Workshop Facilitators

**Rubin Friedman:** Former Executive Director of Japanese Canadian Redress and has held other senior positions fighting discrimination and assisting minority integration. Former President of the National Capital Alliance on Race Relations, he has delivered anti-hate workshops to over 3000 people across Canada and taught at all levels from elementary school to adult education.

**Farah Aw-Osman:** A community activist for over 20 years, he helped found Somali Centre for Family Services and worked with other settlement agencies on immigration, housing and health services. Founder and president of Canadian Friends of Somalia, he is a recognized advocate for Somali and minority youth in the Justice and Education systems, fighting racial profiling.
Exercises

Exercise #1: Where your name comes from

Please share your full name and where it comes from:


Exercise #2: Identifying Stereotypes; are any of them yours?

If we are aware of our values and what shapes our perception of the world, we can be sensitive to when these messages may be getting in our way when dealing with diversity. A bias is simply a preference or choice, an instinctive orientation to an activity, taste, etc., sometimes rooted in heritage. Without awareness we don't have a chance of dealing with our biases. It is often the unconscious bias that "trips us up" and makes us less effective in dealing with diversity. In order to conduct value-conscious casework, the worker must be aware of his/her own biases, beliefs and "red flags". The first step is to know about and be aware of biases. The second step is to make sure they do not affect how you treat others. Go through the list below and fill them in the way you think is the most stereotypical.

__________________ are less intelligent.
__________________ are lazy.
__________________ are dirty.
__________________ are better at sports.
__________________ are more cunning about handling money.
__________________ are better at running things.
__________________ are better lovers.
__________________ are aggressive and pushy.
__________________ can't be trusted.
__________________ are often talented musicians.
__________________ are really good at math.
________ are to be pitied.
________ are inadequate parents.
________ are good dancers.
________ are violent
________ are indifferent or hostile to other human beings.
________ are rich.
________ are drunks.
________ are clannish.
________ are loud and brash.
________ are more intelligent than others.

Add any other statements that you learned about groups of people.

________ are___________________________________________________
________ are___________________________________________________
________ are___________________________________________________
________ are___________________________________________________

For each one of your answers, decide which ones could be one of your own stereotyped responses. Is this answer one you believe or one that you know? How could it affect your behaviour?

Exercise #4: Scenarios and group discussions

In this exercise you will be split into three groups. Each group will have a scenario, which they are to read through and to discuss looking at the following questions:

1. What appears to be happening?

___________________________________________________

___________________________________________________
2. Is this an issue of prejudice?

3. What should one do about it?

Scenario 1
An Ethiopian immigrant was disqualified from a competition on the basis that he did not show good eye contact with the selection board and spoke too quietly. It was concluded that he lacked self-confidence.

Other information: The immigrant had a PhD in his field of study and had taught at the university in his country of origin.

Scenario 2
An individual trying to become a manager is disqualified by the selection committee because he is judged to be too authoritarian and to have difficulty in dealing with women who might be his supervisors. One of the selection board agrees with this assessment and then comments: “Minorities who come from previously colonized countries are inherently unsuitable to be managers because of their colonial mentality.”

Scenario 3
Three new immigrants whose English is heavily accented, are told they cannot qualify for an entry level job as a computer programmer because they do not have Canadian experience.

Scenario 4
A Chinese woman is disqualified for a job as a filing clerk with little or no contact with the public because her accent is too thick. She has letters of reference from previous employers, where she worked as a filing clerk, noting her hard work, diligence and control of materials.
EVALUATION: DAY 1

Date________________ Location___________________________________

Anti-racism and Cultural Integration – Part I
Workshop Evaluation

Please evaluate each of the elements listed below on a scale of 1 to 5. Circle the number that best represents your assessment.

1. **Facilitators: How helpful were they in leading and facilitating discussion?**

2. **How much did the visuals focus your attention on the presentation?**

3. **How much were you impressed by the overall quality of the presentation of ideas and information?**

4. **How much has the workshop motivated you to deal with hatred and racism?**

5. **What are the most important things you learned in the workshop?**

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
7. Do you need further training or support for dealing with racism? If so what would you need?

