

THE FACE OF RACISM

Rev. Carly Gaylor

January 31, 2021

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ACTIVIST GROUPS AS A CONGREGATION**

RECOGNIZE YOUR VISITOR STATUS

**READ RESOURCES AND ARTICLES BY BLACK
UNITARIANS**

**ADOPT THE 8th PRINCIPLE
AS A CONGREGATION**

**DONATE TO LOCAL
ACTIVIST GROUPS AND
PEOPLE/FAMILIES HARMED
BY POLICE**

**RECOMMENDATIONS
FROM DONOVAN
HAYDEN
– ANTI-RACISM AS
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COMMIT TO SMALL CONSISTENT ACTIONS

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ATTEND PROTESTS

**SPEAK SPECIFICALLY ABOUT
ANTI-BLACK RACISM**

**LEARN ABOUT DEFUND
THE POLICE AND
ALTERNATIVES TO
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WRITE AND CALL OFFICIALS

**TRUST THE AUTHORITY OF BLACK,
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PEOPLE**

PROPOSED 8th PRINCIPLE

“Journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

THE CANADIAN UNITARIAN COUNCIL'S

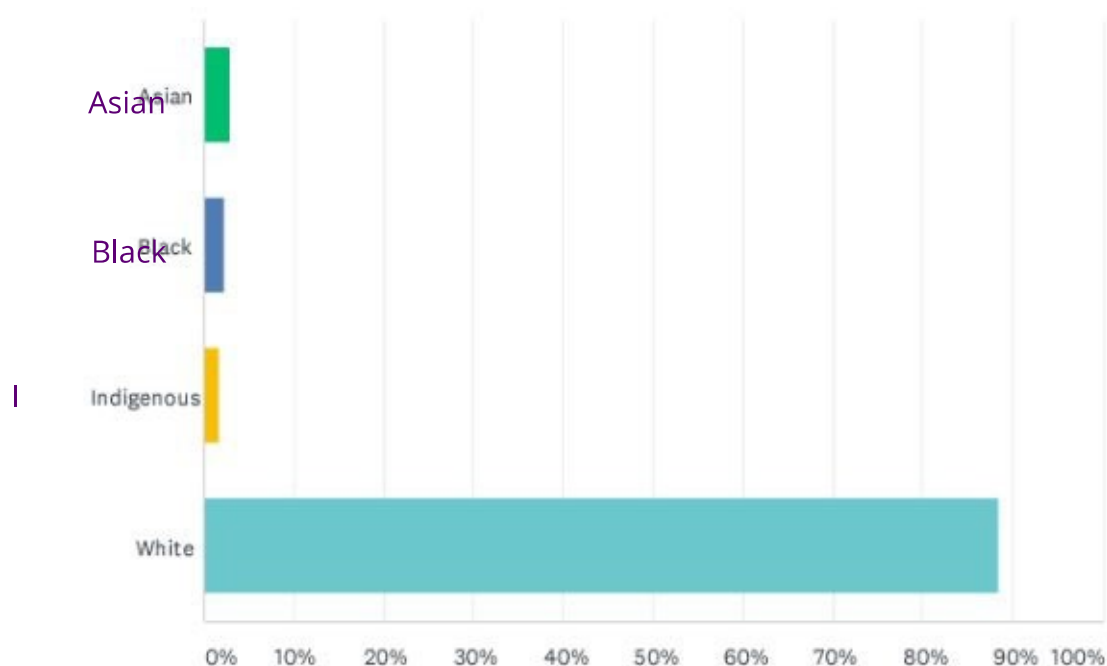
Dismantling Racism Study Group

NATIONAL SURVEY: PRELIMINARY RESULTS

