

Understanding and Responding to Racism in BC

Presented by the South Asian Legal Clinic of British Columbia



Accessibility

Please feel free to take a break or leave the presentation if that is what you need. If there is any sensitive content in the presentation, I will let you know in advance.

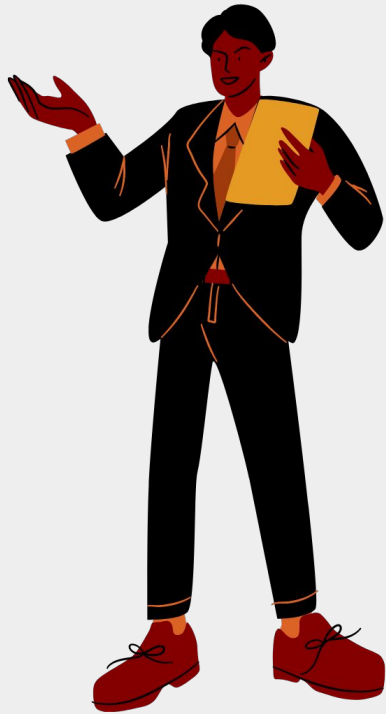
If you have any feedback on how we can improve our accessibility, please let me know at the end of our presentation or you can email me at lawyer@salbc.org



Land Acknowledgement

We respectfully acknowledge our privilege as settlers and that our work is being done on the unceded Indigenous lands belonging to the Coast Salish peoples, including the territories of the x^wməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), Stó:lō and Səlílwətaʔ/Selilwitulh (Tsleil-Waututh) Nations.





Legal Information, NOT Advice

Today we will discuss **Human Rights Law**. We will also provide resources that may be helpful to you.

Please note that all information in today's workshop is **legal information** and **not legal advice**.

For legal advice about your specific situation, please consult a lawyer.



 SALCBritishColumbia

 SALC_BC

 SALCBC

 info@salcbc.org

 salcbc.org

Who We Are

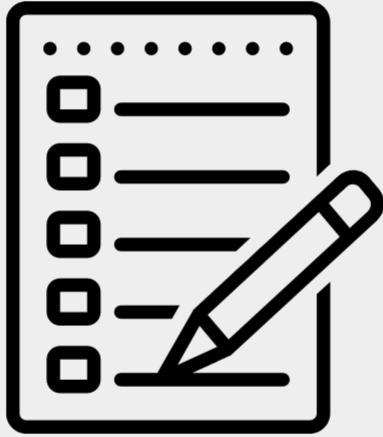
- SALCBC delivers culturally sensitive and appropriate advice and information to those who face barriers in accessing legal services and navigating the justice system.
- Our **free summary legal advice clinic** serves those who self-identify as South Asian and meet our low-income threshold
- We offer services in English, Hindi, Punjabi, and Urdu
- For an appointment, please call **1-877-762-6664** or **604-878-7400** and ask for an appointment with the South Asian Legal Clinic of BC

Today's Presenter

Jasmine Gill

Jasmine holds a law degree from Thompson Rivers University and was called to the BC bar in 2021. She completed her articles at an administrative law firm, where she assisted clients with their WorkSafeBC and Canada Pension Plan Disability Benefit claims





Today's Agenda

- Introduction
- Legal Protections
- Responding to Racism
- Resources

What is Racism?

Interpersonal Racism

Occurs between individuals
Conscious and unconscious
prejudiced beliefs, attitudes,
and actions towards others

Systemic Racism

Exists within society and
institutions
Creates and perpetuates
inequalities for minorities
through policies and
practices



Overt Racism

Intentional and usually
obvious
Includes hate speech and
violence towards racialized
minorities

Covert Racism

Subtle, may be unconscious
or unintentional
Perpetrator may claim
innocence or deny that the
act caused harm

Examples of Systemic and Interpersonal Racism

British Columbia

Review of Prince George schools finds 'clearly discriminatory and systemically racist' practices

British Columbia

Vancouver Island family targeted with multiple racist messages left on vehicle in 2 locations

British Columbia

Youth hockey player who was racially abused on ice calls for more education in sport

Legal Protections

Laws

- Canadian Charter of Rights and Freedoms, 1982
- Criminal Code
- BC Human Rights Code

Policies

- Code of Conduct at your school or workplace
- Collective Bargaining Agreement in a union
- Guidelines for private businesses (e.g. gym, social media, etc.)

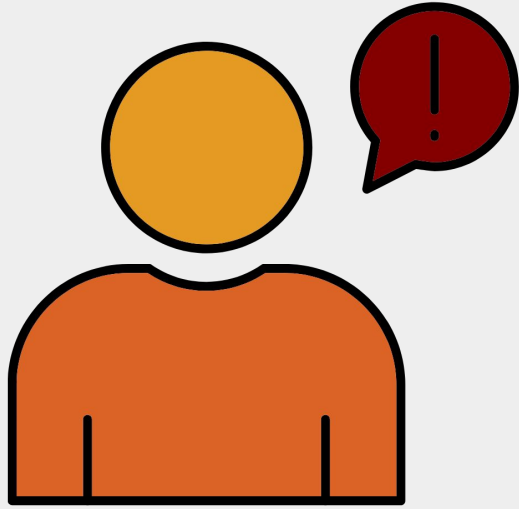
Human Rights Code, RSBC 1996, c 210

Purpose:

- Make sure everyone in BC can fully and freely participate in the economic, social, political, and cultural life of BC
- Prevent discrimination (negative treatment based on personal characteristics)

Areas of Protection:

- Publications
- Accommodations, services and facilities
- Housing
- Employment and wages



Responding to Racism

- Prioritize Safety
- Document Incident
- Ask for Help or Intervene
- Report the Incident
- File a Complaint

Resources

Support and Information:

- **VictimLinkBC:** victimlinkbc.ca
 - 1-800-563-0808
 - 150 languages, available 24/7
- **Resilience BC:** resiliencebc.ca
- **BC Mental Health Support Line:**
 - 310-6789
 - Available 24/7

Free Legal Help:

- **South Asian Legal Clinic:** salcbc.org
 - Access Pro Bono: accessprobono.ca
 - 1-877-762-6664
- **Law Students' Legal Advice Program:**
lslap.bc.ca
 - 604-822-5791
- **BC Human Rights Clinic:** bchrc.net
 - 1-855-685-6222



Please visit our website and social medias to keep up to date with our clinic and future events!

salcbc.org

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