

Let's Talk

.... About Systemic Racism.

To integrate a short discussion into your meeting, we suggest that you choose only one or two points to talk about and that you set a time limit.

How do the points discussed apply to the neighbours you serve?

Some people think...

The concept of systemic racism is over-stated. Even if it does exist, it does not apply to them, because they are good people who are kind to everyone.

But the reality is...

- We are past the point where we can deny the existence of systemic racism. Research, data and simple observation confirms its existence in our society.
- We fail to recognize systemic racism ingrained in society's institutional structures. We reject the idea that there are barriers that hinder people of colour, the indigenous, and newcomers when they seek employment, career advancement, educational opportunities or housing. We like to think that everyone is subject to unbiased, fair and equitable treatment when they interact with authorities such as the police, business and the public service.
- Many of us would rather assume that all people are on a level playing field, and outcomes are simply a result of individual merit and fair play. However, this false view denies the reality faced by many people who experience systemic racism every day.

So now what?

- How many of us have asked a friend or colleague to relate how they have experienced systemic racism? Their observations will surprise you.
- If we acknowledge that systemic racism exists, but stay silent on the subject, are we just as guilty as those who actively engage in racist behaviour?

"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character." Martin Luther King, Jr.