OCTOBER 2020

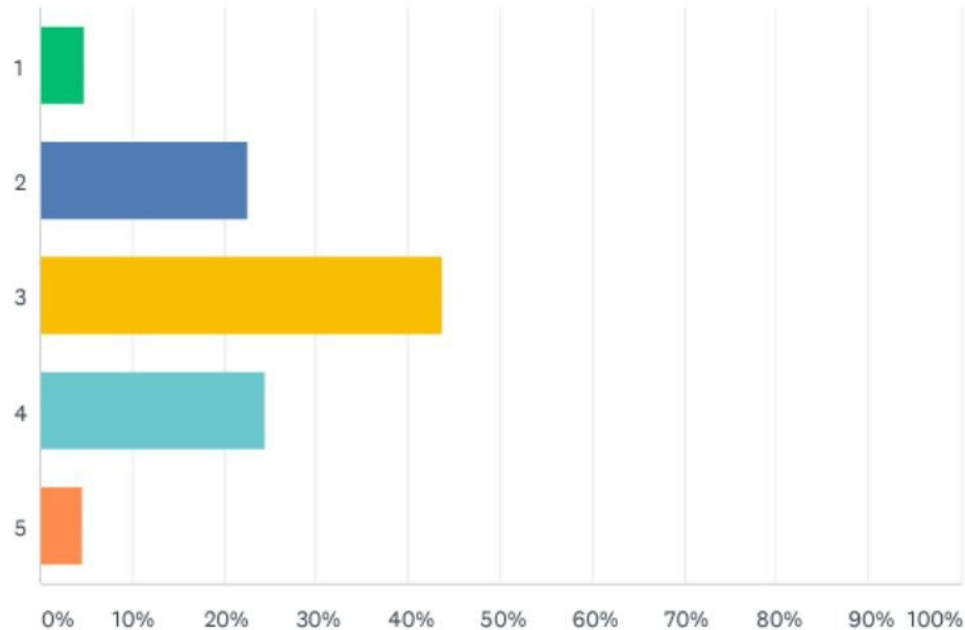
WHAT DO YOU CLAIM AS YOUR RACIALIZED SELF-IDENTITY/IES?

Note that fifty responders made a comment, identifying themselves in some other, or additional, way to the four categories suggested. Five of those who commented refused to identify. Thirteen people skipped this question.



ON A SCALE 1-5, HOW WOULD YOU RATE YOUR CONGREGATION'S VISIBLE AND LIVED COMMITMENT TO RACIAL JUSTICE WORK?

1= no evidence of commitment; 5 = racial justice is a top priority
Note that 22.5% of respondents chose not to answer this question.

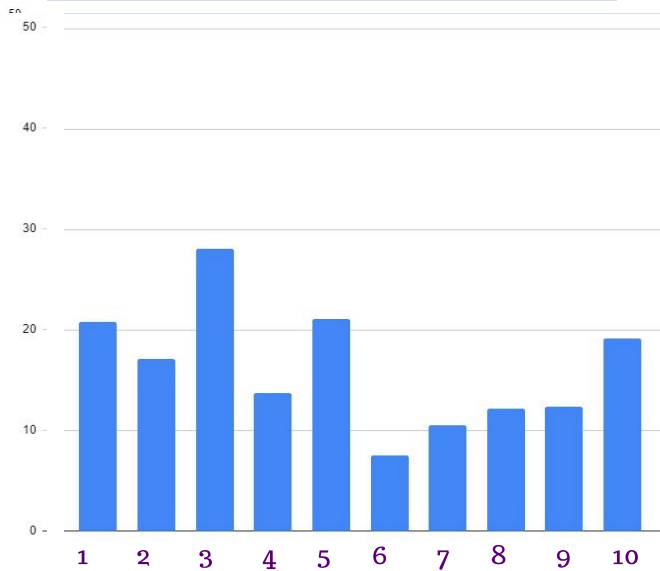


HAVE YOU EXPERIENCED OR WITNESSED ANY OF THE FOLLOWING IN YOUR CONGREGATION?

We separated People of Colour (POC) and White responses, and present here the percentage of respondents in each category who said they had witnessed, experienced, or heard of the following racist behaviours in their congregation. Please consult the attached glossary at the end of the document if any of these terms are unfamiliar to you.

