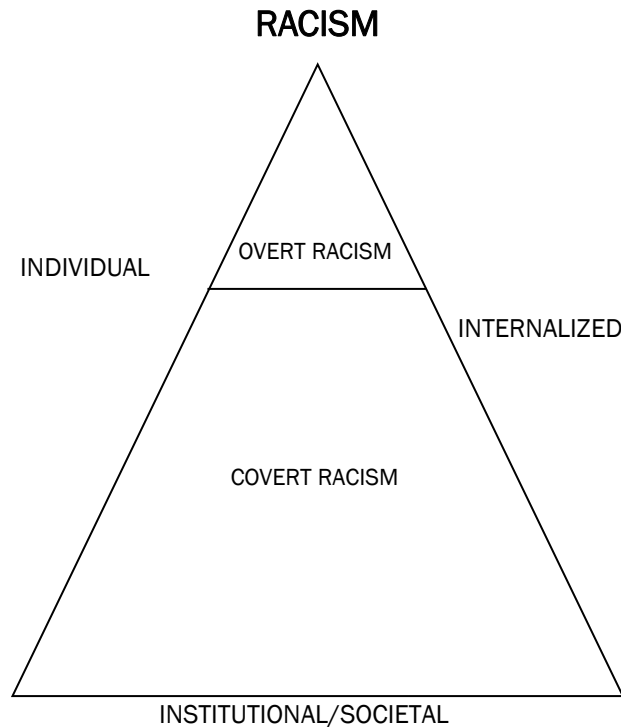


## What to do About Racism, Racial Harassment and Discrimination

- Become an ally of anti-racism which recognizes ways that institutional and societal barriers maintain power structures; support and engage in research/initiatives that empower racialized groups.
- Educate yourself and others by learning more about various cultures and encourage others to do the same.
- Increase your awareness by being conscious of racist attitudes, language and stereotypes and challenge others' negative assumptions about people.
- Take action by speaking against racial injustices and promote a respectful and inclusive environment.

## What can you do if you are experiencing racism or discrimination?

- Seek advice from someone you trust (i.e. a friend, family member, colleague or professor)
- Contact the Office of Human Rights, Equity & Accessibility or seek other avenues of support for advice and more information <sup>12</sup>
- File a complaint at the Office of Human Rights, Conflict Resolution and Mediation



### References:

- Racism and racial discrimination: your rights and responsibilities, Ontario Human Rights Commission  
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- CBC News INDEPTH: Racial Profiling CBC News Online 2005.  
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- Eben Harrell Study: Racist attitudes are still ingrained TIME Magazine online,  
<http://www.time.com/time/health/article/0,8599,1870408,00.html>
- Employers discriminate against applicants with non-English names, UBC study suggests University of British Columbia 2009  
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For source citations visit: [www.uwindsor.ca/ohrcrm](http://www.uwindsor.ca/ohrcrm)

## UNDERSTANDING RACISM

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# What is Racism?

## Have you ever:

- Believed and/or acted as if you were better than someone else because of the colour of their skin, their accent, or their cultural practices?
- Oppressed others of your own racial group because you believed in the negative racial stereotypes and prejudices presented by others?
- Excluded someone from a group or chosen to not work with someone because you were intimidated by, afraid or suspicious of their race?
- Openly threatened, assaulted, or called someone names because they were of a different race?
- Left a social event or a public place because a person or a group of people of a different race were also there?
- Assumed that a person was unintelligent or that they could not speak English because of the way they looked, their accent, or the sound of their name?

If you answered yes to any of these questions, you have been a perpetrator of racism and discrimination.

## What is racism?

Racism is a set of beliefs, attitudes and actions which either directly or indirectly assert that one race is inherently superior to another.<sup>1</sup>

“Race” not only refers to biological characteristics, but is always defined by the dominant group in society.<sup>2</sup>

Racism can be obvious (overt) or subtle (covert), intentional, or unintentional, often operates at a number of levels — individual, institutional, societal, and it can be internalized.<sup>3</sup>

## Racial Harassment

Racial Harassment can be overt as well as covert. It includes but is not limited to: threats of violence, name calling, racist graffiti, sharing of racist jokes, and more subtle forms such as disparaging innuendo, and social exclusion.<sup>4</sup>

**Regardless of the form, racism, racial harassment and discrimination will NOT be tolerated at the University of Windsor.**

## Did you know...?

- 23% of those living in Canada incorrectly believe that some races are genetically smarter than others<sup>5</sup>
- In Canada, members of racialized groups earn 28% less than whites<sup>6</sup>
- Child poverty for children belonging to racialized groups is 45% while the rate for all children in Canada is 26%<sup>7</sup>
- Aboriginal people are about six times more likely to commit suicide than other racial groups<sup>8</sup>
- According to a 2005 racial profiling study in Kingston, Ontario, young black and aboriginal men were more likely to be stopped by police than other groups<sup>9</sup>
- In a 2009 study conducted by Yale University and Toronto’s York University, strong evidence showed that even when a group of nonblack students witnessed a racist act, none intervened to correct it, and in fact, 71% of them chose to work in a group with the student who uttered the racist statement instead of the black student who was targeted<sup>10</sup>
- In a 2009 study conducted by the University of British Columbia, findings revealed that job applicants with English names have a greater chance of being interviewed than those with foreign names, even when their qualifications are identical<sup>11</sup>

**This is what 21<sup>st</sup> century racism looks like in Canada**