

Adoption of Terminology and Definitions in Canada's Anti-Racism Strategy
Motion for GP
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Motion:

1. Richmond adopt the terminology and definitions in pages 21-24 of Canada's Anti-Racism Strategy 2019-2022 in its entirety.

Rationale:

The City of Richmond has a Cultural Harmony Strategy that outlines what we want for our community: the ideal. While we have a goal in place of what we want and how we want to get there, we also need tools to respond to racism and hate.

Hate Crimes and hate incidents are on the rise in Richmond and in Canada. We have heard from a number of ethnic groups in Richmond their concerns and their desire for action to be taken.

Everyone deserves to be treated fairly, with dignity and respect, and to feel safe in our community. People are not the government of the country of their ancestry. They are not the actions or policies of the government of the country of their ancestry. No one should fear attack or reprisals based on the government actions or policies of a country of their ancestry.

The definitions and terminology in Canada's Anti-Racism Strategy pages 21-24 (appendix 1) will inform the City of Richmond on setting policies and standards of behaviours that we can expect our Council, Staff, contractors, suppliers and stakeholders to meet. By defining racism, we can more effectively combat it.

The Anti-Racism strategy specifically defines: Anti-Asian Racism¹, Anti-Black Racism², Islamophobia, Antisemitism³, and Discrimination⁴

1 Government of Canada, "[Addressing Anti-Asian Racism](https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/anti-asian-racism.html)." The definition was co-developed with diverse Asian community leaders and is available from <https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/anti-asian-racism.html>

2 Government of Ontario, "A Better Way Forward: Ontario's 3-year Anti-Racism Strategic Plan". Available from <https://www.ontario.ca/page/ontarios-anti-racism-strategic-plan>

3 The definition of antisemitism refers to the International Holocaust Remembrance Alliance "working Definition of Antisemitism" <https://www.holocaustremembrance.com/working-definition-antisemitism>

4 Ontario Human Rights Commission, “Teaching human rights in Ontario – A guide for Ontario schools”. Available from <http://www.ohrc.on.ca/es/node/10772>


TERMINOLOGY

Words matter when it comes to promoting inclusion and eliminating discrimination. The following working definitions enable us to have a common understanding of a word or subject.

Anti-Asian Racism: In Canada, anti-Asian racism refers to historical and ongoing discrimination, negative stereotyping, and injustice experienced by peoples of Asian descent, based on others' assumptions about their ethnicity and nationality. Peoples of Asian descent are subjected to specific overt and subtle racist tropes and stereotypes at individual and systemic levels, which lead to their ongoing social, economic, political and cultural marginalization, disadvantage and unequal treatment. This includes perceptions of being a "Yellow Peril," a "Perpetual Foreigner," a "Model Minority," "exotic," or "mystic." These stereotypes are rooted in Canada's long history of racist and exclusionary laws, and often mask racism faced by peoples of Asian descent, while erasing their historical contributions to building Canada.

The term Asian encompasses a wide range of identities that the very term Asian can obscure. While all may experience being "otherized," specific experiences of anti-Asian racism vary. Some are constantly being perceived to be a threat, some face gendered exoticification and violence, some are more likely to be subjected to online hate and racist portrayals in the media, while others face Islamophobia and other forms of religious-based discrimination.¹

¹ Government of Canada, "[Addressing Anti-Asian Racism](https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/anti-asian-racism.html)." The definition was co-developed with diverse Asian community leaders and is available from <https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/anti-asian-racism.html>.



Anti-Black racism: Prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, such that anti-Black racism is either functionally normalized or rendered invisible to the larger white society. Anti-Black racism is manifested in the legacy of the current social, economic, and political marginalization of African Canadians in society such as the lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system.²

Antisemitism: Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.³

Colonialism: A practice of domination, which involves the subjugation of one people to another. Settler colonialism — such as in the case of Canada — is the unique process where the colonizing population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the Indigenous populations and extinguish their cultures, traditions and ties to the land.⁴


Disaggregated data: In the context of race-based data, this means breaking down composite (“aggregate”) categories such as “visible minority” into component parts, such as Black, Chinese, Arab etc.⁵

2 Government of Ontario, “A Better Way Forward: Ontario’s 3-year Anti-Racism Strategic Plan”. Available from <https://www.ontario.ca/page/better-way-forward-ontarios-3-year-anti-racism-strategic-plan>.

3 International Holocaust Remembrance Alliance “Working Definition of Antisemitism”. For further information, visit: <https://www.holocaustremembrance.com/working-definition-antisemitism>.

4 Supra note i.

5 Supra note i.



Discrimination: Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex or other personal characteristics.⁶

Equity: Fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life.⁷

Intersectionality: Acknowledges the ways in which people's lives are shaped by their multiple and overlapping identities and social locations, which, together, can produce a unique and distinct experience for that individual or group, for example, creating additional barriers or opportunities.⁸

Islamophobia: Includes racism, stereotypes, prejudice, fear or acts of hostility directed towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic and societal level.⁹

Race: Race is a "social construct." This means that society forms ideas of race based on geographic, historical, political, economic, social and cultural factors, as well as physical traits, even though none of these can legitimately be used to classify groups of people.¹⁰

6 Ontario Human Rights Commission, "Teaching human rights in Ontario – A guide for Ontario schools". Available from <http://www.ohrc.on.ca/es/node/10772>.

7 Ibid.

8 Supra note i.

9 Supra note i.

10 Supra note v.

Racialization: The process through which groups come to be socially constructed as races, based on characteristics such as ethnicity, language, economics, religion, culture, politics.¹¹

Racism: Racism is any individual action, or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination.¹²

Social participation: Involvement in meaningful activities (social, cultural, physical, educational, recreational, etc.) that increase one's sense of belonging and well-being.

Systemic or institutional racism: Consists of patterns of behaviour, policies or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for racialized persons. These appear neutral on the surface but, nevertheless, have an exclusionary impact on racialized persons.¹³

11 Canadian Race Relations Foundation, "CRRF Glossary of Terms". Available from: <https://www.crrf-fcrr.ca/en/resources/glossary-a-terms-en-gb-1?letter=r&cc=p>.

12 Ibid.

13 Ontario Human Rights Commission, "Policy and guidelines on racism and discrimination". Available from: <http://www.ohrc.on.ca/en/policy-and-guidelines-racism-and-racial-discrimination/part-2-policy-framework>.