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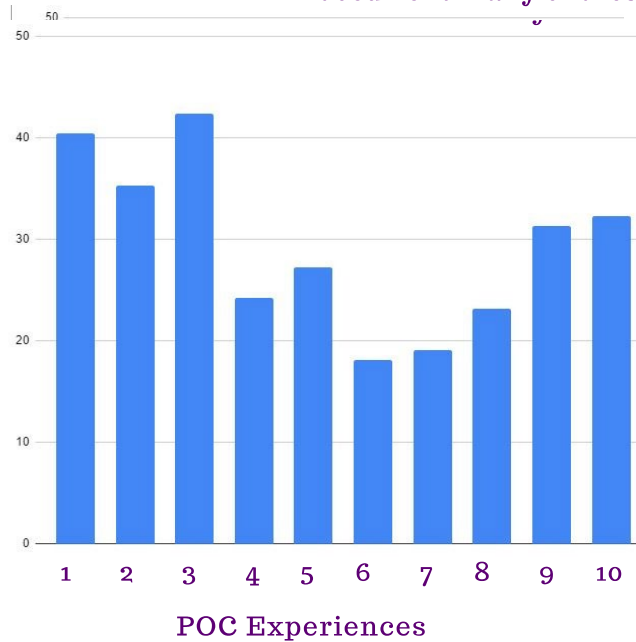
White Experiences

The columns, in order, are:

- 1- Pushback against racial justice work
- 2- Racial Discrimination and/or prejudice
- 3- Microaggressions
- 4- Racist language
- 5- Cultural (mis) appropriation
- 6- Macroaggressions
- 7- Gaslighting
- 8- Tone Policing
- 9- Marginalization
- 10- Tokenism

