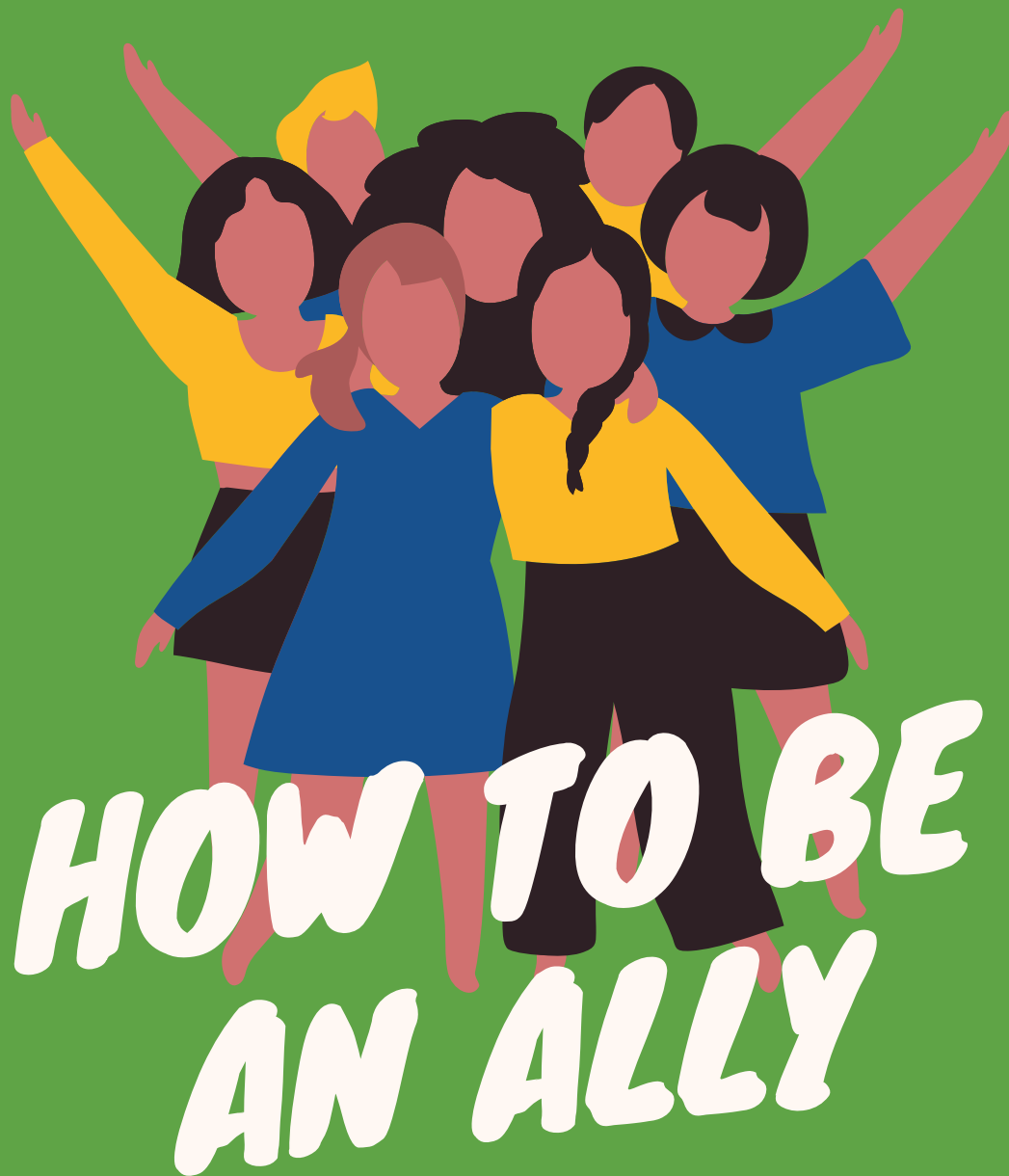


INTEGRATED YOUTH SERVICES NETWORK



A STARTER GUIDE ON SUPPORTING
BLACK AND RACIALIZED
COMMUNITIES

Learn more at transformingyouth.ca



IMPORTANT NOTES

LAND ACKNOWLEDGEMENT |



This guide is about allyship in Black/Racialized communities in Guelph-Wellington but we must not forget to recognize the history of this land and the indigenous peoples who lived here long before it was Guelph-Wellington. Therefore we must acknowledge that Guelph-Wellington resides on the ancestral lands of the Attawandaron people and now the treaty lands and territory of the Mississaugas of the Credit. We acknowledge the presence of the Dish with One Spoon Covenant to this land and its implications in protecting and preserving the land. In order to achieve proper reconciliation, respect and relationship building we must reflect on our history, acknowledge contemporary experiences, and to dedicate ourselves to learning, improving and working to develop a future inclusive to all.



