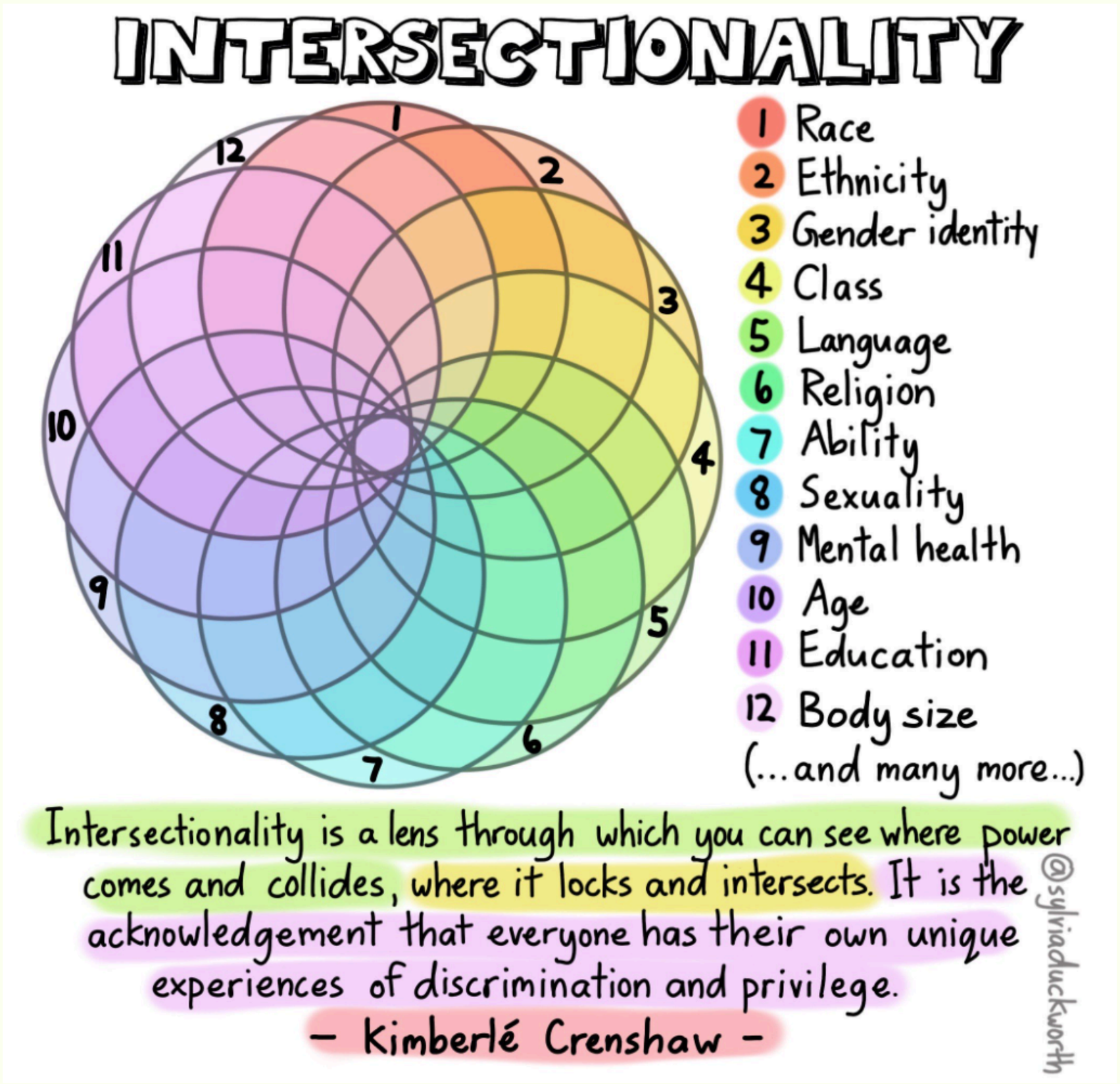
Welcome to Sanath Training's Anti-Racism Response Training Toolkit! This toolkit is designed to provide an overview of important concepts, resources, and activities related to our trainings, as well as additional resources as you continue your Anti-Racism journey.

As you review this Toolkit, we would like to share with you, the following words, by Ojibwe Canadian author and journalist, **Richard Wagamese (from his book "Embers"):**

"I've been considering the phrase "all my relations" for some time now. It's hugely important. It's our saving grace in the end. It points to the truth that we are all related, that we are all connected, that we all belong to each other. The most important word is "all." Not just those who look like me, sing like me, dance like me, speak like me, pray like me or behave like me. ALL my relations. That means every person, just as it means every rock, mineral, blade of grass, and creature. We live because everything else does. If we were to choose collectively to live that teaching, the energy of our change of consciousness would heal each of us — and heal the planet."

