

Ground Rules



Your value and your goodness as a human is not in question



Suspend judgment, challenge your own assumptions.



Respect the diversity of experiences and perspectives



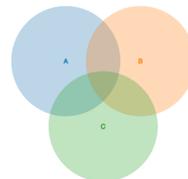
Listen for understanding



Notice and respond with curiosity and compassion



Share the air time/use 'raise hand function' or chat



Look for common ground



What's said here stays here; what's learned here leaves here.

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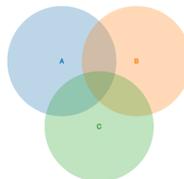
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Tonight's Agenda

- **Overview of the book/presentation of factsheet**
- **Video: Jennifer Eberhardt presentation**
- **Initial Thoughts**
- **First Question**
 - i. Breakout room discussions
 - ii. Regroup and Discuss
- **Second Question**
 - i. Breakout room discussions
 - ii. Regroup and Discuss
- **Final Thoughts**
- **Conclusion of Meeting**

Initial Impressions:

! What surprised/shocked you about the book?



What did you find relatable or familiar



What was unclear or confusing?



What was meaningful or of interest?

Discussion : Part 1

“Evolutionary psychologists have long known that human beings...rely on categories to help us understand the world and move through it. But perhaps the most fundamental categorization may also be the most pernicious: *Us and them*.

Biased examines the science of us and them, particularly when it comes to race. Bias may be inherent but its consequences are not inevitable.”

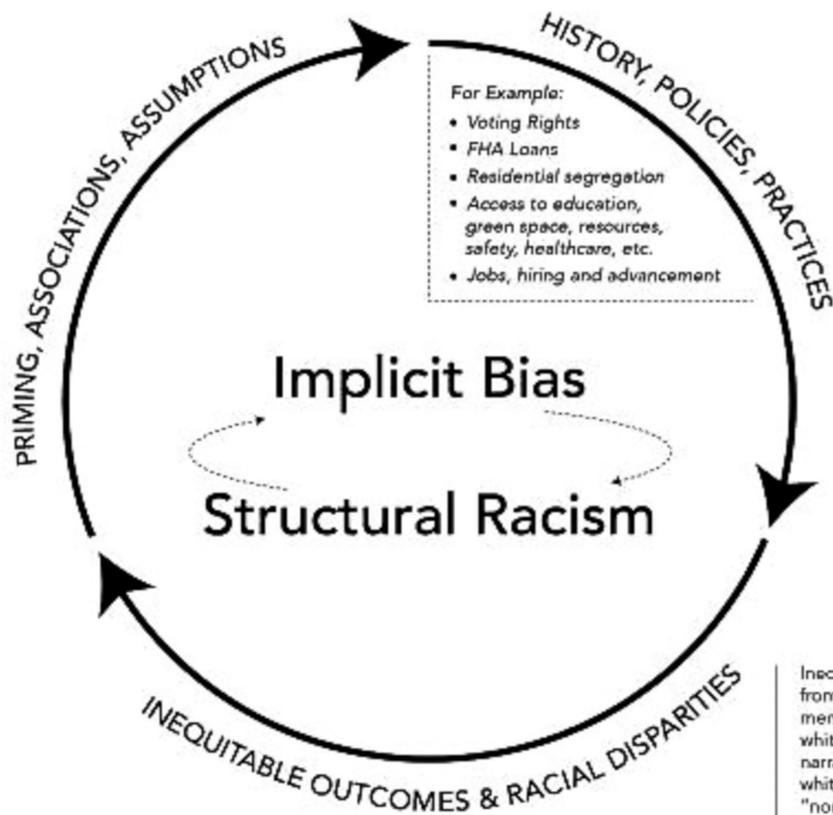
How do the facts presented by Jennifer Eberhardt affect your understanding of the deep racial disparities in Canadian society?

Discussion : Part 2

“Implicit bias is not a new way of calling someone a racist. (It is) a kind of distorting lens that’s a product of both the architecture of our brain and the disparities in society. We all have ideas about race, even the most open-minded among us...By acknowledging the distorting lens of fear and bias...we move one step closer to clearly seeing the social harms - the devastation - that bias can leave in its wake.”

How does the evidence Eberhardt presents about unconscious bias affect your understanding of the deep racial disparities in Canadian society?