ALLYSHIP DISCLAIMER |

Allyship is an evolving topic; what constitutes meaningful allyship today might not be considered appropriate or meaningful allyship in the future. The content in this resource guide has been generated from a thorough review of the scholarly and community literatures about allyship with and towards Black and Racialized communities. It is anticipated that this knowledge may become outdated at some stage. Users should consult additional resources when thinking about their allyship practice to ensure that you are current and informed. Additionally, not all people will desire the same type of allyship. This guide should be used as a starting point for conversations with those with whom we would wish to engage in allyship.

IMPORTANT NOTES

Production of this Guide |



This resource guide was developed by Calvin Halvorsen, Ebehiremen Eigbobo, Alexis Trautmann, and Tatjana Nicol as part of an undergraduate course at the University of Guelph in the Winter 2021 semester. This guide was made with the help of online resources and community guidelines. We would also like to give a special thanks to course coordinators Thomas Sasso and Janet Doner for helping in and supporting the production of this guide



Imagine 5 youth

1 has severe and complex needs

2 are on the edge

2 are as well as they can be

And the Integrated Youth Services Network Guelph Wellington will help all 5!

The Integrated Youth Services Network is a grassroots community initiative, led by the Rotary Club of Guelph, to bring an integrated youth services model to Wellington County and the city of Guelph. Where youth (age 12 – 26) are at the centre of services that are available in our community. It is a one stop shop for youth mental health which will provide youth with access to safe spaces, professional counsellors and other youth workers. A place for youth to access the services they need when they need them.

It is first of its kind in Canada as it addresses rural needs, the needs of young adults who attend the University and the need to pull service providers together under one unified system. Together with our youth, we are re-imagining mental health and helping youth build positive, bright futures.

This Allyship Guide will serve as a resource for all 7 sites and help youth understand the importance of Allyship and how we can build relationships based on our collective strengths.

And once youth walk through our door...

Every single day, we will provide youth with guidance and support for the future, including:

1. Education and career support
2. Health care
3. Housing services
4. Counselling and peer-to-peer programs
5. Cool recreational spaces to just hang out

These hubs will be designed by youth, to serve youth. And as they've told us, what they will build—with your help—is:

1. A safe space
2. A place to hang out, be active, and to just be themselves.
3. A welcoming and supportive environment (no stigma!)
4. A place that encourages positive and social interaction
5. A place they want to be.

We wish to extend our sincere appreciation to the young people who created this guide and the University of Guelph for their support and partnership.

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WHAT DOES IT MEAN TO BE AN ALLY?



WHAT IS ALLYSHIP?

Allyship is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.



WHO CAN BE AN ALLY?

ANYONE! Allyship is an active practice, rather than an identity. You do not need to understand what it feels like to be oppressed, but rather, make a commitment to take on the struggle as your own.



WHO DOES AN ALLY SUPPORT?

Allies support and advocate for people who are stigmatized, discriminated against or treated unfairly.



WHY ARE ALLIES IMPORTANT?

Allies are important because they use their power and privilege to advocate for and uplift the voices of those who are oppressed.



HOW DO I BECOME AN ALLY?

This resource guide is a great place to start. Allyship is an ongoing journey - it is important to remember to be patient with yourself as you learn.



WHO ARE BLACK & RACIALIZED COMMUNITIES?



Black and Racialized Communities



The terms **Black** and **Racialized** will be used throughout this guide. Please note that it is extremely important to be aware of the language you use when addressing a person. If you are ever unsure of how a person identifies, please ask them directly!

The term **Racialized** will be used to include communities of people that are non-Caucasian in race or non-white in colour. This term is being used to identify and acknowledge that the barriers "**Visible Minorities**" face, are rooted in historical racial prejudice.



Unfortunately, Black and Racialized communities face many barriers and inequities around the world.

This resource guide will introduce you to the following:

- Racism
- Stereotyping & Discrimination
- Hate Crimes
- Racial Profiling





Understanding the Terms: RACIALIZED vs VISIBLE MINORITY

VISIBLE MINORITY

A **visible minority** is someone who is non-white in colour.

This term can be misleading and ignores the fact that the barriers resulting in a "minority" are not a result of that race's appearance or shortcomings. The majority of the time these barriers are the product of institutional discrimination and racism

RACIALIZED

So instead we can use the term "**racialized**" to acknowledge these barriers and not define a race based on having reduced numbers due to these barriers.

WHAT BARRIERS DO BLACK & RACIALIZED COMMUNITIES FACE TODAY? 4



Racism



Racism is the main driving force towards hate and inequalities faced by Black and racialized communities. This can manifest itself **directly** via discrimination, prejudice, and stereotypes, or **indirectly** via institutional racism.