- Policies and procedures for the workplace of Agencies?
- Materials, education, training for Workers?
- Awareness of community and institutional resources for dealing with racism and discrimination?
- Materials and education for newcomers? In which languages?
- As part of ESL/FSL? As part of citizenship education?
- Other?
Glossary

**Anti-Black Racism:** Prejudice, stereotyping, and discrimination that is directed at people of African descent and is part of their unique history and experience.

**Anti-Semitism:** (alternatively spelled anti-Semitism or antisemitism, also known as judeophobia): Prejudice and hostility towards Jews as a religious, racial or ethnic group. The term was coined as a scientific sounding euphemism for “Jew hatred” in 1878-79 in Germany, because the latter term was connected to religion and sounded crude and old-fashioned. The new term was meant to seem founded on the scientific principles of anthropology and culture but in practice meant race-based hostility towards Jews.

**Belief:** The mental acceptance of something as being true or real (i.e. religion).

**Bias:** The difference in the way you treat people based on common characteristics.

**Charter of Rights:** The Bill entrenched in the Constitution of Canada. It forms the first part of the Constitution Act, 1982. The Charter guarantees certain political and civil rights of people in Canada from the policies and actions of all levels of government. It is designed to unify Canadians around a set of principles that embody those rights.

**Discrimination:** The difference in results for people with specific traits.

**Diversity:** Respecting differences among people and believing that every immigrant and refugee offers unique and irreplaceable contributions to our society. *We believe that newcomers themselves should come to support this value and apply it to others as they integrate into Canada.*

**Equality:** The condition of possessing substantially the same rights, privileges and immunities, and being substantially responsible for the same duties as other members of society.

**Equity:** A commitment to fairness, including the redressing of any identified undesirable or inequitable balance.

**Freedom (political):** A political condition that permits freedom of choice, action for individuals and also for individuals and groups to participate in the decisions and operation of the society and the political system.

**Hate:** The manipulation of negative feelings such as anger, resentment, envy and fear to justify violence against others (can operate at the personal or political level).
Homophobia (from Greek: ὁμο homo(sexual), "same, equal" + φοβία (phobia), "fear"): A non-clinical term used to describe the fear of, aversion to, or discrimination against homosexuality or homosexuals. It can also mean hatred, hostility, disapproval of, or prejudice towards homosexuals, or homosexual behavior or cultures.

Immigrant: A person who is (or has been) a landed immigrant, that is, a person who has been granted the right to live in Canada permanently by Canadian immigration authorities.

Inter-minority Racism: Sometimes considered controversial because of theories of power in society. Prejudiced thinking among and between minority groups does occur, for example conflicts between blacks and Korean Americans (notably in the 1992 Los Angeles Riots) or between blacks and Jews (such as the riots in Crown Heights in 1991 in various urban environments, new immigrant groups (such as Latinos or towards whites.

Islamophobia: Refers to prejudice or discrimination against Islam or Muslims. The term dates back to the late 1980s, but came into common usage after the September 11, 2001 attacks. Steps were taken towards official acceptance of the term in January 2001 at the "Stockholm International Forum on Combating Intolerance", where Islamophobia was recognized as a form of intolerance alongside Xenophobia and Anti-Semitism.

Mainstream: The prevailing current of thought influence or activity, supported by dominant cultures and institutions.

Minority: The smaller in number of two groups or a part of a population differing in traits from the majority.

New Comer: Newly arrived immigrant or refugee.

Prejudice: A pre-judgment in your mind based on limited information.

Racism:
- The systematic oppression of others based on a conventional, arbitrary set of physical, cultural or religious traits in order to establish and maintain a discriminatory hierarchy of groups with respect to access to resources and power. Racism may be expressed individually and consciously, through explicit thoughts, feelings, or acts, or socially and unconsciously, through custom and accepted practices that promote inequality between races.
- Any distinction, exclusion, restriction or reference based on race, color, 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. (UN definition)
Refugee: A person who is seeking asylum in Canada in order to escape persecution, war, terrorism, extreme poverty, famines or natural disaster.

