North Bay & District Multicultural Centre
Immigrant Settlement Services

BUILDING HEALTHIER COMMUNITIES

"If you have come here to help me, you are wasting your time, but if you have come here because your liberation is bound up with mine, then let's work together". -Lilla Watson, Indigenous Activist

Opportunities for opening up the dialogue to begin to create a Safe, Welcoming and Inclusive community for ALL people

Our objective based on our funder's agreement is to support the creation of welcoming, inclusive and safe spaces for newcomers, by working with mainstream organizations to address barriers to newcomer settlement and integration.

A major barrier identified by our clients is the frequent daily incidents of covert racism and resulting discrimination that they face in our communities. Research has proven that racial microaggressions and racism not only deny equal access to opportunities in society they also severely impact both the physical and mental health of communities of colour. If this remains unaddressed it is not only denigrating, humiliating, dehumanizing and can lead to long term chronic health issues but it's also an infraction of the Ontario Human Rights Code, the Canadian Charter of Rights and Freedoms and the Canadian Multiculturalism Act.

We believe that our community can be a welcoming, safe and inclusive space for ALL people and the way forward is through education and genuine dialogue.

Implicit/Unconscious Bias

6 hour session

"If you are human you are biased
- *you judge*
- *you exclude*
- *you stereotype*

The question to be asked is not "if" bias is affecting a particular situation but to actively look for "where that bias might be" and what might be the impact".(Ross, 2020)

Learning Outcomes: At the end of this session participants will:

1. Have a clear understanding of how unconscious/implicit bias impacts our everyday decision making processes.
2. Have an increased capacity to recognize the biases that we all hold and understand their roots.
3. Have the capacity to identify and remedy the impact of biased thinking and decision making.
4. Have an increased capacity to examine organizational policies, practices and procedures for biased or discriminatory outcomes.
5. Learn about many different types of biases that surround us and the denigrating impact they can have on those that we serve.
6. Learn about what triggers our biases and when/how "instinct/gut feelings" can be helpful or harmful
7. Learn effective strategies to interrupt bias that are grounded in current research.

Level 1 Anti-racism Workshop

Recognizing and Interrupting Microaggressions

7 to 8 hour session.

Learning Outcomes: At the end of this session, participants will:

1. Be familiar with the history and definitions of microaggressions
2. Understand how common interactions are perceived differently by various social group identities
3. Gain an understanding of the frequency with which microaggressions are being perpetrated in our community
4. Recognize the full unintended negative impact of microaggressions on marginalized communities and the enormity of the cumulative impact
5. Understand the magnitude of the detrimental impact of racial microaggressions on the health of racialized communities
6. Recognize the full range of differences among the people we work with and serve and how these difference affect how we are seen by others.
7. Identify your own membership in various privileged and marginalized groups
8. Explore common attitudes, stereotypes and behaviors that perpetuate marginalization and exclusion in the organization/community
9. Engage in authentic, productive dialogue about common privileged and marginalized group dynamics in the organization/community
10. Explore how the dynamics of privilege and marginalization impact the success of those we serve, our employees, our community and the enormity of this impact on marginalized communities.
11. Recognize how you may get perceived and treated in the organization based on your various privileged and marginalized group memberships
12. Deepen your capacity to recognize and interrupt microaggressions and other exclusionary situations as we move towards building a healthier community
13. See the connection between microaggressions and our socialization
14. Explore productive ways to reduce the occurrence and impact of microaggressions in the organization/community.

Level 2 Anti-racism workshop
Recognising and Interrupting Racism
7 -8 hour session
Learning Outcomes: At the end of this session, participants will:

1. Understand the legal implications of racism and discrimination
2. Have an increased capacity to identify racist dynamics(intended and unintended) in everyday activities
3. Recognize the magnitude of the negative impact of racist dynamics on individuals and organizational goals
4. Understand our various socialization processes and how it impacts our belief systems, biases and worldview
5. Recognize and understand the part you play in these dynamics
6. Choose courage to speak up and interrupt these racist dynamics to create a healthier workplace
7. Use proven tools to create greater social justice in your organization

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Inclusive Organization- Opportunities for Dialogue and Learning
7-8 hour session
Learning Outcomes: At the end of this session, participants will:

1. Recognize the various privileged and marginalized identities in the organization
2. Understand the common power dynamics between identity groups
3. Recognize the negative impact of these dynamics on identity groups
4. See clearly the long-term benefits to the organization / community, of inclusion in the organization
5. Understand how toxic racial workplace environments affect employees mental and physical health, with long term negative consequences for employees as well as the organization
6. Understand the lifelong impact of our socialization on both privileged and marginalized groups
7. Assess your organization for inclusivity
8. Determine where your organization sits on the continuum of monocultural to multicultural organizations
9. Recognize how the dynamics of exclusion negatively impacts the workplace environment and employee productivity
10. Understand the negative long-term impact on marginalized employees of an unwelcoming workplace environment
11. Understand the cumulative impact of microaggressions on marginalized employees health and consequently their capacity to be productive at work
12. Create a genuine sense of belonging in the workplace for all employees
13. Collectively set productive expectations for engagement for all employees- privileged and marginalized
14. Create space and conditions for respectful dialogue and disagreement
15. Effectively navigate difficult conversations in the organization
16. Help employees to recognize their triggers
17. Learn new skills to navigate difficult workplace situations.

Inclusive Classrooms- Opportunities for Dialogue and Learning
12 hour session

Learning Outcomes: At the end of this session, participants will:

1. Recognize the various privileged and marginalized identities in the classroom
2. Understand the common power dynamics between identity groups
3. Recognize the negative impact of these dynamics on identity groups
4. See clearly the long-term social benefits to the community, of inclusion in the classroom
5. Recognize that classroom behaviors shape students world view
6. Understand the impact of this socialization on both privileged and marginalized student groups
7. Recognize how the dynamics of exclusion negatively impacts the learning of marginalized students
8. Understand the negative long-term impact on marginalized students of an unwelcoming school environment
9. Understand the cumulative impact of microaggressions on marginalized students health, and consequently their capacity to learn, and their behaviors
10. Create a sense of belonging in the classroom for all students
11. Help all students see themselves in the materials being taught
12. Collectively set expectations to accelerate learning and student success for all students- privileged and marginalized
13. Recognize microaggressions and understand the negative impact on students learning and overall health
14. Create space for respectful dialogue and disagreement
15. Effectively navigate difficult conversations in the classroom
16. Teach students to recognize their triggers
17. Teach students how to behave respectfully and responsibly when triggered