LACK OF REPRESENTATION:

Visible minorities/ Racialized people are very underrepresented in positions of power and influence. This leads to the creation of narratives that do not represent them, their cultures or their practices. This further contributes to ignorance and perpetuate incorrect attitudes and beliefs.

Institutional racism is created by inherently racist policies that were made to create an advantage for the dominant system

This manifests itself in:

- Educational disparities among Black and white students
- Reduced job opportunities and career progression for Black Canadians
- Healthcare inequalities
- Racial profiling in law and policing interactions



RACISM

The belief that an individual's race directly determines their value and achievements, usually results in a group defining themselves as superior to others.



Understanding the Terms: Discrimination vs Prejudice vs Stereotypes

DISCRIMINATION

An **action**, often negative, against a group of people based on their race, age, sex, etc. Many anti-racism laws target discriminatory actions.

PREJUDICE

A **belief, feeling, or emotion** someone has towards a group of people based on prejudgments and stereotypes instead of actual experience

STEREOTYPES

A broad generalization, often negative, about a group of people based on their race, age, sex, etc. This is a **thought** or perceived **fact** as opposed to actions or feelings.

ALLYSHIP IN ACTION |



How do I become an ally for Black & racialized communities?



Allyship is a lifelong learning process. In order to be an effective Ally, you must first listen in order to understand the experiences of the communities you wish to support. **Education** is a critical part of being an Ally.

As an Ally, it is important to understand the limit of your knowledge about the oppressed, and fuel you to learn more. One of the most important parts of being an Ally is **action** - an Ally does not remain silent in situations of injustice, but rather confronts oppression as it comes up daily.

Examples of Action

- Supporting Black owned businesses
- Join and support Black activism and allyship organizations
- Donate to and support anti-Black racism initiatives and legislation in your community

Examples of Education

- Reading books and guides on Black allyship
- Watching educational films on Black oppression
- Listening to podcasts and TED talks from Black leaders and activists



THE DO'S & DON'TS OF ALLYSHIP



DO:

- Educate yourself on the history of the oppressed.
- Use your privilege to amplify other's voices.
- Be open to listening and accepting criticism

DON'T:

- Demand to be taught by the group you want to help.
- Take credit for the work of marginalized groups.
- Assume every person who is a part of the Black and Racialized community is oppressed.



Use your phone camera to scan the QR code for a video on How to be an Ally!






ALLYSHIP: EMPATHY & UNDERSTANDING

EMPATHY

An important part of allyship is support and empathy for others.

But even more important is understanding that there are some experiences that you can't understand. 

AND THAT'S OKAY!

We must always remember that simply because we haven't experienced it . . . doesn't mean it doesn't exist!

KEY TERMS



RACE

refers to how humans are divided into distinct groups on the basis of inherited physical and behavioural differences.

POC

refers to person of colour. This means individuals who are non-white in skin colour.

INTERSECTIONALITY

refers to a framework used to conceptualize how a person, group of people, or social problem is affected by a number of disadvantages and discriminations. These various forms intersect to create a unique experience for each individual person.

BIPOC

refers to individuals who are Black, indigenous, and people of colour.

RACIALIZE

refers to categorizing, marginalizing, or sorting a group according to race.

DISCRIMINATION

refers to the action or decision that treats a person or a group badly for reasons such as their race, age or disability.

KEY TERMS



PREJUDICE

an unfavorable opinion or feeling formed beforehand or without knowledge, thought, or reason.

PRIVILEGE

a special right, advantage, or immunity granted or available only to a particular person or group.

MICROAGGRESSIONS

everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

SYSTEMIC OPPRESSION

oppression that occurs at the institutional level, such as in government policy-making, within educational institutions and the throughout the health care system.

ANTI-RACIST

the work of actively opposing racism by advocating for changes in political, economic, and social life.

CULTURAL APPROPRIATION

the adoption or co-opting, usually without acknowledgment, of cultural identity markers associated with or originating in minority communities by people or communities with a relatively privileged status.

TEST YOUR LEARNING



SITUATION:

You are a white teacher organizing a scholastic bookfair taking place at your school. During the event, books from many different authors and publishers will be displayed, and one of the other teachers, who is white, says they want to include books written by an author who has shown racism towards Black people in the past.

The teacher said that although the author has been racist, you need to be able to separate the art from the artist. Another committee member, who is Black, states they are uncomfortable with this due to the author's racist past but the other teacher says they still want to include them.



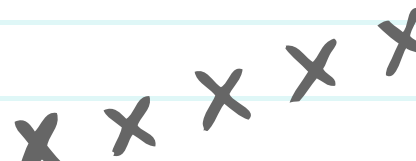
REFLECT:

Use the below questions to reflect on how you would react in this situation.

- How can different background's and experiences lead to such different views on the author?
- Should the book be included in the scholastic bookfair? Why or why not?
- What would you say to the other teachers?




