

Understanding and Responding to Racism in BC

Presented by the South Asian Legal Clinic of British Columbia



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.



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 salcbc.org

Who We Are

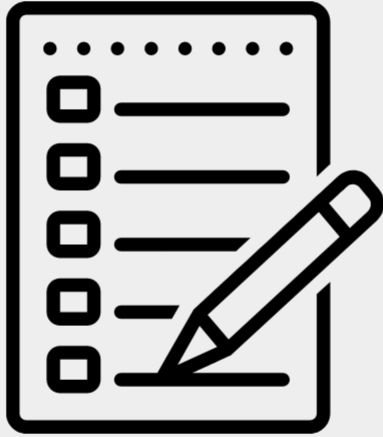
- SALCBC delivers culturally sensitive and appropriate advice and information to those who face barriers in accessing legal services and navigating the justice system.
- Our free summary legal advice clinic serves those who self-identify as South Asian and meet our low-income threshold
- We offer services 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 Team

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

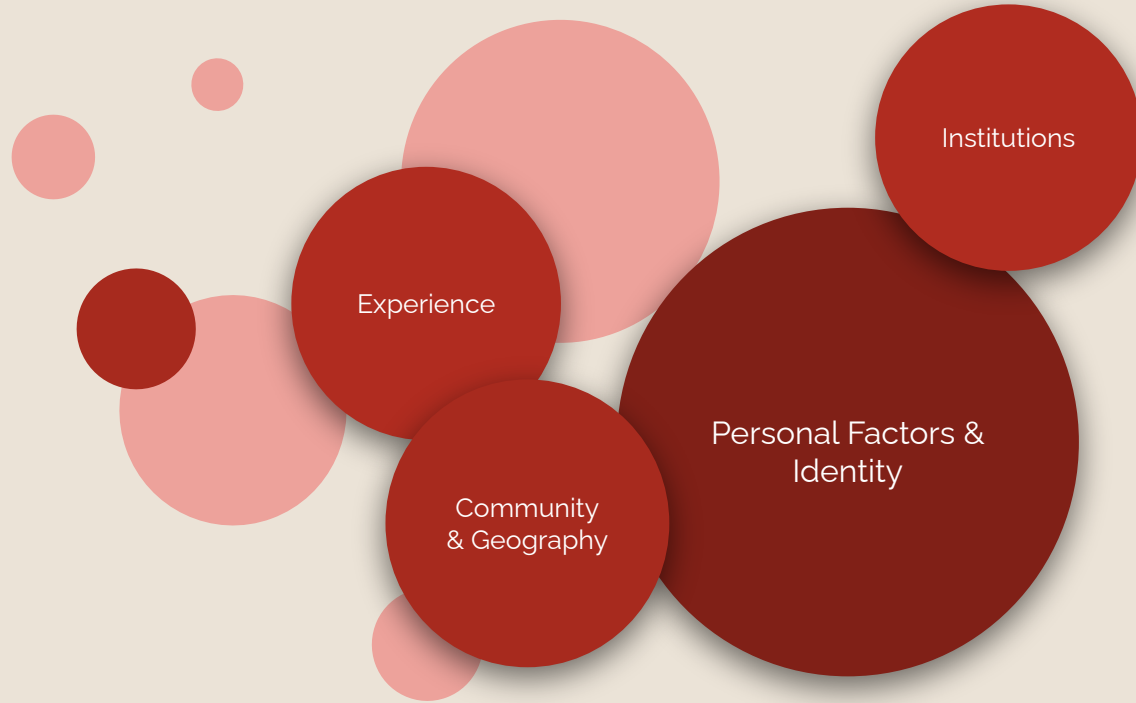




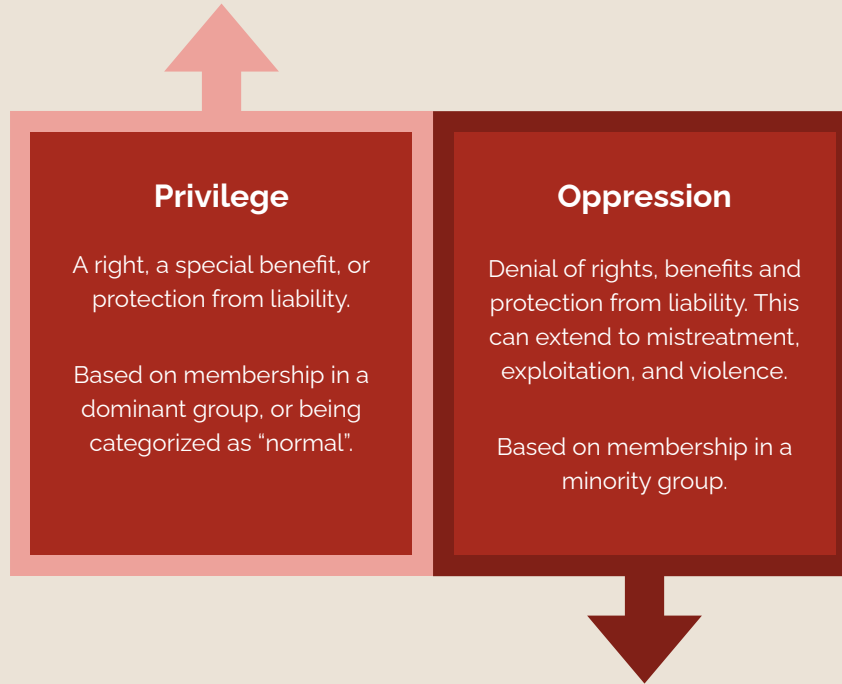
Today's Agenda

- Introduction
- Racial Discrimination
- Spectrum of Behaviours
- Legal Protections
- Responding to Racism
- Resources

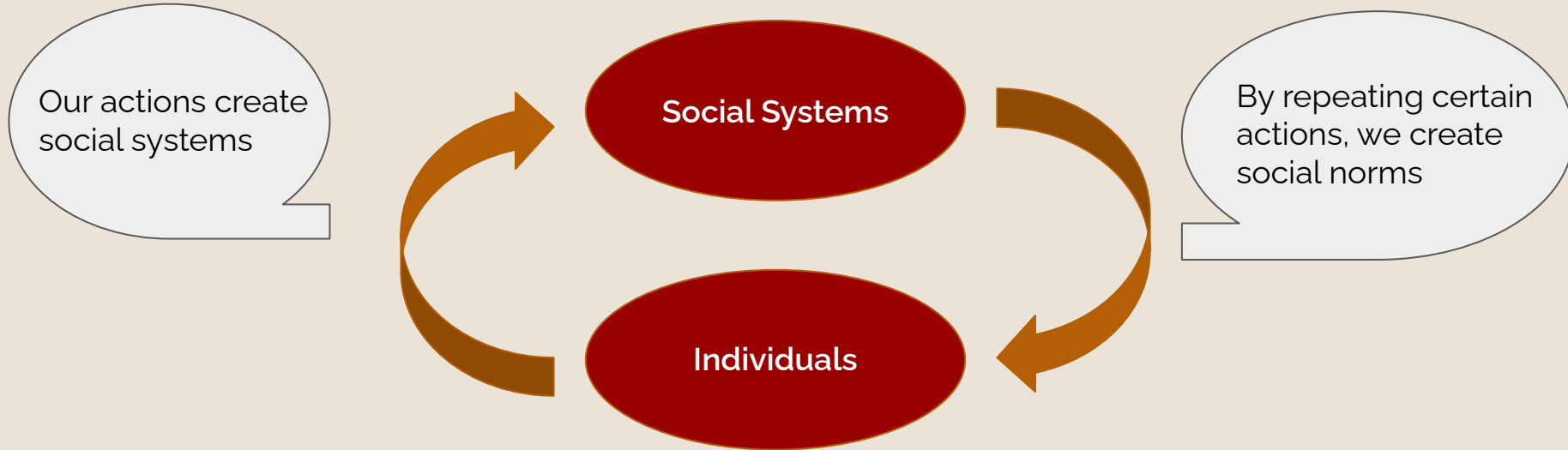
Individual Differences



Consequences of Social Constructs



Consequences of Social Constructs



Racial Discrimination

International Convention on the Elimination of All Forms of Racial Discrimination, 1965

