




Equity & Inclusion




Land Acknowledgement

We acknowledge that Western University is located on the traditional lands of the **Anishinaabek** (Ah-nish-in-a-bek), **Haudenosaunee** (Ho-den-no-show-nee), **Attawandaron** (Add-a-won-da-run), and **Lünaapéewak** (Len-ahpay-wuk) peoples, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.

With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers. We acknowledge historical and ongoing injustices that Indigenous Peoples (e.g. First Nations, Métis and Inuit) endure in Canada, and we accept responsibility as a public institution to contribute toward revealing and correcting miseducation as well as renewing respectful relationships with Indigenous communities through our teaching, research and community service.


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HELLO!

Lesley Oliver (She/Her)
Diversity & Accessibility Coordinator
Equity & Human Rights Services

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Practicing equity, inclusion, and justice is not an identity or a checklist.

INTRODUCTION


It's a practice. It's an ongoing decision to **unlearn** internalized biases and discrimination, and to disrupt the systems and practices we navigate on a daily basis.



“*Privilege is not in and of itself bad; what matters is what we do with privilege.*” – bell hooks
(hooks & Mesa-Bains, 2006, p. 73)

Photo of bell hooks
<https://info.umkc.edu/women/2016/01/04/bell-hooks-intersectional-feminist>

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What are your thoughts?


Use the zoom poll feature to answer a few questions.

1. Can you name the Original Peoples of the territory upon which YOU are physically located?
2. Do you know why Viola Desmond appears on the Cdn \$10 bill?
3. Do you know who David Lepofsky is?


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LEARNING OUTCOMES



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Key Components

1. Privilege & Oppression	2. Intersectionality
3. Allyship	4. Bias

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Concepts


<p>Privilege Benefits, advantages, or resources granted to social groups "because one belongs to the perceived 'us,' 'normal' or 'natural' state of the 'mainstream' and/or dominant culture." (CARED, 2018, p. 23)</p>	<p>Oppression The obvious and subtle ways dominant groups unjustly maintain status, privilege & power over others, using physical, psychological, social or economic threats or force." (The 519, 2019)</p>	<p>Equity A promotion of fairness and justice for each individual by providing everyone with tailored necessary resources to overcome individual barriers that are a result of systemic forms of oppression.</p>	<p>Justice A collective responsibility to create a free and just society, to ensure that civil and human rights are preserved and protected for each individual.</p>
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Privilege Check

In the 'Chat' section, type one of the prevalent forms of privilege that comes to your mind.




Privilege Check




1. **(Race) White Privilege**

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Privilege Check




1. White (Race) Privilege
2. **Light Skin Privilege**

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Privilege Check



1. White Privilege
2. Light Skin Privilege
3. **Gender Privilege**

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Privilege Check



1. White Privilege
2. Light Skin Privilege
3. Gender Privilege
4. **Cis – Het Privilege**



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Privilege Check



1. White Privilege
2. Light Skin Privilege
3. Gender Privilege
4. Cis – Het Privilege
5. **Socio-Economic Privilege**

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Privilege Check



1. White Privilege
2. Gender Privilege
3. Light Skin Privilege
4. Cis – Het Privilege
5. Socio-Economic Privilege
6. **Religious Privilege**

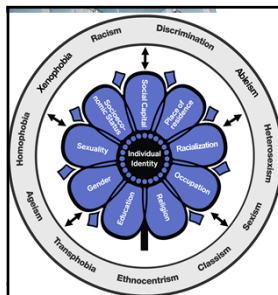
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Social Binaries



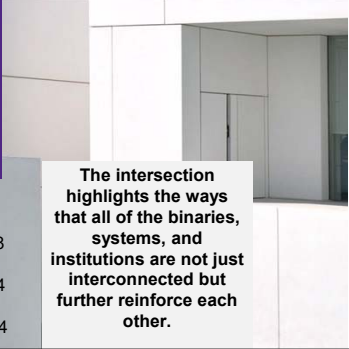
Social Identities	Privileged Identities	Marginalized Identities
<ul style="list-style-type: none"> Race / Ethnicity Sex Gender Identity Class Ability Age Religion Citizenship 	<ul style="list-style-type: none"> White Male Cisgender Upper / Middle Able-bodied (temporary) Young adults / middle aged Christian Canadian born 	<ul style="list-style-type: none"> Racialized, Black, Indigenous Female Transgender & Nonbinary Lower, Working, Poverty Non-visible & visible disabilities Children / Elderly LGBTQ+ Non Christian Immigrant, Refugee International Student

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2. INTERSECTIONALITY

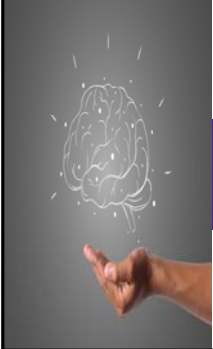
At the Intersection



The intersection highlights the ways that all of the binaries, systems, and institutions are not just interconnected but further reinforce each other.

White Man	- \$1.00
White Woman	- \$ 0.78
Black Man	- \$ 0.74
Black Woman	- \$ 0.64

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4. UNCONSCIOUS BIAS

Unconscious Bias Test

How do you feel about?

