

LEARNER'S WORKBOOK

Discrimination Against Minorities



COALITION ONTARIENNE DE FORMATION DES ADULTES

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Learner's name:

Date:

DISCRIMINATION AGAINST MINORITIES

Learner's Workbook

Level 2 ☐ Employment ☐ Independence ☐ Secondary School ☐ Postsecondary ☐ Apprenticeship

A. Stereotypes and prejudices

A.1. What is the difference between a stereotype and a prejudice?

A stereotyping occurs when characteristics are associated to a group without considering differences, such as their age, weight, occupation, skin colour or gender.

A stereotype can either be positive or negative.

For example:

- A positive stereotype could be: "People living in this neighbourhood are all rich."
- A negative stereotype could be: "People living in this neighbourhood are all criminals."

1. Write down a stereotype you have previously encountered:

A prejudice is a judgment formed in advance, without sufficient knowledge of that person's personal characteristics.

For example:

- "This person is dangerous because he or she has a tattoo."

2. Write down a prejudice that you have witnessed.

Group discussion

Have you ever heard a person making a prejudicial comment? Have you seen it in a movie? Have you ever had a false first impression of someone?

IMPORTANT

- Stereotypes and prejudices are often false, can harm victims and lead to serious injustice.
- It is important not to spread stereotypes and prejudices, whether positive or negative.
- It is important to take the time to get to know someone before making assumptions.

To learn more about the difference between a stereotype and a prejudice, watch these videos:

- (Stereotypes vs. Prejudices vs. Discrimination):
https://www.youtube.com/watch?v=6Hr2XpBc_B4 (10:55)
- (Freedom from discrimination in two minutes):
https://www.youtube.com/watch?v=ERoDG_-kLps (1:55)

B. What is racial discrimination?

B.1. Racial discrimination occurs when we treat people differently because of their race.

Whether deliberate or unconscious, racial discrimination has the same negative effects.

Race is a way of distinguishing people based on their:

- place of origin;
- appearance;
- way of speaking (accent, dialect, expressions);
- name;
- clothing;
- diet;
- beliefs and practices;
- etc.

Source: Ontario Human Rights Commission

Definition of racism

Watch the video “*What is Racism?*”: https://www.youtube.com/watch?v=A9r_DdL9YEw (2:34)

Examples of racial discrimination: A police officer stops Amadou, a young black man, driving a luxury vehicle. Given the colour of his skin and the neighborhood in which Amadou lives, the police officer suspects that he has stolen the vehicle.

Example of racial profiling

Watch the video “*Racial profiling common in Montreal commercial services: survey*”:
<https://www.youtube.com/watch?v=cKPyPD4LyEA> (2:51)

To learn more about racial profiling

Read the brochure “*Racial harassment: know your rights*” <https://www.ohrc.on.ca/en/racial-harassment-know-your-rights-brochure>

C. Systemic racism

C.1. What is systemic racism?

Definition:

- Systemic racism occurs when institutions, laws and policies maintain a system of inequalities in society.
- These inequalities give an advantage to certain privileged groups of people, such as Caucasians.
- These inequalities also undermine the rights of less privileged people, such as people of colour, racialized or Aboriginal Peoples.

Definition of systemic racism

Watch the video “*What systemic racism in Canada looks like*”:

<https://www.youtube.com/watch?v=7GmX5stT9rU> (9:55)

For further discussion on systemic racism today

Watch excerpts from the video “A discussion on racism and the N word in Quebec”:

<https://www.youtube.com/watch?v=6GjX6bpw3ZI> (4:18)

C.2 Privilege

Definition:

- Privilege refers to the advantages a person has because of their personal characteristics, such as skin colour, social status or language.
- This does not mean that a privileged person has not worked hard to achieve his or her goals. Rather, it means that he or she has not faced the obstacles that a less privileged person encounters because of stereotypes and prejudices.

C.3 Four historical examples of systemic racism in Canada

Four historical examples of laws that led to systemic racism in Canada:

- **Residential Schools (1831–1997)**

For more information:

- Ask learners to acknowledge their own privileges by completing the "Check Your Privileges" questionnaire provided at the end of this handbook.
- Listen to the testimony of a residential school survivor:
<https://www.youtube.com/watch?v=UGSWIa5vCH0> (1:42)

➤ **Chinese Immigration Tax in Canada (1885–1923)**

- Between 1881 and 1885, 15,000 Chinese immigrants worked in dangerous conditions to build the Canadian Pacific Railway.
- Once the railroad was built, Canada no longer needed Chinese labour. In 1885, the government passed the *Chinese Immigration Act* to restrict Chinese immigration to Canada.
- The Act required Chinese immigrants to pay a sum of money to settle in Canada. During the 38 years that the tax was in effect, the amount increased from \$50 to \$500.
- The Chinese Immigration Act forced 82,000 Chinese immigrants to pay to settle in Canada.
- In 1923, Canada amended the *Chinese Immigration Act*, which completely banned the entrance of Chinese immigrants to Canada. The act was repealed in 1947.
- In 2006, the Canadian government officially apologized for these racist policies targeting the Chinese population.