Key Concepts & Language

Note: The following definitions are adapted from a wide variety of sources, and as language is always evolving, many have been revised and/or added to over the years.



What is intersectionality?

The interconnected nature of social categorizations such as race, nationality, class, gender, ability, as they apply to a given individual or group, is regarded as creating overlapping and interdependent systems of privilege or discrimination. The term coined by Kimberle Crenshaw in 1989, outlines the various ways we benefit from or are disadvantaged by systems of oppression according to our overlapping identity markers. Dr. Jennifer C. Nash highlights that intersectionality is not a sufficient way to fight oppression. Rather, it is a lens through which we understand the world and engage in anti-oppression work.

What is allyship?

Allyship is "an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group."
(The Anti-Oppression Network)

What is an Ally?

Someone who makes the commitment to recognize their privilege [based on gender, gender identity, class, race, sexual identity, etc.], how they may perpetuate various systems of oppression, and work in solidarity with marginalized groups. Allies understand that being in solidarity with oppressed peoples is a lifelong process, and requires building trust. Allies will utilize their own positions of privilege to uplift those who are oppressed to use their voice and to lead. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

What does allyship look like to you?
What steps have you taken, or will take moving forward?
Take a moment to brainstorm!

Diversity: The ways in which we are different from each other (e.g.: ethnicity, gender, age, class, sexual orientation, ability, etc.). Diversity exists when all communities, including traditionally excluded communities, and all minority groups within communities, can give voice effectively to their issues and participate fairly in the decision-making structures that determine their lives.

What is implicit bias?

Bias/Implicit Bias: An implicit bias is an unconscious association, belief, or attitude toward any social group. Due to implicit biases, people may often attribute certain qualities or characteristics to all members of a particular group, a phenomenon known as stereotyping. Implicit biases operate almost entirely on an unconscious level. While explicit biases and prejudices are intentional, implicit biases may be unintentional.

TYPES OF BIAS:

Pro-white bias:

A preference toward or prejudice in favour of White people and/or characteristics associated with White people and/or White society.

Affinity bias/Similarity bias:

Subconscious gravitation towards people who we believe share similar interests, values, beliefs, and backgrounds.

Attraction/beauty bias:

The favorable treatment that individuals receive when they are deemed more attractive, regardless of whether this happens consciously or unconsciously

Gender bias:

The favourable treatment that individuals receive over another. This differential treatment is based on gender stereotypes and prejudice.

Confirmation bias:

The confirmation bias describes our underlying tendency to notice, focus on, and give greater credence to evidence that fits with our existing beliefs.

Name bias:

The tendency to judge and prefer people with certain types of names – typically names that are of Anglo origin (relevance in hiring processes)

Maternity Bias:

Bias against women who are mothers that results in fewer opportunities

Halo effect:

Tendency to allow one specific trait or our overall impression of a person, company or product to positively influence our judgment of their other related traits.