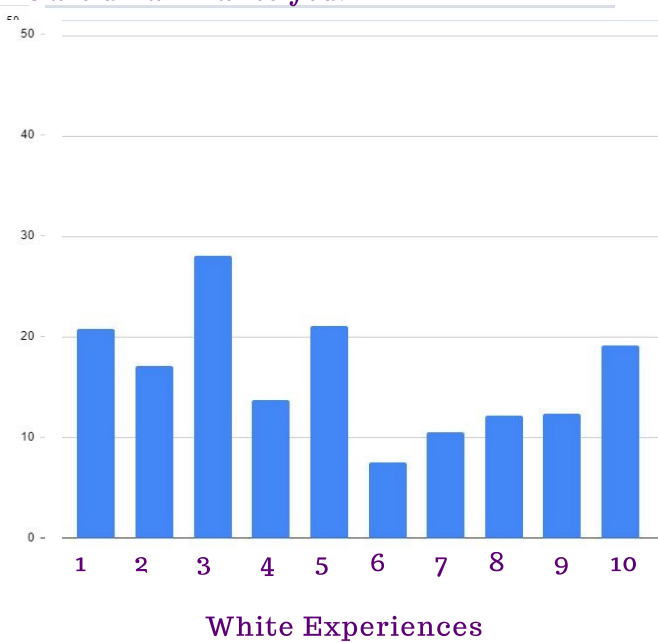
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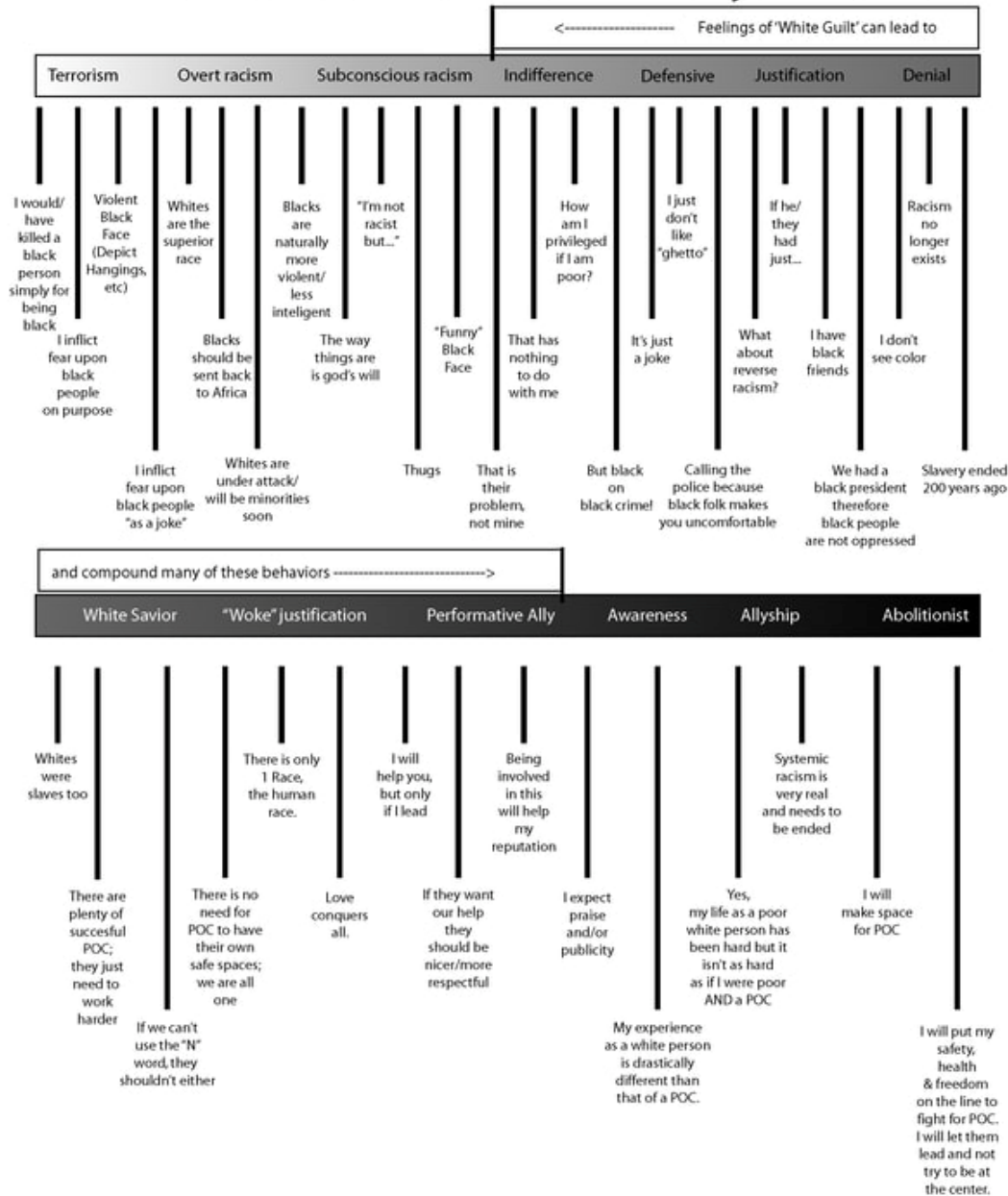