Settlement Work: Provides Settlement Services to immigrants, newcomers and refugees and helps them with housing, language training, employment, immigration issues, counselling, housing, public transit, and health services.

Social Integration: Connotes the process of a group of persons such as minority groups, ethnic minorities, refugees, and underprivileged sections of the society, integrating with the mainstream of the society, and thus having access to the opportunities, rights and services available to the members of the mainstream of the society.

Stereotype: A widely shared set of statements about a person based on one characteristics that is a part of their culture (ethnic stereotypes are fixed, oversimplified ideas about an entire group).

Values: Norms, religion, or relatively firmly held and socially shared positions or expressions about what is good or right; they are abstract, normative and considered to be somewhat stable.
Resources

Human Right/Race Relation Organizations

Canadian Human Rights Commission
The Canadian Human Rights Commission administers the Canadian Human Rights Act and is responsible for ensuring compliance with the Employment Equity Act. Both laws ensure that the principles of equal opportunity and non-discrimination are followed in all areas of federal jurisdiction.
344 Slater Street, 8th Floor,
Ottawa, Ontario K1A 1E1, Canada
: (613) 995-1151, 1-888-214-1090, TTY: 1-888-643-3304
: (613) 996-9661
: info@chrc-ccdp.ca
: www.chrc-ccdp.ca

Canadian Race Relations Foundation
The Canadian Race Relations Foundation is Canada's leading agency dedicated to the elimination of racism in the country.
4576 Yonge Street, Suite 701
Toronto, Ontario M2N 6N4
: (416) 952-3500, 1-888-240-4936
: (416) 952-3326, 1-888-399-0333
: info@crr.ca
: www.crr.ca

Ontario Human Right Commission
The OHRC, an independent statutory body, provides leadership for the promotion, protection and advancement of human rights, and builds partnerships across the human rights system.
180 Dundas Street W. 7th Floor, Toronto ON M7A 2R9
: (416) 326-9511, 1-800-387-9080
: info@ohrc.on.ca
: www.ohrc.on.ca

Ontario Network for Human Rights
The Ontario Network for Human Rights was started in 1996 as a support group for racialized people in Canada who were facing racial profiling, abuse of their rights, employment discrimination, housing discrimination, refusal of service based on race, denial of freedom from discrimination and violation of their citizenship rights as Canadians.
: gapieters@gmail.com
Cair-Can
The Council on American-Islamic Relations CANADA (CAIR-CAN) is an Ottawa-based, nonprofit organization with a grassroots membership. Through activism in the areas of media relations, anti-discrimination and political advocacy, CAIR-CAN aims to educate Canadians and empower Canadian Muslims.
P.O.Box 13219, Ottawa, ON
Canada, K2K 1X4
: (613) 254-9704, 1-866-524-0004
: (613) 254-9810
: canada@cair-net.org
: www.caircan.ca

Canadian Council for Refugees
The Canadian Council for Refugees is a non-profit umbrella organization committed to the rights and protection of refugees in Canada and around the world and to the settlement of refugees and immigrants in Canada.
6839 Drolet #302
Montréal, Québec, H2S 2T1
: (514) 277-7223
: (514) 277-1447
: ccr@web.ca
: http://www.ccrweb.ca

Northern Alberta Alliance on Race Relations
Since 1993, NAARR’s mission has been to work towards an equitable and inclusive society through the elimination of racism, and development of intercultural understanding. Wherever people can be found in groups, NAARR works to promote individual, collective and systemic change for working and learning across difference. Our expertise spans workplace development, community building, research and education.
#4, 10865 - 96 Street
Edmonton, AB T5H 2K2
: (780) 425-4644
: (780) 421-0490
: info@naarr.org
: www.naarr.org
The League for Human Rights of B’nai Brith Canada
B’nai Brith Canada is the independent voice of the Jewish community, representing its interests nationwide to government, NGO’s and the wider Canadian public. Since 1875, it has been respected for its groundbreaking work on matters relating to anti-Semitism, racism and human rights, its strong advocacy on the pressing issues of the day, and the important social services it provides.
15 Hove Street
Toronto, Ontario M3H 4Y8
: (416) 633-6224
: (416) 630-2159
: bnb@bnaibrith.ca
: www.baibrith.ca

