

# *the benefits of anti-racism training*

1

## **We all can play a role in fighting racism.**

We've all seen some form of racism. It is a form of discrimination based on race, national or ethnic origin, or skin colour that exploits real or imaginary biological differences to the advantage of one group at the cost of another. Racism can take the form of violence or barriers preventing full access and opportunities for each of us. You may have witnessed someone who has been treated rudely by a sales clerk or have heard name calling on the playground. Perhaps a co-worker wasn't invited out after work with your colleagues or you found yourself laughing uncomfortably at a joke that you knew was in bad taste. Often we are unsure if or how to respond - we are left feeling powerless by our own silence. Anti-racism training can provide you with tools you can use to respond to racism.

2

## **We can build strong, healthy communities rich in diversity.**

Each of us has the opportunity to contribute to the struggle for human rights. Canada is recognized internationally for advancing multiculturalism and honouring the dignity and worth of every human being regardless of nationality, religion, gender, sexual orientation, age or class. Our commitment is found in the Constitution, the Charter of Rights and Freedoms, the Canadian Multiculturalism Act and human rights legislation. These policies recognise the need for each of us to live free from discrimination and harassment. Artificial divisions keep us from building strong, healthy communities rich in diversity. Racism separates and isolates us from others - in our neighbourhoods, schools, services and places of work.

3

## **Anti-racism education and training supports a productive workplace.**

Anti-racism training is about creating change in families, schools, businesses, community and ourselves. It provides the skills needed for each of us to contribute toward the elimination of racism by identifying barriers and practices that hinder equal treatment and opportunity and by creating and maintaining a healthy environment of mutual respect and understanding. The results of anti-racism training can increase productivity, develop new areas of customer relations, prevent costly litigation, and create and enforce policies that support a respectful work environment.

## **quick facts**

There is no standard body for assessing anti-racism training in the South Fraser Region. However, you can obtain an effective trainer through a proper organizational needs assessment and by using a skills and requirements criteria process similar to filling other staff positions.

Diverse organizations such as banks, police agencies, school districts and government use anti-racism training, viewing it as a necessity to serve their clientele better.

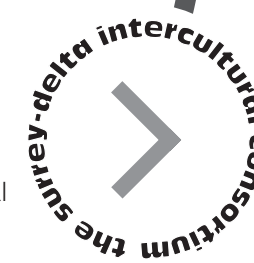
## **about the surrey delta intercultural consortium**

The Surrey Delta Intercultural Consortium (SDIC) is a collaborative effort of government and non-governmental organizations that promote the settlement and integration of immigrants and refugees. Through networking and education, SDIC's goal is to identify the gaps in existing immigrant and refugee services and develop strategies to proactively address the social and economic needs of those communities.

**contact us!**  
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## how you can benefit...

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### **Assess your training needs.**

There are a number of organizations and individuals offering anti-racism training. You can begin by considering what kind of training you need. For example, the style needed for training school children is very different from that needed by businesses and professional organizations. Contact a local community organization for recommended trainers and be sure to interview your top candidates. Ask for references from people who have worked with these trainers and from people who have participated in their training sessions.

b

### **Look for special skills and experiences in a trainer.**

Search for a trainer who has worked with minority communities and has a combination of experience and expertise with culturally diverse organizations. The trainer should have a solid understanding of organizational dynamics and be able to consult with you to ensure that their presentation is accessible and relevant to your needs. Some participants in anti-racism training workshops may have been the victims of racism, while others may be confronting their own racist attitudes or behaviour. A good trainer will be able to foster courage, trust and cooperation with the entire group.

c

### **Understand what effective anti-racism training entails.**

Effective anti-racism training is not easy to find. It should offer participant involvement and self-assessment, and include people from both staff and management to develop new approaches, innovative solutions and mechanisms for evaluating progress. Training should recognize and work with the experiences, expertise and knowledge existing within groups, while promoting the rights and responsibilities of all participants. It should also expand knowledge and resources and adapt to serve the needs of participants.

## **resources**

The website for the Affiliation of Multicultural Societies and Service Agencies of BC has a number of links to organizations that can refer you to anti-racism trainers. [www.amssa.org](http://www.amssa.org)

The Ministry of Community, Aboriginal and Women's Services has a number of free publications and resources available, including the Multiculturalism BC Video Resource Guide. [www.gov.bc.ca/mi](http://www.gov.bc.ca/mi)

The BC Human Rights Commission's website informs the public on their rights and responsibilities under BC's Human Rights Code, and offers useful information for employers. [www.bchrc.gov.bc.ca](http://www.bchrc.gov.bc.ca)

The Canadian Race Relations Foundation sheds light on the causes and manifestations of racism; provides independent, outspoken national leadership; and acts as a resource and facilitator in the pursuit of equity, fairness and social justice. [www.crr.ca](http://www.crr.ca)

The Canadian Human Rights Recorder was established to promote human rights laws in Canada. Their site gives information on human rights decisions in BC and Canada. [www.cdn-hr-reporter.ca/index.htm](http://www.cdn-hr-reporter.ca/index.htm)