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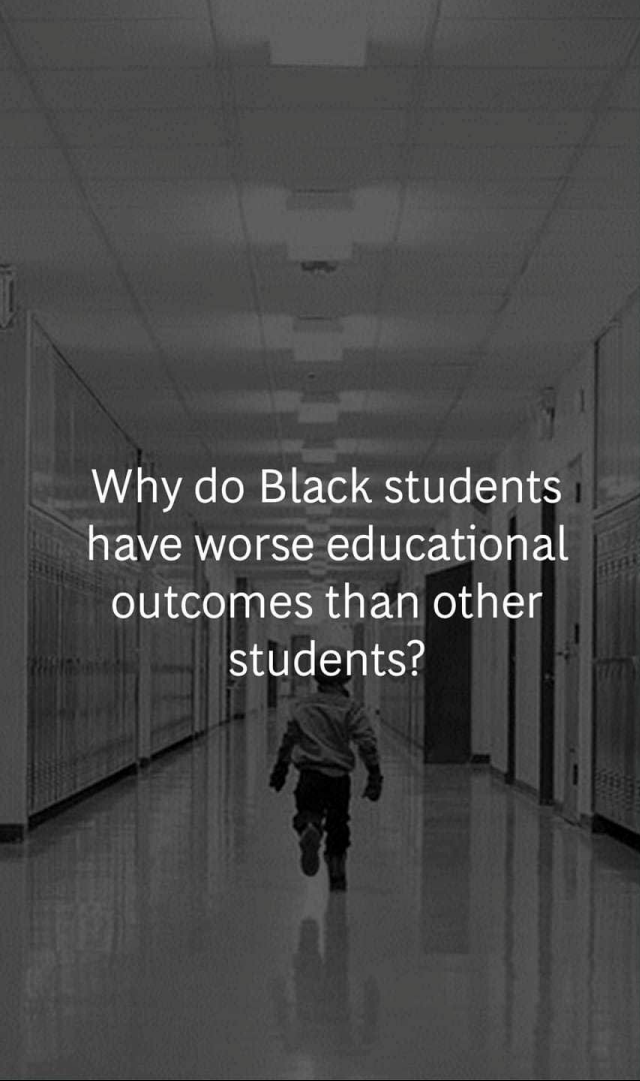