Being an ally means speaking up when you see something that doesn't sit right with you. It is important to identify situations where racism exists, and use your privilege to amplify these historically suppressed voices.







ALLYSHIP: TOKENISM & PERFORMATIVE ALLYSHIP

TOKENISM

Tokenism is the act of including and presenting members of a marginalized community simply to seem more inclusive. 

It's important we strive for proper representation in our lives and workplaces. But we must pay attention to our intent and make sure that we don't want representation simply to look good and seem fair. 

By taking part in this **performative allyship** we act (perform) like we care about being an ally but don't do anything real to help the oppressed. Instead we should let our actions do the talking and strive to make real change in our communities. 

TEST YOUR LEARNING

Question:



Which one of the following situations demonstrate tokenism?

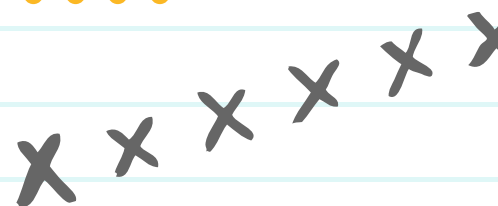


- A. Asking a Black colleague to speak to the experiences of all racialized persons.
- B. Featuring a female faculty member from a male-dominated department, without addressing gender equality issues in the department.
- C. Offering a land acknowledgment without thinking about the implications of your work or research on Indigenous peoples
- D. You connect with racialized contacts in your network only when you have questions about something related to race.
- E. All of the above are examples of tokenism.



REFLECT:

Correct: E! All the other examples give the appearance of inclusivity without authenticity and don't purposefully include differences in the conversation. People of diverse backgrounds belong in all conversations, all the time. Diversity isn't a concept that can be turned on and off in different situations. We need to think about the core principles of belonging at all times to ensure all our everyday actions are fostering inclusion.



A CLOSER LOOK AT PRIVILEGE

PRIVILEGE

Privilege is a special right, advantage, or immunity granted or available only to a particular person or group.

RULES:

Everyone crumple up a paper ball.
Sit in a seat.
Wait until the count of 3 to throw the ball

INSTRUCTIONS:

Step 1: Everyone aim at the recycling bin. It represents your success in life and the group represents society.

Step 2: For this activity, everyone can be successful. All you have to do is stay in your seat and on the count of 3 throw your paper ball into the recycling.

Step 3: On the count of three everyone will throw their paper ball in the bin.

POINTS TO PONDER:

Who succeeded and who failed?

**Do you think the game was fair for everyone in the class?
Why or Why not?**

How would you relate this exercise to our society?

What do you now think about the concept of privilege?

Ready? Three... two... one... throw!

HOW DO I LEARN MORE?

LEARNING RESOURCES

PODCASTS



- The Breakdown with Shaun King
- NPR's Code Switch
- Intersectionality Matters! hosted by Kimberlé Crenshaw
- Momentum: A Race Forward Podcast
- Identity Politics
- 1619 (New York Times)
- About Race
- Pod For The Cause
- Pod Save the People
- Seeing White



TED SPEAKERS



- Nita Mosbey Tyler - Equity Advocate
- Kimberle Crenshaw - Civil Rights Advocate
- Ibram X. Kendi - Author

Use your phone camera to scan the QR code for TEDtalks!



TV/MOVIES



- 13th (Netflix)
- When They See Us (Netflix)
- Stay Woke
- Dear White People (Netflix)
- American Son (Netflix)
- 16 Shots
- Rest In Power
- America to Me
- The Last Black Man in San Francisco
- Fruitvale Station

BOOKS



- Me and White Supremacy by Layla F Saad
- Why I'm No Longer Talking to White People About Race by Reni Eddo-Lodge
- The Good Immigrant by Nikesh Shukla
- White Fragility by Robin DiAngelo
- The Fire Next Time by James Baldwin
- Natives: Race and Class in the Ruins of Empire by Akala



WHERE CAN I DO MORE?

COMMUNITY RESOURCES

OFF-CAMPUS RESOURCES

- The Guelph Black Heritage Society
- Black Health Alliance
- Black History Society

UofG RESOURCES

- Guelph Black Student Association
- Cultural Diversity Office
- Guelph Black Professionals
- University of Guelph - Equity, Diversity & Inclusion Handbook
- Cultural Diversity Programs & Events
- Anti-Black Racism & Allyship Resources

Black-Owned Businesses

Restaurants

- Baked Cookie Co.
- Big Jerk Smoke House (KW)
- Laza Food and Beverages
- The Conscious Kitchen

Classes

- Active Scholars
- Afro Tribal Dance

Clothing/Beauty

- Anna Kaye Hair Studio
- Flying Dance Community
- Hairnergy Braids
- Wisdom's Jewellers

Services

- The Kween Company



Use your phone to scan the QR code for a full list of local Black Owned Businesses!

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