Anti-racism Organizations

National Anti-Racism Council of Canada
NARCC is committed to being a national, community-based, member-driven network that provides a strong, recognized, effective and influential national voice against racism, racialization and all other forms of related discrimination in Canada
# 122 - 215 Spadina Ave.
Toronto, Ontario M5T 2C7
: (416) 979-3909
: (416) 946-1983
: info@narcc.ca
: www.narcc.ca

Harmony
Harmony Movement was formed in 1994 as a not-for-profit organization to combat inter-racial intolerance and to confront the “us versus them” attitude which was prevalent in Canadian society at that time. Our mandate is to promote diversity and to combat all forms of discrimination that act as social and cultural barriers to our citizens’ full participation in civil society. We empower youths to become active and positive agents of change by implementing diversity education in schools and communities.
255 Duncan Mill Road, Suite 705
North York, Ontario M3B 3H9
: (416) 385-2660
: (416) 385-2644
: info@harmony.ca
: www.harmony.ca
Ontario Black Anti-racist Research Institute
selwyn.pieters@utoronto.ca

Diversity Now
We hope that opinions and observations and dialogue will help us, help people. Diversity is NOW, it is not a trend or a fad. It is a giant, magnificent reality. Ethnic orientations, languages, spiritual beliefs, economic strata, sexual expression, age, height, weight, skin tone. There is and should always be plenty of space for everyone.
545 Lakeshore Blvd. West
Toronto, ON M5V 1A3
: info@diversynow.ca
: www.diversynow.ca

Community Legal Clinics

African Canadian Legal Clinic
The African Canadian Legal Clinic (ACLC) is a not-for-profit organization established in October 1994 expressly to address anti-Black racism and other forms of systemic and institutional discrimination in Canadian society.
111 Richmond St. West, Suite 503
Toronto ON M5H 2G4
: (416) 214-4747, 1-888-377-0033
: (416) 214-4748
: info@aclc.net
: www.aclc.net

South Asian Legal Clinic of Ontario
SALCO is a not-for-profit organization seeking to establish a legal clinic to better respond to the legal needs of low-income South Asians in the GTA in a culturally and linguistically sensitive manner.
1992 Yonge Street, Suite 205
Toronto, ON - M4S 1Z7
: (416) 487-6371
: (416) 487-6456
: info@salc.net
: www.salc.net
Legal Aid Ontario

Legal Aid Office
73 Albert Street
Ground Floor
Ottawa K1P 1E3
Telephone: (613) 238-7931
Fax: (613) 238-3410

Legal Aid Office
375 University Avenue
Suite 204
Toronto M5G 2G1
Telephone: (416) 598-0200
Fax: (416) 598-0558

Legal Aid Office
185 City Hall Square S.
Windsor N9A 6W5
Telephone: (519) 255-7822
Fax: (519) 255-1795

Legal Aid Office
115 Kimberley Avenue
Bracebridge P1L 1Z8
Telephone: (705) 645-6622
Telephone: (705) 645-6859
Fax: (705) 645-6860

Migrant/Diversity Organizations

Canadian Ethnocultural Council (CEC)
Founded in 1980, the Canadian Ethno-cultural Council (CEC) is a non-profit, non-partisan coalition of national ethno-cultural umbrella organizations which, in turn, represent a cross-section of ethno-cultural groups across Canada.
176 rue Gloucester St, Suite 400
Ottawa, Ontario Canada K2P 0A6
: (613) 230-3867
: (613) 230-8051
: info@narcc.ca
: www.narcc.ca
National Black Coalition of Canada
The National Black Coalition of Canada, Edmonton (NBCC), was registered federally on October 19, 1969, and became the first Black and/or Caribbean National Organization in Canada.
12526-126 Avenue
Edmonton, Alberta T5L 3C7
: (780) 425-0319
: (780) 452-0383
: info@nbccedmonton.org
: www.nbccedmonton.org