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Racism Scale: Where do you fall?



A grayscale photograph of a person walking away from the camera down a long, brightly lit school hallway. The hallway has lockers on both sides and a tiled floor. The person is wearing a light-colored jacket and dark pants.

Why do Black students have worse educational outcomes than other students?

Black students face assessment bias from teachers



2x fewer "excellent" ratings by teachers despite the same standardized test scores

Black students are disproportionately suspended



42% are suspended at least once vs 18% of White students in Toronto high schools

Black students are disproportionately expelled



48% of expulsions in Toronto high schools, yet only 12% of students

A staff diversity gap results in a lack of role models at school



Half as many Black teachers in Canada vs. the Black population (1.8 vs. 3.5%)

Fewer Black students feel a sense of trust and belonging in school




9 pp difference in Black students' feeling of belonging vs. White students

Black students enter school at a disadvantage due to socio-economic conditions



2x the rate of students coming from a low-income household



Why are Black Canadians
at a disadvantage in the
job hiring process?

Compared to non-racialized job seekers, Black job seekers are...

...less able to obtain jobs
through personal networks



30% less likely
for Black people to be in the
candidate pool via networks

...discriminated against on
initial resume screens



3x less likely
for Black-sounding resumes to get
a callbacks vs. White-sounding

...unlikely to see someone who
looks like them doing the hiring
in interviews

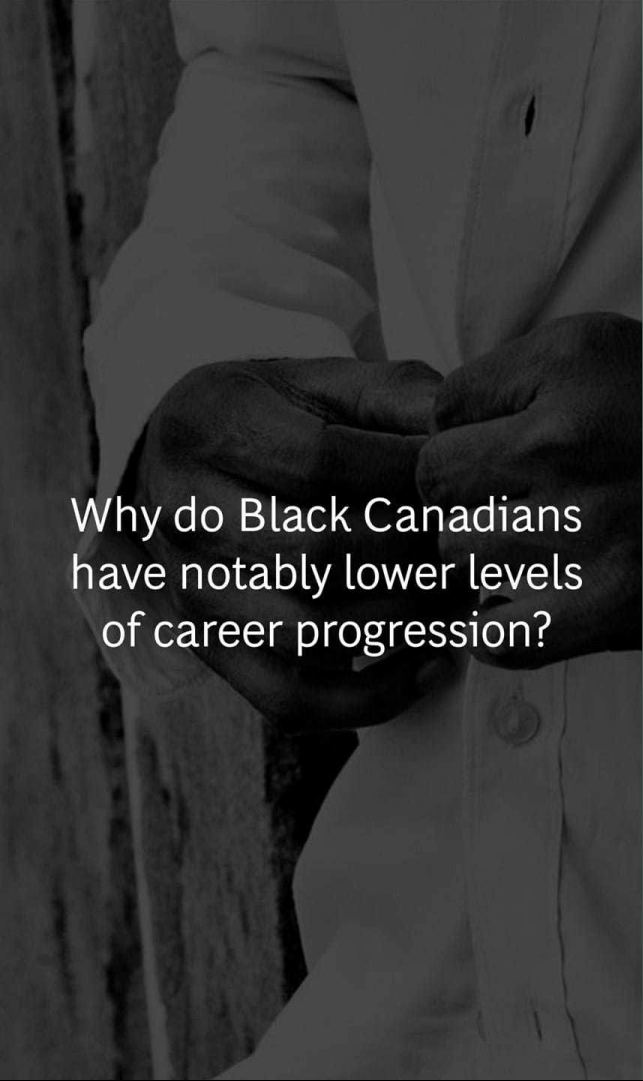


11% higher
assessment of discrimination in
hiring in Canada vs. USA

...more likely to be negatively
impacted by unnecessary
credentialism



65% of employers
will reject qualified Black job-
seekers due to credentialism



Why do Black Canadians have notably lower levels of career progression?

Black employees forced to "code switch" to integrate into a non-Black workforce



53% of Black grads feel the need to adjust their behaviour at work

Black employees experience racism and microaggressions on the job



4x the reported microaggressions for Black employees vs. White

Promotion processes are often laden with hidden biases that harm Black employees



50% of Black workers report discrimination in promotion processes

White professionals do not see or acknowledge the obstacles Black professionals face



16% of White workers say it is harder for Black workers to advance vs. 65% of Black workers

Low rates of sponsorship, despite being particularly beneficial to Black workers

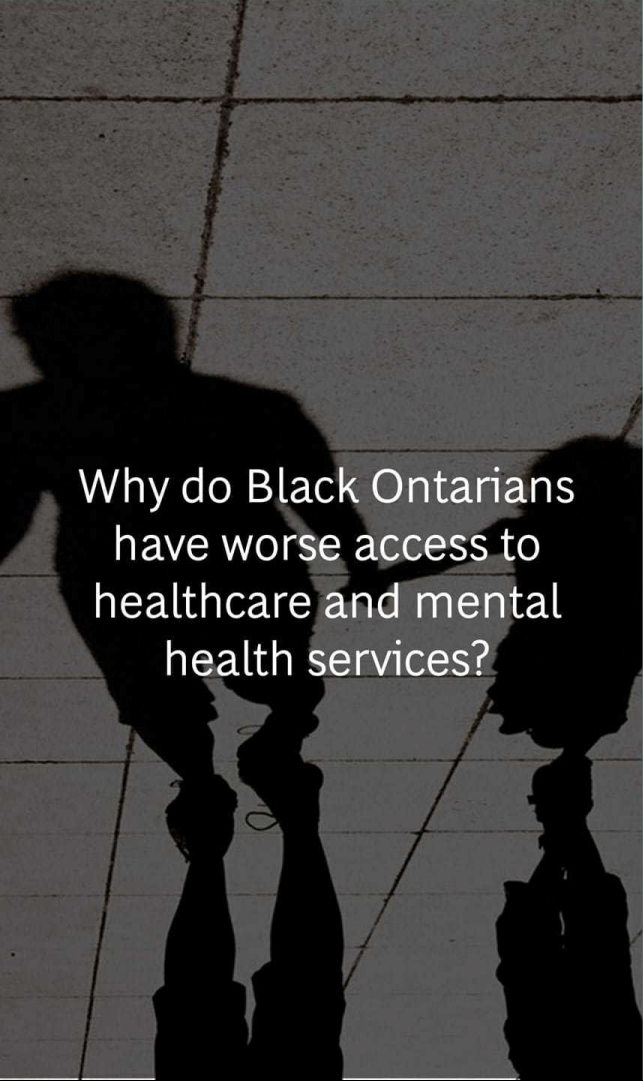


5x more likely to say sponsorship is effective than White workers

Black employees face additional home-life stressors



>2x the rate of Black Canadians living in a lone-parent family

The image shows the silhouettes of several people climbing a wall made of large, light-colored rectangular blocks. The people are positioned at different heights, with some standing on the shoulders of others, suggesting a collective effort to overcome a barrier. The background is a dark, textured wall.