- Don't believe in God?
- Don't like dogs?
- Vote differently?
- Are on welfare?
- Don't believe in marriage?
- Didn't attend university?
- Don't speak English?

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Conscious Bias versus Unconscious Bias

Explicit bias is prejudice against a person or group of people in comparison to another person or group of people that results in unfair treatment of people. It is important to note that bias is not only limited to racial or ethnic prejudice and can extend to gender, religion, age, and ability.

Unconscious biases are social stereotypes of people that have unknowingly been formed through socialization and further reinforced through everyday behaviours and how we view the world.

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What Are Microaggressions?

Micro-aggressions are very specific yet difficult to put a name to. They are the kinds of remarks, questions, or actions that are painful because they have to do with a person's membership in a group that's discriminated against or subject to stereotypes. And a key part of what makes them so disconcerting is that they happen casually, frequently, and often without any harm intended, in everyday life.

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Microaggressions

Statement	Possible Interpretations
You can succeed if you try harder	
You're so opinionated (to a female graduate student)	
Where are you really from?	
You are a credit to your race.	
I don't get what the big deal is about pronouns	

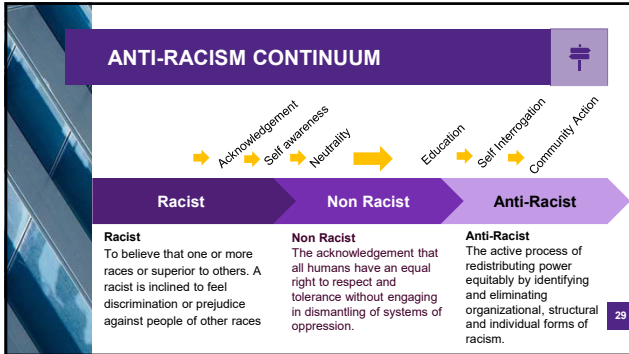
3. ALLYSHIP

VERB.

Allyship is . . .

- Understanding the power and privileges you hold and learning to use your voice and actions to extend the benefits of your privilege to those around you.
- A lifetime commitment to unlearning, self-education, receiving constructive criticism, learning from mistakes, doing research, and having difficult conversations.

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- ### Practicing Allyship
1. Learn and be open to difficult conversations. For BIPOC communities, know that it is okay to take breaks during these conversations.
 2. Read, watch videos, listen to podcasts as you continue through all of the following steps. Learning can also include the development of your identities and the deconstruction of normalized structures.
 3. Do a self-inventory check. Assess your thought processes and behaviours when engaging with others. For example, think about what your social media feed looks like right now? Are you seeing anti-racism content? Are you only seeing photos of puppies and summer time fun?
 4. Talk to your community about anti-Black, anti-Indigenous, misogynistic, ableism and discriminatory behaviour.
 5. Get involved in your respective areas of campus and external institutions to address systemic forms of oppression.
 6. Call in your friends and learn to accept getting called in with grace.
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Call Them In

Examples . . .

<p>Share your journey</p> <p>Hey, I noticed you said _____. I used to say stuff like that too but recently I've learned that can be hurtful. Instead now I say, _____</p>	<p>Separate Intent from Impact</p> <p>Hey, when you said _____, I know you didn't mean for it to be offensive, but it made me think/feel _____. Next time you should use/say _____ instead.</p>	<p>Challenge the Stereotype</p> <ol style="list-style-type: none"> 1. "Actually, in my experience _____" 2. "I think that's a stereotype. I've learned recently that _____" 3. "Really I've read something that would suggest otherwise: _____"
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- ### What Happens When YOU Get Called In?
1. Breathe
 2. Listen
 3. Receive
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How would you respond? Hypotheticals

Scenario 1
Someone asks "Why do Black people always talk about race?"

Scenario 2
Someone makes a generalizing statement about any one community.

Scenario 3
Someone asks "Why do I have to pay the price for the actions of other White people?"

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Disclosures

1. Listen
2. Validate
3. Connect
4. Check-in

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Campus Resources


Need Support? Student Support Case Management: sscm@uwo.ca Counselling Services: shappi@uwo.ca	Filing a Complaint Contact the Equity and Human Rights Office to explore your options / file a discrimination or harassment complaint. equity@uwo.ca
Need More Educational Resources? https://www.uwo.ca/equity/resources/index.html	Want to Get Involved? Connect with student organizations and/or community based organizations who are doing this work! ©

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Key Takeaways

- 1. Privilege & Oppression**
Advantages reinforced by systems that uphold the disadvantages of others; at an individual, institutional, and/or cultural level.
- 2. Intersectionality**
The unique make up of an individual's experiences as a direct result of their social binaries.
- 3. Bias**
Explicitly or unknowingly upholding social stereotypes about certain groups of people.
- 4. Allyship**
Actively recognizing and extending unearned societal privileges on to others

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Thank You!

Do you have any questions or would you like to know more?

Lesley – lolive@uwo.ca

More resources:
<https://www.uwo.ca/equity/resources/index.html>
<https://www.facebook.com/westernuehrs>

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