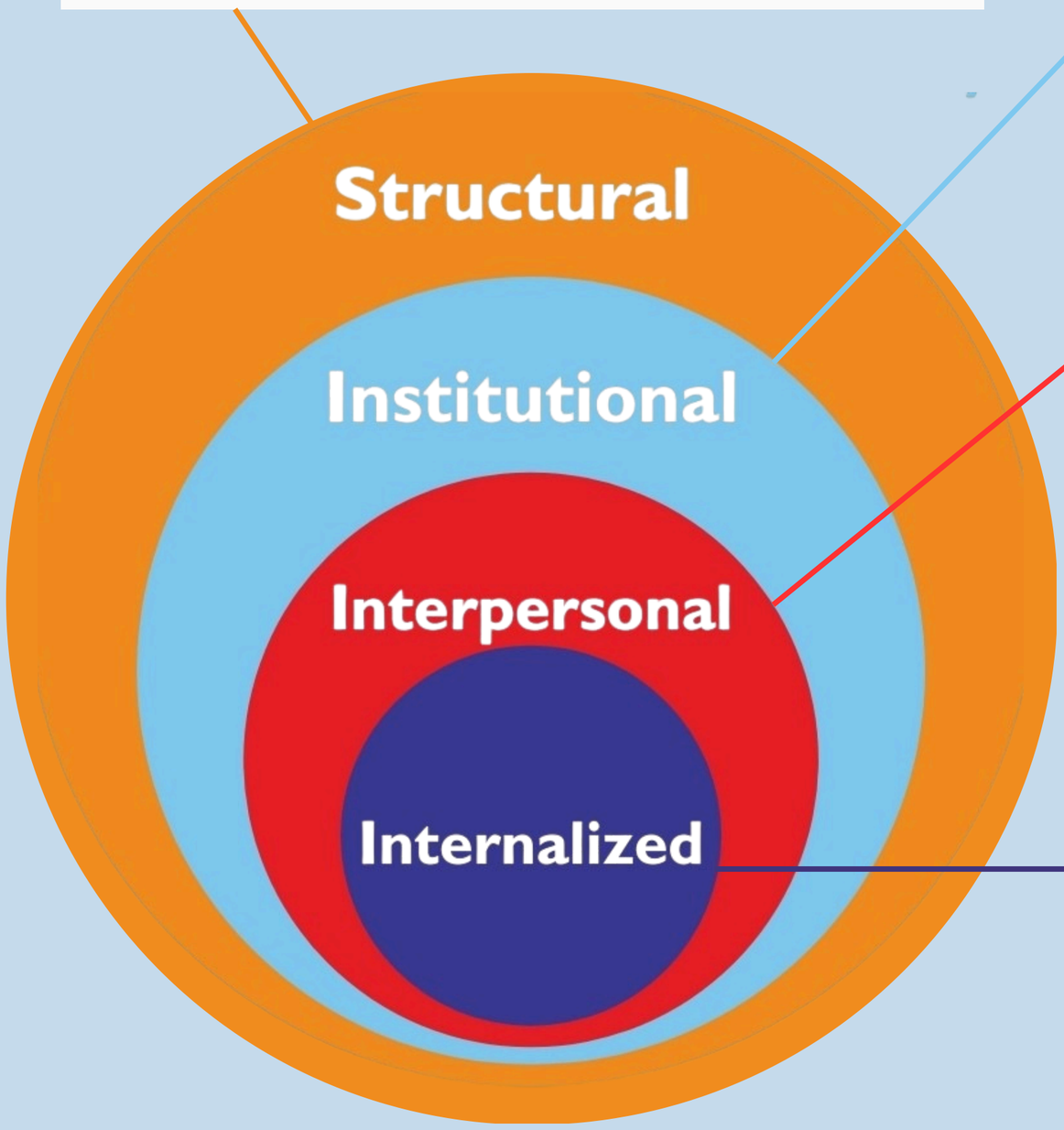
OVERVIEW: Defining Racism

Racism is a set of mistaken assumptions, opinions and actions resulting from the belief that one group of people categorized by physical characteristics or ancestry are inherently superior to another. A condition in which one group or individual has the power to withhold resources from or deny rights to another group or individual because of racial differences, prejudice, or bigotry. Forms of racism range from the personal and direct, to the impersonal and systemic. Racism ranges from name-calling to physical violence, denying employment, or lower chances of college admission and higher chances of imprisonment.

4 LEVELS

Structural racism is the established hierarchy of groups based on perceived "race". The hierarchy was created to designate superiority to one group in order to benefit from the oppression and exploitation of other groups.

Systemic/Institutional racism is prejudice and privilege embedded in the policies, practices, and programs of systems and institutions, including in the public, private, and community sectors. Representatives may act with or without racist intention.



Interpersonal racism is the beliefs, attitudes, and behaviours of individuals based on bias, stereotypes and prejudice. Expressions may be conscious or unconscious, and range from subtle to violent.her groups.

Internalized racism lies within individuals. We absorb the cultural racism ideas of the racial hierarchy and accept inequity as normal. People targeted by racism come to believe that the stereotypes & prejudices of racism are valid. People privileged by racism believe their own superiority.

OVERVIEW: What are MICROAGGRESSIONS?

The everyday slights, indignities, put-downs and insults that people of colour, women, LGBTQ2S+ populations or those who are marginalized experience in their day-to-day interactions. Microaggressions often appear to be a compliment or a joke but contain a hidden insult about a group of people. Microaggressions are closely tied to implicit or unconscious biases which are the attitudes, stereotypes, and assumptions that we're not even aware of that can creep into our minds and affect our words and actions.



Microassaults

Clear forms of discrimination in which actors generally deliberately behave in discriminatory ways, but may or may not intend to offend.

Microinsults

Statements or behaviours in which individuals unintentionally or unconsciously communicate discriminatory messages.