➤ **Canadian Immigration Laws (1914)**

- In the early 1900s, the Canadian government introduced legislation to prevent South Asians from immigrating to Canada, as they were deemed unworthy of Canadian citizenship.
- Because the government could not legally prohibit the immigration of South Asians, it adopted the *Continuous Journey Regulation*.
- This regulation required that immigrants travel from their country of origin to Canada without stopping. At the time, no ship could make a voyage from India to Canada without stopping. This made it impossible for people from South Asia to immigrate to Canada.
- For more information, watch the video "*The Sikh migrants who challenged Canadian immigration law*": https://www.youtube.com/watch?v=eZyvg_87e6o (7:01)

➤ **Internment of Japanese Canadians (1942)**

- The Japanese attack on Pearl Harbor in 1941 further aggravated the existing difficult relationships between Japanese Canadians and the rest of Canada.
- In 1942, the Canadian government ordered the removal of all Japanese Canadians living within 160 kilometres of the Pacific Coast and confiscated their property.
- Japanese Canadians were suspected of being spies and saboteurs, although there was no evidence to support this theory.
- 20,000 Canadian citizens of Japanese origin were sent to internment or prisoner-of-war camps, road camps or sugar beet farms.
- In 1946, 3,964 Canadians of Japanese origin were deported to Japan.

C.4 Does systemic racism still exist today?

Since the adoption of the *Canadian Charter of Rights and Freedoms* and the advances in human rights, openly racist laws, as mentioned in the previous exercise, are rare.

But does this mean that systemic racism no longer exists in Canada? No!

Watch the video “*Systemic racism: let’s talk about it!*” and answer the questions below:

<https://www.youtube.com/watch?v=qvu5SFdsDRk> (4:27)

1. Provide two examples of race-based inequalities that still exist today.

2. Identify two ways of combating systemic racism.

Did you know that in 2020, Justin Trudeau and Doug Ford both said that systemic racism still exists in Canada today?

For more information, read the article “*Almost two-thirds of Canadians believe systemic racism exists in the country*”: <https://toronto.citynews.ca/2020/06/11/racism-discrimination-canada-poll/>

Advocating against systemic racism

Watch the video “*How can racial discrimination be eliminated in Sudbury?*” :

https://www.youtube.com/watch?v=katTfH_wHIY (2:12)

D. Protection under law

D.1 Discrimination is prohibited

In Canada today, no one has the right to discriminate against you because of your race, country of origin, skin colour, culture or beliefs. These are prohibited grounds of discrimination.

To learn more about other prohibited grounds of discrimination, read the article “*What is Discrimination*”: <https://www.chrc-ccdp.gc.ca/en/about-human-rights/what-discrimination>

Across Canada, there is legislation to protect against discrimination, such as:

- the *Canadian Charter of Rights and Freedoms*;
- the *Canadian Human Rights Act*.

Some laws, for examples, are specific to the provinces and territories:

- in Ontario, the *Human Rights Code*;
- in New Brunswick, the *Human Rights Act*;
- in Manitoba, the *Human Rights Code*.

In Canada, a person who is discriminated against on the bases of race, colour, creed or culture can file a complaint. For information on how to file a discrimination complaint, read the article “How to File a Complaint” or the article “Am I in the Right Place?”:

<https://www.chrc-ccdp.gc.ca/en/complaints/how-file-a-complaint>

<https://www.chrc-ccdp.gc.ca/en/complaints/about-the-process>

<https://www.chrc-ccdp.gc.ca/en/complaints/am-i-the-right-place>

D.2 Positive discrimination

Definition: Positive discrimination policies aim to favor certain disadvantaged groups to achieve equality of opportunity.

The *Canadian Charter of Rights and Freedoms* includes positive discrimination.

Watch the video “What is Positive Discrimination?”: <https://www.youtube.com/watch?v=bHjXrXgnBtE>
2:43

Read the article from the Ontario Human Rights Commission, “Racial discrimination, race and racism (fact sheet)”: <https://www.ohrc.on.ca/en/racial-discrimination-race-and-racism-fact-sheet>.

Reference: Ontario Human Rights Commission. (n.d.). Activity 6: Debriefing Answers - Human Rights Quiz. Ontario Human Rights Commission. <https://www.ohrc.on.ca/en/teachers%E2%80%99package/activity-6-debriefing-answers-human-rights-quiz>

Check Your Privileges

Please check all that apply.