Dominant narratives about race (family, media, society) coupled with racialized structural arrangements and differential outcomes by race all prime us to believe that people of color are inferior to white people, create and maintain harmful associations, and lead us to make harmful assumptions, consciously and unconsciously, about people of color



Race is created to justify enslaving people from Africa (economic engine of country)

Policies and practices that consolidate and protect power bestow unearned economic, social, cultural, and political advantage to people called "white," and unearned disadvantage to people of color

National narrative (ideology, belief system) about people of color being "less than" human (and less than white) justifies mistreatment and inequality (white supremacy)

Inequitable outcomes and experiences resulting from policy decisions in health, housing, employment, education, and life expectancy - reinforces white supremacist beliefs and ideology; dominant narrative uses disparate outcomes as evidence of white superiority, promotes whiteness as "normal" and desirable and justifies inequality

Discussion : part 2

What measures might we take (as individuals, a community) to interrupt the cycle of implicit bias and structural racism in Canada?

INVESTIGATION

Bias behind bars: A Globe investigation finds a prison system stacked against Black and Indigenous inmates

Federal inmates' risk assessments determine everything from where a prisoner is incarcerated to what rehabilitation programs they are offered. After controlling for a number of variables, The Globe found Black and Indigenous inmates are more likely to get worse scores than white inmates, based solely on their race

TOM CARDOSO > CRIME AND JUSTICE REPORTER

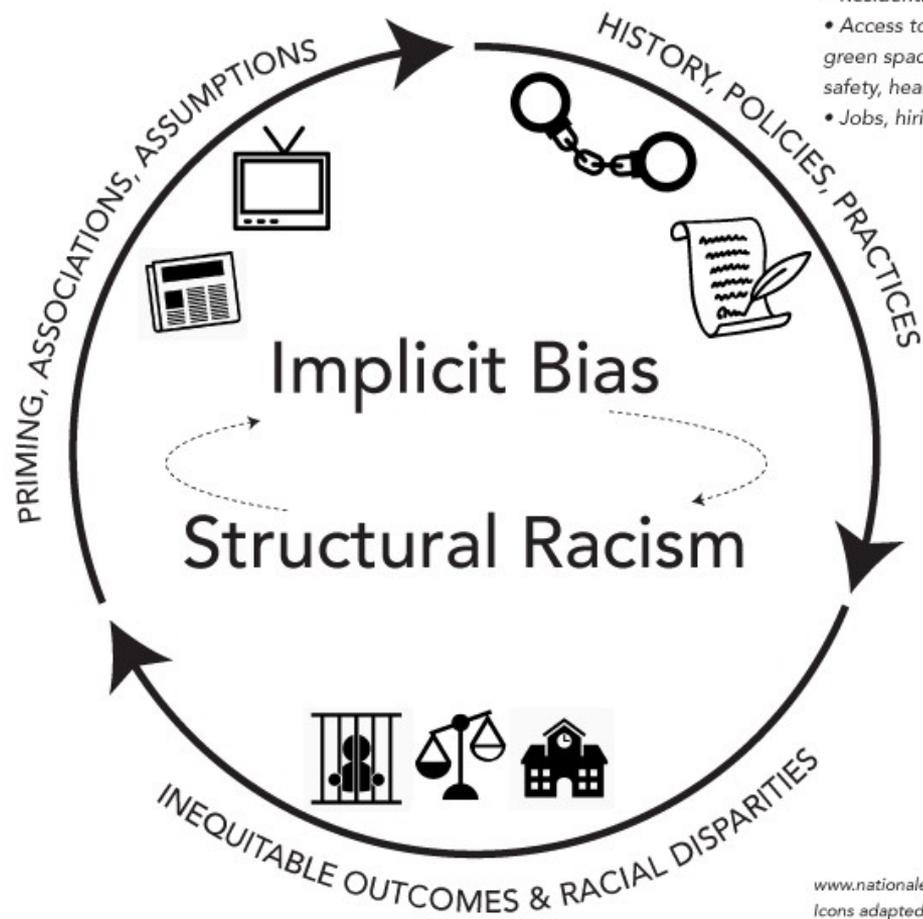
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Bias behind bars

On Sunday, CSC spokesperson Anick Charette listed...a number of recent initiatives by the agency to address the overrepresentation of incarcerated Indigenous and Black people...(S)he said...the CSC is in the process of “developing a national approach to working with ethnocultural offenders.”

She also said **CSC employees undergo mandatory training on unconscious bias** and on working with certain inmate groups.



- Voting rights
- FHA Loans
- Residential segregation
- Access to education, green space, resources, safety, healthcare, etc
- Jobs, hiring, & advancement