Microinvalidations

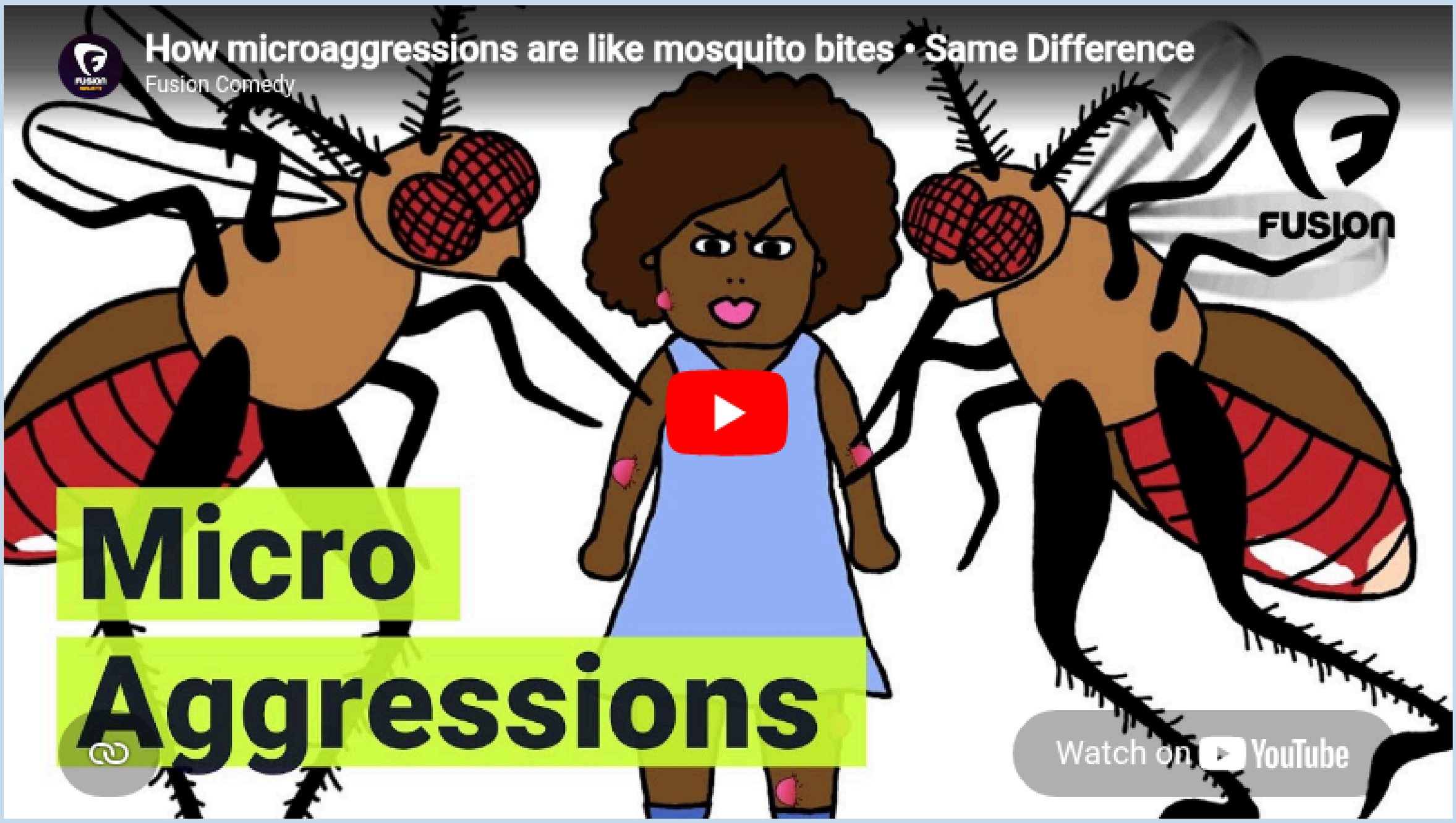
Microinvalidations are verbal statements that deny, negate, or undermine the realities of members of various marginalized groups.



Brief and commonplace verbal, behavioural, or environmental actions(whether intentional or unintentional) that communicate hostile or derogatory, or negative racial insults toward members of targeted groups including:

Video Resource

How microaggressions are like mosquito bites



See video on YouTube:
https://www.youtube.com/watch?v=hDd3bzA7450

Responding to Racial Microaggressions & Bias

Restate or Paraphrase

"I think I heard you saying_____ (paraphrase their comments). Is that correct?"

Share your process

I noticed that you _____ (comment/behavior). I used to do/say that too, but then I learned_____."

Acknowledge feelings behind statements

Express empathy and compassion.

"It sounds like you're really frustrated/nervous/angry....."

"I can understand that you're upset when you feel disrespected."