Why do Black Ontarians have worse access to healthcare and mental health services?

Bias drives worse treatment vs. other races



Black Canadian women under-screened for cervical and breast cancer

Less comfort seeking care due to racism



15 pp less likely for Black youth to seek out sexual health info in Toronto

Jobs worked inhibit ability to access care



2x the rate of “working poor” compared to the White population

Nearby healthcare providers are less equipped

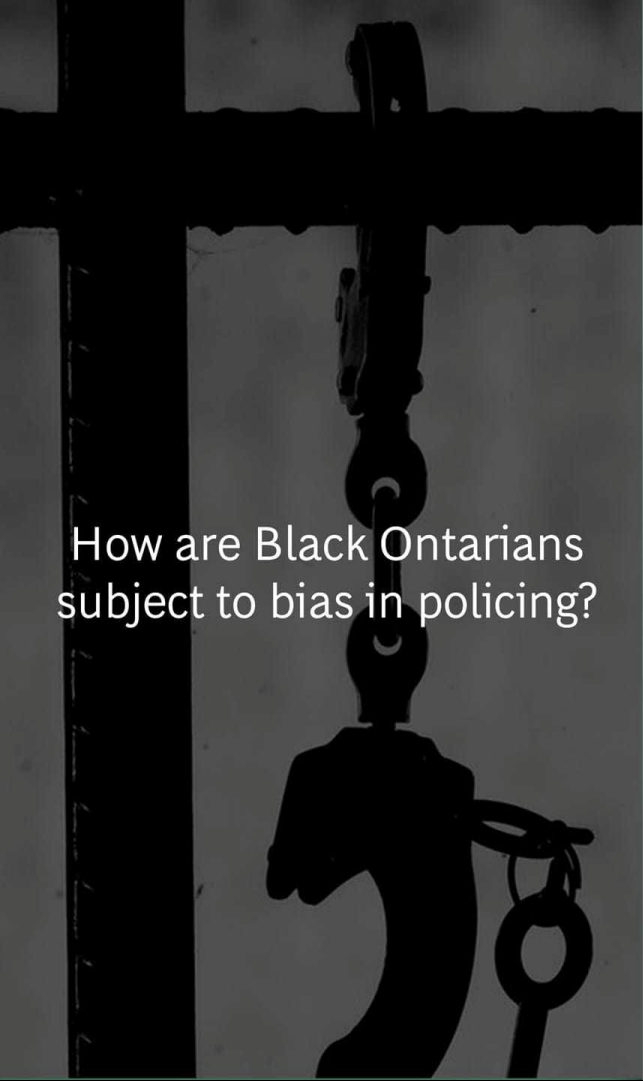


6% of hospital donations in Toronto go to hospitals in neighborhoods with >10% Black pop.

Traditional care lacks cultural relevance & lack of practitioners who offer culturally-relevant care



2.3% of Ontario MDs are Black vs. 4.7% of Ontario's population



How are Black Ontarians
subject to bias in policing?

Compared to non-racialized Ontarians, Black Ontarians are more likely to ...

... be stopped, questioned and
searched by police



3-4x more likely
to be street checked / profiled

... be arrested and charged
when stopped



Arrested 4x more
than expected for drug-related
crimes in Ontario

... be held after arrest or in pre-
trial detention



2x more likely
to be held overnight for drug
possession vs. White suspects

... be victims of police shootings
and force



20x more likely
to be shot dead by police in
Toronto than White residents

... have a community homicide
go unsolved



Almost half as likely
to have a homicide cleared by
police in Toronto

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