

Key Concepts to build the Anti-Racism Professional Tool-Kit
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Notes: This list was developed to help guide the review of Health Care services and to address complaints regarding anti-Indigenous Racism in BC.

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Anti-colonialism: Examines systemic power structures that create and maintain racism and oppress the human rights of peoples oppressed by colonialism, and implement corresponding mechanisms to counteract colonialism. Historic racism of colonialism and the modern-day equivalent of colonialism are continuously examined with the goal of social justice for peoples oppressed by colonialism.¹

Anti-Indigenous racism: See Indigenous-specific racism.

Anti-racism: The practice of identifying, challenging, preventing, eliminating and changing the values, structures, policies, programs, practices and behaviours that perpetuate racism.¹⁰

Assimilation: Refers to the process of denying, and erasing (where possible) the language, culture, ethnicity, beliefs, customs, and material possessions of a group of people, and forcing them to adopt the systems of the dominant group.¹

Bias: A way of thinking based on a stereotype or fixed image of a group of people.¹

Colonialism: Colonizers are groups of people or countries that come to a new place or country and steal the land and resources from Indigenous peoples, and develop a set of laws and public processes that are designed to violate the human rights of the Indigenous peoples, violently suppress the governance, legal, social, and cultural structures of Indigenous peoples, and force Indigenous peoples to conform with the structures of the colonial state.^{1,6}

Colorblindness: A concept that suggests that racial differences are invisible or unimportant, and fails to consider the social experience and lived realities of racialized people, thereby maintaining the status quo.⁴

Cultural awareness: The ability of health care providers to appreciate and understand their clients' values, beliefs, practices, and problem-solving strategies; an in-depth self-examination of one's own culture, prejudices, and biases toward other cultures.¹

Cultural competence: A process in which the health care professional continuously strives to achieve the ability and availability to effectively work within the cultural context of a client. It is a journey, not a destination.¹

Cultural diversity: The cultural differences that exist among people, such as language, dress, and traditions, and the way societies organize themselves, their conception of morality and religion, and the way they interact with the environment.¹

Cultural humility: A lifelong process of self-reflection and self-critique. It does not begin with an examination of the client's beliefs; instead, it starts with a thorough examination of the health care

professional's assumptions and beliefs embedded in his or her own understanding, and the goals of the provider-client relationship.¹

Cultural safety: A culturally safe environment is physically, socially, emotionally, and spiritually safe. There is recognition of and respect for the cultural identities of others, without challenge or denial of an individual's identity, who they are, or what they need. Culturally unsafe environments diminish, demean, or disempower the cultural identity and well-being of an individual.⁶

Culture: Refers to a group's shared set of beliefs, norms, and values. It is the totality of what people develop to enable them to adapt to their world, which includes language, gestures, tools, customs, and traditions that define their values and organize social interactions. Human beings are not born with culture – they learn and transmit it through language and observation.^{1,4}

Discrimination: Refers to denying members of a particular social group access to goods, resources, and services. Discrimination is an *action* that typically results from prejudice. *Inaction* in the face of need is also considered discrimination. Discrimination can occur at the individual, organizational, or societal level. In BC, discrimination is prohibited on the basis of “race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, age, sexual orientation, political belief or conviction of a criminal or summary conviction offence unrelated to their employment.”^{1,9}

Epistemic racism: Refers to the positioning of the knowledge of one racialized group as superior to another, including a judgment of not only which knowledge is considered valuable, but is considered to be knowledge.³

Ethnicity: Refers to groups of people who share cultural traits that they characterize as different from those of other groups. An ethnic group is often understood as sharing a common origin, language, ancestry, spirituality, history, values, traditions, and culture. People of the same race can be of different ethnicities.^{1,4}

Eurocentric: Means being centred on belief systems, languages, cultures, and ways of thinking that have their historical origins in Europe.¹

Health care inequity: The practice of intentionally treating people differently and unfairly because of their race, sex, national origin, disability, or other protected class.¹

Health inequity: The presence of systematic disparities in health (or in the major social determinants of health) among groups with different social advantage/disadvantage.¹

Indigenous peoples: The first inhabitants of a geographic area. In Canada, Indigenous peoples include those who may identify as First Nations (status and non-status), Métis and/or Inuit.^{1,6}

Indigenous-specific racism: The unique nature of stereotyping, bias, and prejudice about Indigenous peoples in Canada that is rooted in the history of settler colonialism. It is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous peoples in Canada that perpetuates power imbalances, systemic discrimination, and inequitable outcomes stemming from the colonial policies and practices.⁶

Intergenerational trauma: Historic and contemporary trauma that has compounded over time and been passed from one generation to the next. The negative cumulative effects can impact individuals, families, communities and entire populations, resulting in a legacy of physical, psychological, and economic disparities that persist across generations. For Indigenous peoples, the historical trauma includes trauma

created as a result of the imposition of assimilative policies and laws aimed at attempted cultural genocide and continues to be built upon by contemporary forms of colonialism and discrimination.^{6,7}

Institutional racism: See systemic racism.

Internalized racism: Refers to the acceptance and internalization of negative, stereotypical beliefs, attitudes or ideologies about the inferiority of one's racial group.^{3,5}

Interpersonal racism: Also known as relationship racism, refers to specific acts of racism that occurs between people, and may include discriminatory treatment, acts of violence, and micro-aggressions.³

Legalized racism: Refers to racist practices that are enshrined in the laws and policies of a country. As such, racist acts are made legally defensible and enforceable by the police and other authorities across the region.¹

Oppression: Refers to discrimination that occurs and is supported through the power of public systems or services, such as health care systems, educational systems, legal systems, and/or other public systems or services; discrimination backed up by systemic power. Denying people access to culturally safe care is a form of oppression.¹

Prejudice: Refers to a negative way of thinking and attitude toward a socially defined group and toward any person perceived to be a member of the group. Like biases, prejudice is a belief and based on a stereotype.¹

Race: Refers to a group of people who share the same physical characteristics such as skin tone, hair texture, and facial features. Race is a socially-constructed way to categorize people and is used as the basis for discrimination by situating human beings within a hierarchy of social value.^{1,4}

Racism: A set of mistaken assumptions, opinions and actions resulting from the belief that one group of people categorized by colour or ancestry is inherently superior to another. Racism may be present in organizational and institutional policies, programs and practices, as well as in the attitudes and behaviour of individuals. It results in the inequitable distribution of opportunity, benefit, or resources across ethnic/racial groups.^{5,8}

Relational racism: See interpersonal racism.

Stereotype: A fixed image. Refers to an exaggerated belief, image, or distorted truth about a person or group; a generalization that allows for little or no individual differences or social variation.¹

Structural racism: See systemic racism.

Systemic racism: Also known as structural or institutional racism, systemic racism is enacted through routine and societal systems, structures, and institutions such as requirements, policies, legislation, and practices that perpetuate and maintain avoidable and unfair inequalities across ethnic or racial groups.³

White fragility: Discomfort and a range of defensive moves on the part of white people, triggered by information about racism, racial inequality, white supremacy, and racial injustice. These defensive moves serve to hold the racial hierarchy status quo in place.²

White privilege: A set of unearned advantages, opportunities, and authorities that are based solely on having white skin, and that confer lifelong increased access to the goods and services of society. White privilege is fundamental to the perpetuation of injustice based on race.¹

White supremacy: Describes the dominant culture that positions white people and all that is associated with them (whiteness) as ideal. It is more than the idea that whites are superior to people of colour; it is the deeper premise that supports the definition of whites as the norm or standard for human, and people of colour as a deviation from that norm.²

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