Separate Intent from Impact

"I know you didn't realize this, but when you _____ (comment/behavior), it was hurtful/offensive because_____. Instead you could_____ (different language or behavior.)"

Appeal to Values

"I know you really care about _____. Acting in this way really undermines those intentions."

Promote Empathy

Ask how they would feel if someone said something like that about their loved ones.

"I know you don't like the stereotypes about _____ (their group), how do you think he feels when he hears those things about his group?"

COMIC STRIP:
Responding Racial Microaggressions



Ask for clarifications:

- "Could you say more about what you mean by that?"
- "How have you come to think that?"
- "I'm not sure I'm understanding what you mean. Can you clarify?"

COMIC STRIP:
Responding Racial Microaggressions



Challenge the Stereotype:

Give information, share your own experience and/or offer alternative perspectives.

- "Actually, in my experience_____."
- "I think that's a stereotype. I've learned that_____."
- "Another way to look at it is _____."

COMIC STRIP:
Responding Racial Microaggressions



Use Humour:

In some cases, the use of humour can help point out to absurdity of a comment, and potentially de-escalate a tense situation.

Activity: Microaggression Response Practice

Being Prepared: Practising responses ahead of time

- Naming it is one way to respond:

"That's a stereotype!" "That's a microaggression". etc.

Feel free to add the following to your repertoire:

"She is pretty for a Black girl"

- Like the way you are pretty for a White girl?
- No, she is just pretty.
- Yikes!
- What do you mean by that?
- That's just not a kind thing to say.
- I'm offended by your comment. (Or: I find your comment offensive.)
- That's racist.
- That sounds like a racist comment.
- I am disappointed to hear you speak that way about someone.

Activity: Microaggression Response Practice

Saying to a South Asian Canadian doctor,:

"Your people must be so proud."

- Remind me who my people are again?
- Yes, my whole first country celebrates with me!
- What a weird thing to say to someone.
- What led you to say that?
- Thank you, I will take that as a compliment.
- By your people do you mean my parents?
- Your people?
- Probably no more proud of how your people feel about you.
- Hmm. Let's unpack that....
- And you are not proud of me?

Activity: Microaggression Response Practice

"You're Chinese, right? Can you help me with this math equation?"

- Whoa! That's a stereotype!
- What do you mean by that?
- You're not figuring out schematics for a bridge are you?
- "I'm an anthropologist"
- What's math? I don't know that word
- Sure, I'd be happy to help you, but this has nothing to do with me being Chinese. We can unpack that later if you want to.
- Can we not stereotype?
- Here you can speak to my calculator
- Sorry, I don't speak discrimination
- Only if you can speak Cantonese.
- Nope. I'm not good at math.

VOW Triangle

(Adapted from the work of Dr. Ishu Ishiyama, Ph.D.)

Based on Dr. Ishiyama's work, VOW stands for **Victim, Offender** and **Witness.**

Please note that we have adapted some of the original language, so we also use "person harmed" and "person causing harm".

In this triangular relationship, the witness plays a key role in intervening and disrupting harmful or harassing behaviour. In fact, the witness has a lot of power in this triangle.

Think back to the hit and run scenarios for a moment. The witness, when activated, plays a huge role in supporting and preventing further harm to the victim.

Levels of Witnessing

(Dr. Ishu Ishiyama, 2002)

1. **Dis-witnessing:** Avoidance or denial
2. **Passive Witnessing:** Silent witnessing
3. **Active Witnessing:** (4 categories, see below)
4. **Ethical Witnessing:** Becoming an agent for societal and systemic change

Four Categories of Active Witnessing

1. **Turn to the the person harmed (victim)**
(Approach and support the person being harassed or harmed)

2. **Turn to the person causing harm (offender)**
(Respond to person harassing or causing harm)

3. **Turn to co-witness(es)**
(Approach and activate others at the scene)

4. **Turn to others outside the scene**
(Notifying a third party, usually an authority figure)

Activity: Active Witness Sample Responses

Being Prepared:

- The active witnessing model is all about building our response muscles.
- In order to do that we need to practice, practice, and practice. Repetition is key to strengthening our response "muscles".

1. Turn to the victim (person harmed/impacted)

- Can I sit with you? :
- Are you alright? Is there anything I can do?
- I'm here to listen if you want to talk about what just happened.
- Ouch! Are you okay?
- I want you to know that I don't agree with what was just said.
- You are not alone. I want you to know that I stand with you.
- This is not fair. Should I come with you to get help?
- How are you feeling?
- I'm upset about what just happened. How about you?
- What X said was hurtful. It was a stereotyping comment.
- I can't believe X said that. It was inappropriate.
- How can I support you right now? (be mindful of the pressure you may put on the victim when asking this question; whether you decide to use this depends on the context and relationship)
- I am with you. What do you need from me right now?