Article 1:

1. In this Convention, the term "racial discrimination" shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.



Types of Racial Discrimination

Interpersonal

- Occurs between individuals
- Most commonly understood type of racism
- Conscious and unconscious prejudiced beliefs, attitudes and actions towards others

Systemic

- Exists within society and institutions
- Creates and perpetuates inequalities for minority groups through policies and practices

Types of Racial Discrimination

Overt

- Intentional and usually obvious
- Easy to see and describe as racism
- Includes hate speech and violence towards racialized minorities

Covert

- Subtle and may be unconscious or unintentional
- Harder to identify and prove
- Allows the perpetrator to claim innocence and deny that the act was racist or caused harm
- Includes microaggressions, stereotypes, and “colourblindness”

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

Spectrum of Behaviours



Racial Microaggressions

Brief and commonplace daily verbal, behavioural, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards people of colour.

Sue, D. W, Capodilupo. C. M., Torino, G. C., Bucceri, J. M., Holder, A. M. B., Nadal, K. L., & Esquilin, M. Racial Microaggressions in Everyday Life: Implications for Clinical Practice. *American Psychologist*. 62(4), 271-284. 10.1037/0003-066X.62.4.271

Racial Microaggressions

Microassault: Verbal, non-verbal, or environmental attacks meant to hurt the recipient. Similar to overt racism, and usually expressed in “private” scenarios where the perpetrator maintains some anonymity.

Microinsult: Rude comments or actions that demean a person's identity.

Microinvalidation: A comment or action that ignores or dismisses the thoughts, feelings, or experiences of a member of an oppressed group.

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Legal Protections

Laws

- UN Declaration of Human Rights
- Canadian Charter of Rights and Freedoms
- Criminal Code
- BC Human Rights Code

Policies

- Code of Conduct at your school or workplace
- Guidelines for private businesses (e.g. social media policies)

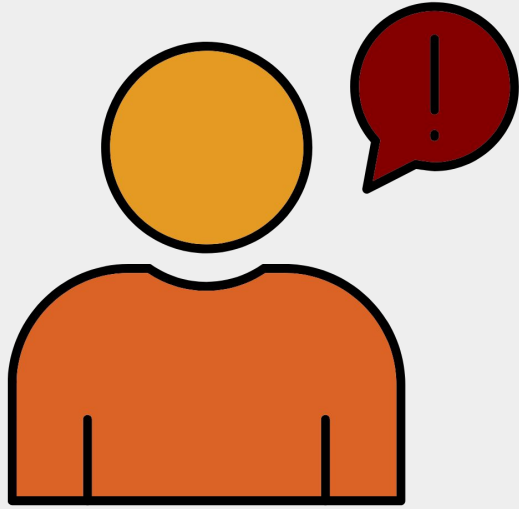
Human Rights Code, RSBC 1996, c 210

Purpose:

- Make sure everyone in BC can fully and freely participate in the economic, social, political, and cultural life of BC
- Prevent discrimination 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
- **Resilience BC:** resliencebc.ca

Free Legal Help:

- **Access Pro Bono:** accessprobono.ca
 - **SALC BC + Summary Advice Program**
 - **Lawyer Referral Service**
- **Law Students' Legal Advice Program:** lslap.bc.ca
- **Community Legal Assistance Society:** clasbc.net



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

salcbc.org

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