Canadian Jewish Congress
Canadian Jewish Congress works to foster a Canada where Jews, as part of the multicultural fabric of this country, live in and contribute to an environment of opportunity and mutual respect.
100 Sparks Street, Suite 650
Ottawa, Ontario K1P 5B7
: (613) 233-8703
: (613) 233-8748
: canadianjewishcongress@cjc.ca
: www.cjc.ca

Canadian Arab Federation
Established in 1967, the Canadian Arab Federation (CAF) is a national, non-partisan, non-profit and membership-based organization which represents Canadian Arabs on issues relating to public policy.
1057 McNicoll Avenue
Toronto, Ontario, M1W 3W6
: (416) 493-8635, 1-866-886-4675
: (416) 493-9239
: info@caf.ca
: www.caf.ca

Canadian Friends of Somalia
Canadian Friends of Somalia is a non-profit organization that focuses on making a difference for ethnic minority communities. CFS provides settlement and integration services to newcomers and immigrants from Somalia and to establish a new life that is founded on the dignity of economic self-support and encompasses full participation in opportunities which Canadians enjoy.
380 Terminal Ave, Suite 102
Ottawa, ON K1G 0Z3
: (613) 667-1960
: info@canadianfriendsofsomalia.org
: www.canadianfriendsofsomalia.org
Chinese Canadian National Council
CCNC was founded in 1980 with a mandate to promote the rights of all Canadians, especially those of Chinese Canadians and to encourage their participation in all fields of the society.
: (416) 977-9871
: (416) 977-1630
: national@ccnc.ca
: www.ccnc.ca

National Association of Japanese Canadians
The NAJC is the national organization in Canada that represents the Japanese-Canadian community. Established in 1947, the National Association of Japanese Canadians' primary focus has been Human Rights and Community Development for the Japanese Canadian Community.
404 B Webb Place
Winnipeg, MB R3B 3J4
: (204) 943-2910
: (204) 947-3145
: National@najc.ca
: www.najc.ca

Vietnamese Canadian Federation
Founded in 1980, the Vietnamese Canadian Federation (VCF), a non-profit community-based organization, has expanded considerably from 5 member associations at the beginning (Montreal, Sherbrooke, Quebec City, Toronto, and Ottawa-Hull) to 15 members at present from across Canada.
Address: 249 Rochester,
Ottawa, ON K1R 7M9 CANADA
: (613) 230-8282
: (613)230-8281
: viet_ca_federation@bellnet.ca
: www.vietfederation.ca
Network Agency for Ontario Immigrants

Ontario Council of Agencies Serving Immigrants
OCASI was formed in 1978 to act as a collective voice for immigrant-serving agencies and to coordinate response to shared needs and concerns. OCASI is a registered charity governed by a volunteer board of directors. Its membership is comprised of more than 170 community-based organizations in the province of Ontario.
110 Eglinton Avenue West, Suite 200
Toronto, ON, M4R 1A3
: (416) 322-4950
: (416) 322-8084
: generalmail@ocasi.org
: www.ocasi.org

Local Agencies Serving Immigrant “LASI”

Ottawa Community Immigrant Services Organization
959 Wellington Street
Ottawa, ON K1Y 4W1
: (613) 725-0202
: (613) 725-9054
: info@ociso.org
: www.ociso.org

Catholic Immigration Centre
219 Argyle Avenue
Ottawa, ON K2P 2H4
: (613) 232-9634
: (613) 232-3660
: ic@cic.ca
: www.cic.ca

Economical $ Social Council of Ottawa Carleton
#115, 2660 rue Southvale
Ottawa, ON K1B 4W5
: (613) 248-1343
: (613) 248-1506
: info@cesoc.ca
: www.cesoc.ca
Jewish Family Services of Ottawa
Suite 301, 2255 Carling Avenue
Ottawa, ON K2B 7Z5
: (613) 722-2225
: (613) 722-7570
: ajary@jfsottawa.com
: www.jfsottawa.com