APOLOGIES if you witnessed something passively, or if you said or did something harmful.

- I know I let you down when I didn't speak up yesterday. I commit to speaking up if it happens again.
- I just froze up when that happened yesterday. I'm sorry I didn't respond. Are you okay?
- I'm sorry for what I just said. It was totally out of line, and it was based on incorrect assumptions. How can I make this right?
- I didn't realize that remark was racist. I see that it is, and I appreciate your telling me. I am sorry for the hurt I caused by saying it.
- Thank-you for pointing out where I went wrong. I recognize that I have work to do.

Activity: Active Witness Sample Responses

2. Turn to the offender (person causing harm)
(NOTE: Assess the situation to see if you can intervene safely)

- Stop!
- Wait a minute! (using a T gesture for timeout)
- That's racist.
- I find that offensive.
- I don't think that's funny.
- I don't get that joke. What is funny about it?
- If that was meant to be a joke, it's not funny.
- Racism isn't a punchline.
- I take racism very seriously.
- That is disrespectful. Please step away.
- I think what you just said could come across as racist.
- That's not okay with me.
- I don't feel that way.
- I think there's another side to it.
- I feel uncomfortable with what you just said.
- Tell me you didn't mean that.
- If you said something like that to me, I'd be really upset.
- Can we pause here for a moment? I'm feeling really uncomfortable.
- Can we be careful not to stereotype?
- I know this was not your intention, but what you just said is harmful.
- I'm surprised to hear you say that. I'm sad that that's your view.
- Hold on. I need to process what you just said.
- Would you mind if I said something here?
- Could you tell me more about what you meant by that?
- I get the sense that you are not comfortable talking about racism.
- I can see this is making you uncomfortable, but this is a real problem that needs to be addressed.
- Help me understand your thinking.
- Is there research to support that idea?
- Would you mind sharing with me what leads you to say that?
- Has your experience with _____always been negative?

Activity: Active Witness Sample Responses

- Have you ever felt discriminated against yourself?
- I, myself, have made racist comments in the past and have offended people. I'm always learning from my mistakes. It's not too late to apologize.
- Have you met anyone who does not fit that stereotype?
- I'm confused. That doesn't seem like something you would say.
- I saw/heard your comment, and it surprised me. Can we check in?
- I think that word (language) (behaviour) might be problematic. Can I explain why?
- (taking person aside) Can I speak to you about something? I noticed……
- It's not like you to behave/speak that way. Are you okay?
- You said that with a lot of conviction, do you mind expanding on that?
- That's an interesting perspective; let's unpack that.

3. Turn to co-witness(es)

- Did you hear what I just heard?
- Are you allowed to say that nowadays?
- That's racist, don't you think?
- Oh wow! That's racist!
- That was an unfair statement, don't you agree?
- Hey everyone, how are you feeling about what just happened?
- Would you support me if I went to speak to the manager about this?
- I'm really uncomfortable with what just happened. What should we do?
- I'm scared to speak out, but I don't want to walk away from this situation.
- I'll stay here. Could you go and get help?
- Let's do something.

4. Turn to others outside the scene

- Approach your supervisor: "Can I talk to you about what happened in the staff meeting today?"
- Approach the store manager or customer service, "I just witnessed……"
- Speak to a school official (college administrator, dean, etc.): "Could I speak to you about ……."
- Contact a local immigrant-serving organization: "Do you offer services for ……."
- Speak to the bus driver and tell them about the incident: "A man is harassing one of your passengers with racist slurs."

Resources & Links

Brief History of Racism in Canada

- "A Glance at the History of Racism in Canada" video animation
- "21 Things You Should Know About the Indian Act" book by Chief Bob Joseph
- Racism by the numbers - Pam Palmater
- Historica Canada: Timeline of Residential Schools (2) Residential Schools in Canada: A Timeline - YouTube
- Chinese Head Tax: What is the Chinese Head Tax?
- Internment of Japanese Canadians - WWII
- Slavery in Canada: The story of Black slavery in Canadian history | CMHR (humanrights.ca)
- Black farming community in Saskatchewan
- Islamophobia - Senate Report: Combatting Hate: Islamophobia and its impact on Muslims in Canada (sencanada.ca)
- The stain of anti-semitism - Canadian Museum of Human Rights

