



EXPLORING RACIAL EQUITY

Resources for Personal Learning

Calgary Foundation is committed to the work of anti-racism. As part of our ongoing efforts to listen and learn from the communities we exist to support, we established the Racial Equity Working Group in September 2020. The Racial Equity Working Group is comprised of a variety of stakeholders affiliated with the Foundation, including staff, board members, volunteers, members of The Stride and Calgary Foundation's Youth Council.

The Working Group will help guide the Calgary Foundation through a journey of establishing a culture of racial equity – also known as “Equity in the Centre” – focused on the proactive counteraction of race inequities, both inside and outside the organization. Calgary Foundation's racial equity journey closely intersects and builds on our journey of reconciliation with Indigenous communities.

Glossary of Terms



EQUALITY V. EQUITY ¹

Most often “equality” is used to refer to inputs – people receive the same resource, with the expectation that the outcome will be the same. However, if people are situated differently when receiving the same resource, equal input will only reinforce existing inequalities. On the other hand, we urge the use of “equity” to refer to outcomes – all people can achieve a valued goal or circumstance – that typically require differential resources – because groups are not situated similarly at the outset. Racial equity is measurable, as seen when disparities are declining or gaps are closing across racial groups on a given indicator of well-being.



DIVERSITY, INCLUSION, EQUITY ¹

Diversity refers to the presence of different groups and/or different perspectives. Different people and perspectives are shown to produce better organizational results. Inclusion is a feature of a setting when voice is valued from the diverse people present and they have organizational power. Inclusion is a core feature of a respectful organizational culture; it is manifested in the setting itself and the dynamics of that setting. A diverse setting without inclusion is not likely to remain diverse. Equity, as already noted, is the outcome where all people can achieve a valued goal or circumstance. It is grounded in policies and practices that are informed by and inclusive of Diverse people. An equitable setting, by definition, will be inclusive and is more likely to be and remain diverse. A growing number of organizations pay attention to diversity, but far fewer pay attention to inclusion and equity. These do not substitute for one another. For example, having diverse personnel is not the same as having equitable policies.



FORMS OF RACISM ¹

When racism is mentioned, people tend to think of **interpersonal racism** – where white people make judgements and statements based on harmful presumptions about people of color. These can be based in both explicit and implicit bias. **Internalized racism** refers to the acceptance by people of color about the negative beliefs and imagery perpetrated against them. However, the most powerful and far-reaching racism is **institutional and structural**. These terms refer to the ways in which policies and practices of organizations and systems work systematically to advantage white people, and how they are reinforced by the media and national norms such as individualism and a bootstraps ideology (“anyone can achieve whatever they want if they just work hard enough”). **White privilege** is a term that represents all of the advantages that white people receive from institutional and structural racism, often unknowingly – such as not having to think about race in every setting or interaction, and feeling and being safe in public spaces.

ANTI-BLACK RACISM ²

Anti-Black racism is 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 and its legacy. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, to the extent that anti-Black racism is either functionally normalized or rendered invisible to the larger White society. Anti-Black racism is manifest in the current social, economic, and political marginalization of African Canadians, which includes unequal opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system.

ANTI-INDIGENOUS RACISM ²

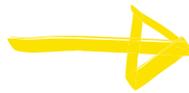
Anti-Indigenous racism is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada. Systemic anti-Indigenous racism is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the overrepresentation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived-experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous people.

ANTI-RACISM APPROACH ²

Anti-racism is a process, a systematic method of analysis, and a proactive course of action rooted in the recognition of the existence of racism, including systemic racism. Anti-racism actively seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities.



² Data Standards for the Identification and Monitoring of Systemic Racism, Government of Ontario, February 27, 2019. <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>.



WEBSITES

Resources

Websites, Videos and Good Reads on Racism, Bias and Justice

Calgary Foundation

Black serving/Black led organizations

Calgary Foundation

Strengthening relationships with Indigenous communities

CommunityWise Resource Centre *

Anti-Racist Organizational Change

Inclusion FACTOR *

Diversity, equity and inclusion (DE&I) assessments, training programs, workshops, e-learning tools and strategies to build inclusive spaces for all to innovate, work, live, and thrive.

Urban Society for Aboriginal Youth *

Essential programming and services to Calgary's Indigenous youth

Black Youth Helpline

<https://blackyouth.ca/>

Calgary's Commitment to anti-racism

<https://www.calgary.ca/csps/cns/calgarys-commitment-to-anti-racism.html>

Canadian Cultural Mosaic Foundation

<http://www.canadianculturalmosaicfoundation.com/>

Canadian Women's Foundation

Resources for ending anti-Indigenous racism

Equity in the Center

White Women Doing White Supremacy in Non Profit Culture

Future Ancestors Services

Indigenous and Black-owned, youth-led professional services social enterprise that advances climate justice and equity with a lens of anti-racism and ancestral accountability.

The Circle

Shifting Structures in Black Philanthropy Calls to Action for Philanthropic Organizations and the Sector at Large

What does it mean to act as an ally?

<https://pillarnonprofit.ca/news/what-does-it-mean-act-ally>

White Supremacy Culture in Organizations

COCo (Centre for Community Organizations). A list of characteristics of white supremacy culture that show up in organizations.

Yellowhead Institute

5 Recommendations related to structural racism

*Panelist at Calgary Foundation's Vital City 2020

Good Reads

[Biased - Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do](#)

[Breakdown of structural racism vs individual racism](#)

[Reports on Racism in Alberta](#)

[Sprawl Calgary: Independent local journalism Anti-racism Expert Panel - Calgary City Council Meeting – July 8, 2020](#)

[The Search for Racial Equity / How To Be Anti-Racist by Professor Ibram X. Kendi](#)

[The Skin We're In by Desmond Cole](#)

[UNFUNDED: Black Communities Overlooked by Canadian Philanthropy](#)

[White Fragility by Robin D'Angelo](#)

[White Privilege: Unpacking the Invisible Knapsack: by Peggy McIntosh](#)

[Winner Takes All by Anand Giridharadas](#)

Videos

[Biased - Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do.](#)

[Documentary: Death and Life of Marsha P Johnson](#)

[The Search for Racial Equity / How To Be Anti-Racist by Professor Ibram X. Kendi.](#)

[The Skin We're In by Desmond Cole.](#)

[Uncomfortable Conversations with a Black Man](#)

[Uncomfortable Conversations with a Black Man, Part II](#)

[White Fragility by Robin D'Angelo](#)

[YYC Colours: Racism in Calgary](#)