Lebanese and Arab Social Services Agency of Ottawa-Carleton
#302, 151 Slater Street
Ottawa, ON K1P 5H3
: (613) 236-0003
: (613) 236-6886
: info@lassi.oca
: www.lassa.ca

World Skills
Suite 201, 219 Argyle Avenue
Ottawa, ON K2P 2H4
: (613) 233-0453
: (613) 232-1757
: ws@ottawa-worldskills.org
: www.ottawa-worldskills.org

Ottawa Chinese Community Services
381 Kent St., Suite 208
Ottawa, ON K2P 2A8
: (613) 235-4875
: (613) 235-5466
: occsc.message@ottawachineseservices.org
: www.ottawachineseservices.org

Somali Centre for Family Services
1719 Bank Street, Suite 201
Ottawa, ON K1V 7Z4
: (613) 526-2075
: (613) 526-2803
: info@somalifamilyservices.org
: www.somalifamilyservices.org
Immigrant Women Services Ottawa
219 Argyle Street, Suite 400
Ottawa, Ontario, P 2H4
: (613) 729-3145
: (613) 729-9308
: infomail@immigrantwomenservices.com
: www.immigrantwomenservices.com

Other Valuable Resources

Council of Canadians with Disabilities
The Council of Canadians with Disabilities advocates at the federal level to improve the lives of men and women with disabilities in Canada, by eliminating inequality and discrimination. CCD's members include national, regional and local advocacy organizations that are controlled by persons with disabilities.
926-294 Portage Avenue
Winnipeg, Manitoba R3C 0B9
: (204) 947-0303, TTY: 204-943-4757
: ccd@ccdonline.ca
: www.ccdonline.ca

National Association of Friendship Centres
The National Association of Friendship Centres (NAFC) was established in 1972 to represent the growing number of Friendship Centres, at the national level. Currently, the NAFC represents the concerns of 99 core funded and 15 non-core funded Friendship Centres, as well as 7 Provincial Territorial Associations (PTA's), across Canada.
275 MacLaren Street
Ottawa, Ontario, K2P 0L9
: (613) 563-4844
: (613) 594-3428 or (613) 563-1819
: nafcgen@nafc.ca
: www.nafc.ca
Canadian Research Institute for the Advancement of Women
CRIAW is a research institute which provides tools to facilitate organizations taking action to advance social justice and equality for all women. CRIAW recognizes women’s diverse experiences and perspectives; creates spaces for developing women’s knowledge; bridges regional isolation; and provides communication links between/among researchers and organizations actively working to promote social justice and equality for all women.
151, rue Slater Street, Suite/bureau 408,
Ottawa, Ontario K1P 5H3 Canada
: (613) 563-0681
: (613) 563-0682
: info@criaw-icref.ca
: www.criaw-icref.ca

Egale Canada
Egale Canada is a national organization that advances equality and justice for lesbian, gay, bisexual, and trans-identified people and their families across Canada.
1 Nicholas St, Suite 430
Ottawa, Ontario, K1N 7B7
: (613) 230-1043, 1-888-204-7777
: (416) 642-6435
: egale.canada@egale.ca
: www.egale.ca

Labor Organizations

Canadian Labour Congress
The Canadian Labour Congress is the largest democratic and popular organization in Canada with over three million members. The Canadian Labour Congress brings together Canada’s national and international unions, the provincial and territorial federations of labour and 136 district labour councils.
2841 Riverside Drive, Ottawa, Ontario K1V 8X7
Anti-Racism & Human Rights: (613) 521-3400 x262
: (613) 521-3400
: (613) 521-4655
: anti-racism&hr@clc-ctc.ca
: www.clc-ctc.ca

Canada Immigrant Job Issues
: www.canadaimmigrants.com
: inform@canadaimmigrants.com