Resources & Links

Doctrine of Discovery, recent news

- https://www.aptnnews.ca/featured/doctrine-of-discovery-doesnt-reflect-equal-dignity-and-rights-of-indigenous-peoples-vatican/

Dominion Lands Act

- https://www.thecanadianencyclopedia.ca/en/article/dominion-lands-policy

The Indian Act

- The Indian Act: Its Ongoing Impact on First Nations | NDN POV Bing Videos
- Video clip with Chastity Davis: https://www.facebook.com/telus/videos/956108078190825

Residential Schools

- They Called Me Number One by Bev Sellars is a fantastic book/memoire with stories of 3 generations of women forcibly placed in residential schools.
- Booklet about the schools: http://www.anishinabek.ca/wp-content/uploads/2016/07/An-Overview-of-the-IRS-System-Booklet.pdf

Justice Murray Sinclair on Kamloops unmarked graves

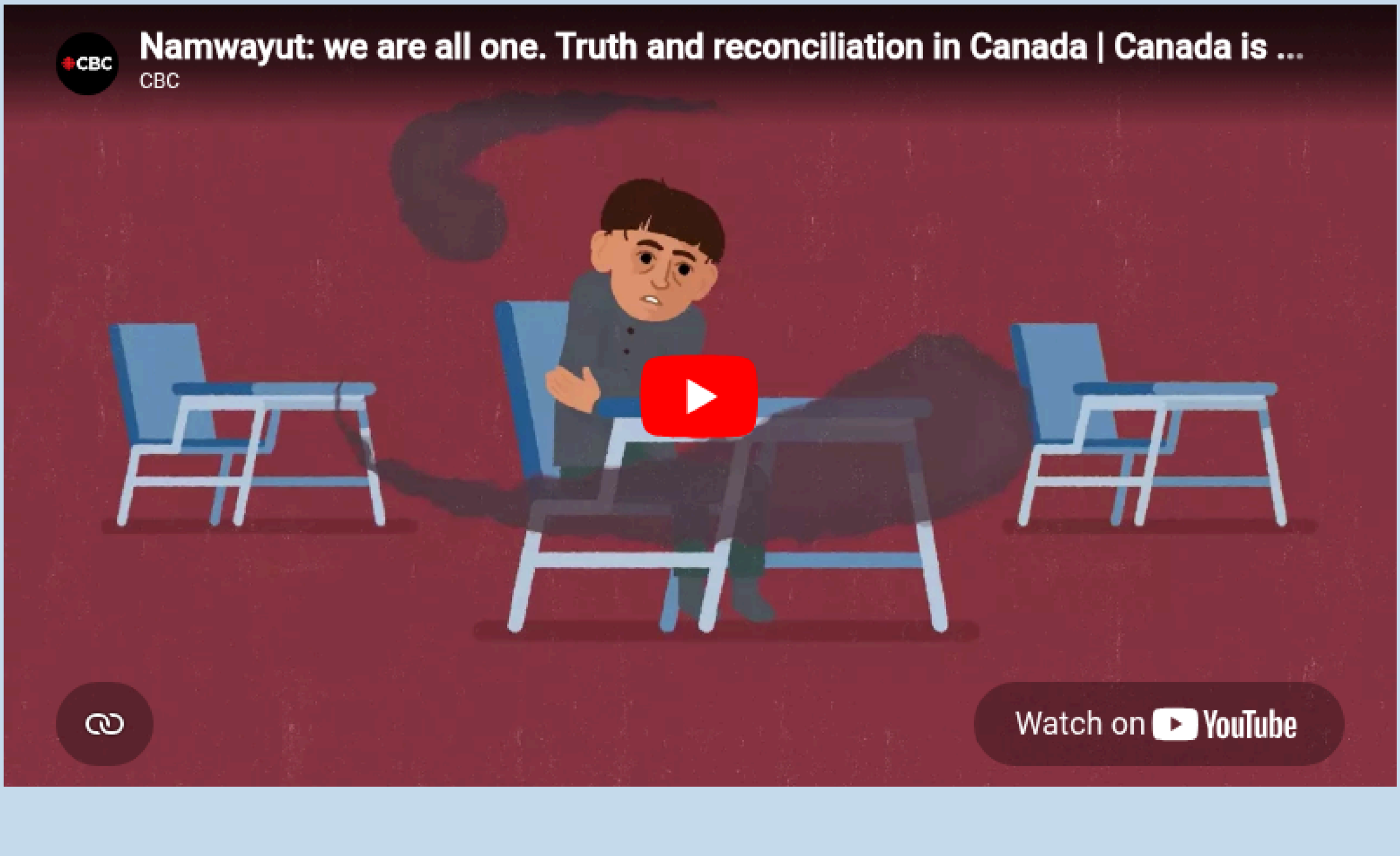
- Canadians should be prepared for more discoveries like Kamloops, Murray Sinclair says | CBC News