- ☐ I am Caucasian.
- ☐ I have never experienced discrimination because of the colour of my skin.
- ☐ I have never been the only person of my ethnic origin in a room.
- ☐ I have never been made fun of for my accent.
- ☐ I have never been told that I am attractive “despite my ethnic origin.”
- ☐ I have never been the victim of violence because of my origin.
- ☐ A stranger has never asked me to touch my hair or asked if it was real.
- ☐ My ethnic origin is not used to portray “bad guys” on television.
- ☐ My ancestors’ culture is taught at school.
- ☐ I am heterosexual.
- ☐ I have never lied about my sexuality to friends or family.
- ☐ I have never had to come out.
- ☐ I have never thought that my parents might not accept my sexuality.
- ☐ My sexual orientation has never been used as an insult.
- ☐ I have never tried to hide my sexuality from my friends.
- ☐ I am comfortable with my romantic partner in public.
- ☐ I have never pretended to be just friends with my romantic partner.
- ☐ I have never been rejected because of my religion or sexual orientation.
- ☐ I have never been told that my sexual orientation was “wrong” and/or unnatural.
- ☐ I have never been told that my sexual orientation and/or desires were just a “phase” or that it was “temporary”; that it would pass with time.
- ☐ I have never been physically attacked because of my sexuality.
- ☐ No one has ever questioned my mood based on the time of the month.
- ☐ I am a boy.
- ☐ I feel comfortable with my birth gender (male/female).
- ☐ I have never tried to change my birth gender (male/female).
- ☐ I have never missed an opportunity because of my birth gender (male/female).
- ☐ In the future, I will make more money in my profession than others, because of my gender.

- ☐ I have never felt in danger because of my gender (male/female).
- ☐ I have never been stopped on the street by a stranger.
- ☐ I have never been a victim of sexual misconduct or sexual assault.
- ☐ I have never been raped.
- ☐ Both my parents have stable jobs.
- ☐ My family has always had enough to eat.
- ☐ My parents have no debts.
- ☐ My parents have a car.
- ☐ I buy a new piece of clothing or accessory at least once a month.
- ☐ I have never felt poor.
- ☐ My parents have a job they love and/or have chosen.
- ☐ I have been to a summer camp out of town, where we sleep on site.
- ☐ I take art classes or sports lessons on weekends or evenings.
- ☐ I go to a private school.
- ☐ I already know that I will graduate from high school one day.
- ☐ I already know that I will go to university one day.
- ☐ I know my parents will pay for my education.
- ☐ I can save for a trip and/or a car.
- ☐ I have always had cable and/or the Internet at home.
- ☐ I have already visited a foreign country.
- ☐ I take a trip at least once a year.
- ☐ I have never benefited from the Breakfast Club of Canada, Sun Youth baskets, or other foundations that help families in need.
- ☐ I often take trips during spring break.
- ☐ My parents are heterosexual.
- ☐ Both my parents are alive and taking care of me.
- ☐ My parents are still together.
- ☐ I have no physical disabilities.
- ☐ I do not have a social disability (social phobia, mutism, autism, aphasia, stuttering, diagnosed anxiety, ADD, ADHD, etc.).

- ☐ I do not have any learning disabilities (dyslexia, dyscalculia, dysorthographia, dysphasia, etc.).
- ☐ I do not have an eating disorder.
- ☐ I have never experienced depression.
- ☐ I have never thought about suicide.
- ☐ I have never attempted suicide.
- ☐ I have never taken medication for a mental health disorder.
- ☐ I always have access to medication when I am sick.
- ☐ I have never been told that I am too fat or too thin.
- ☐ I have never felt too fat or too thin.
- ☐ I have never been bullied because of my body type.
- ☐ I do not consider myself unattractive.
- ☐ I could have access to a psychologist if I wished.
- ☐ I have never been addicted to drugs, gambling or alcohol.
- ☐ I have never been intimidated because of my religious beliefs.
- ☐ I have never been physically threatened because of my religious beliefs.
- ☐ I have never been physically attacked because of my religious beliefs.
- ☐ I can visit a place of worship for my religion in my town.
- ☐ I have never lied about my origins to protect myself.
- ☐ I have never lied about my religious beliefs to protect myself.
- ☐ My school is welcoming of my religious practices.
- ☐ I am not nervous when I go through customs or cross borders.
- ☐ I have never been stopped by the police without reason.
- ☐ I have never been bullied on social networks because of who I am.
- ☐ I have never been bullied in life because of who I am.
- ☐ I have never tried to become someone else.
- ☐ I feel privileged to be who I am.

ANSWER

Taking this test will make you think. You should know that it is possible to be both oppressed and privileged. In certain situations, different issues are at play.

Recognizing your privileges means becoming aware of a particular strength or opportunity. This strength can help others. For example, oppressed individuals often ask themselves: “Why is it harder for me?” As an ally, you can ask yourself: “What can I do to help in this context where I am privileged?”

(We would like to thank the Foundation [Ensemble pour le respect de la diversité](#) for helping us develop this test.)