TRC & 94 Calls to Action

- Calls_to_Action_English2.pdf (trc.ca)
- Truth and Reconciliation Commission of Canada (TRC)

Video Resource

Namwayut: We are all one. Truth and reconciliation in Canada | Canada is ... Chief Robert Joseph



See video on YouTube: https://youtu.be/2zuRQmwaREY

Resources & Links

UNDRIP: United Nations Declaration on the Rights of Indigenous Peoples

- United Nations Declaration on the Rights of Indigenous Peoples | United Nations For Indigenous Peoples

Chinese Head Tax

- https://www.thecanadianencyclopedia.ca/en/article/chinese-head-tax-in-canada
- Canadian Apartheid: Chinese Head Tax and racism's legacy
- https://youtu.be/gkkpHpFV6oE?si=hDmpMxtw9XqfoKJx
- Racist Real Estate Clause in BC:
- https://www.cbc.ca/news/canada/british-columbia/vancouver-real-estate-titles-reveal-city-s-racist-history-1.2747924

Komagata Maru

- https://humanrights.ca/story/the-story-of-the-komagata-maru
- https://globalnews.ca/news/2708235/what-was-the-komagata-maru-incident-and-why-does-it-matter/

Japanese Internment:

- Former UBC students finally attended the grad ceremony many years later: https://www.youtube.com/watch?v=FY1pmtjanH0
- Japanese Canadian Internment: Prisoners in their own Country: https://www.thecanadianencyclopedia.ca/en/article/japanese-internment-banished-and-beyond-tears-feature

Resources & Links

Black History and the 1911 Order in Council

- The Last Best West: https://www.youtube.com/watch?v=M9h51JxiC6U
- Black Loyalists: Black Loyalists Exodus to Nova Scotia (1783) • (blackpast.org)
- The Maroons: The Maroons - Black Cultural Centre for Nova Scotia (bccns.com)
- Africville: The story of Africville | CMHR (humanrights.ca)
- Hogan's Alley: https://youtu.be/B-8lgpvj0Hg?si=JV_TDhnMmLRuIcPJ
  - The renaissance of Hogan's Alley: Deal struck to revive Vancouver's historic Black neighbourhood | CBC News
- The Halifax Declaration for the Eradication of Racial Discrimination: Halifax Declaration - Michaëlle Jean Foundation

Anti-Semitism:

- MS St. Louis turned away: https://youtu.be/kYrnEKG3g3s?si=PmzrC1h0xRJPMUD0

Anti-Muslim Hate (Islamophobia):

- Anti-Muslim hate in Canada today: Groups report soaring number of Islamophobic incidents across Canada | Montreal Gazette

Hate Crime Statistics Canada

- Infographic: Police-reported hate crime in Canada, 2021 (statcan.gc.ca)

Video Resource

Africville: The Black community bulldozed by the city of Halifax



See video on YouTube:
https://www.youtube.com/watch?v=2SwNa0H4s0s

Resources & Links

Other reading:

- Price Paid: The Fight for First Nations Survival, by Bev Sellars (2016)
- Challenging Racist "British Columbia": 150 Years and Counting (numerous contributors) Challenging Racist British Columbia (challengeracistbc.ca)
- Ancient First Nations village in B.C. reveals old secrets | Vancouver Sun
- The untold story of the Hudson's Bay Company | Canadian Geographic
- Go Do Some Great Thing, by Crawford Kilian, about the Black pioneers of British Columbia.
- Unsettling Canada - A National Wake-Up Call, by Arthur Manuel and Grand Chief Ronald M. Derrickson
- Obasan, by Joy Kogawa, is the story of the evacuation, relocation, and dispersal of Canadian citizens of Japanese ancestry during the Second World War.
- Stamped from the Beginning by Ibram X. Kendi
- Policing Black Lives - State Violence in Canada from Slavery to the Present by Robyn Maynard
- The Skin We're In - A Year of Black Resistance and Power - Desmond Cole

SANATH TRAINING

Anti-Racism Response Training



Thank you for your active participation in Sanath Training's Anti-Racism Response Training. We hope this toolkit helps you understand important concepts and respond to racism, discrimination, and microaggressions as you continue your anti-racism journey.

If you have any questions or require additional information about the concepts, resources, or activities provided in this toolkit, please feel free to connect with us using our contact details below.

CONTACT: sanathtraining@gmail.com