

# **Social Justice 101**

**-A Call To Action-**



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**IDENTITY  
EQUITY/SOCIAL JUSTICE  
POWER SYSTEMS  
ALLY CAPACITY  
CALL TO ACTION**



**I would like to provide space to acknowledge and honour all First Nations, Metis and Inuit folk who were here on this beautiful territory long before the settler arrival. I would also like to acknowledge the Two-Spirit folk who for years prior to colonization embraced the full spectrum of orientation and gender identities here on Turtle Island.**

**Please reflect on how the land was never ceded and subsequent treaties never fully honoured by the Canadian Government. Please take a moment to consider any actions we can take in an attempt to right the historic wrongs and begin to heal our relationships with FNMI peoples in the hopes we can move together in a good way.**



TO  
HONOUR  
THE  
CHILDREN  
WHO SURVIVED  
INDIAN RESIDENTIAL  
SCHOOLS  
and  
*To remember those who  
Never made it Home*





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**Thank You  
For Your  
Interest in This  
WORK!**

**When We Know Better...**  
**We Do Better!**

# Why We Must Do This Work!

- \*Many were becoming complacent...

  - “It is no longer an issue... things have changed”

- \*There has been a global shift to the extreme right...

  - Populist movement

  - Extremism has always been here but Trump and others have given permission to say it out loud!

  - Up to this point, the political correctness movement has kept this group quiet

- \*Experts in anti-oppression called this years ago!

# **Why We Must Do This Work!**



**This isn't about  
just this guy or an  
American issue:**

**That's the easy  
way out!**

# **This is a Canadian Issue!**

- \*Incidents of anti-black/anti-indigenous racism, anti-semitism, xenophobia, homophobia, sexism and transphobia has been steadily increasing
- \*Membership in hate groups has gone up
- \*White supremacy rallies are popping up throughout Ontario
- \*Protest groups have been showing up at small town Pride celebrations throughout Ontario
- \*The far right is currently gaining power and voice!



**Where To Begin...**

**Understanding the Basics of  
Anti-Oppression**

# The Importance of **IDENTITY**

How many of your areas of identity are  
affirmed and validated by society?  
(your peers, family, society, institutions...)

# **Well intentioned folks will often unintentionally negate the identity of others:**

“I don’t see difference”

“I don’t see skin colour or race”

“I don’t see gender”

“I don’t see sexual orientation”

“All people are just people”

“We are all the same inside”

“We are just one human race”

“Everyone is the same”

**Sameness is a DANGEROUS message!**

The more marginalized, the more  
important identity becomes!

**“ALL LIVES MATTER”**

Vs

“Black Lives Matter”

“Women’s Lives Matter”

“Gay Lives Matter”

“Trans Lives Matter”

“Poor Lives Matter”

“Asian Lives Matter”

“Jewish Lives Matter”

well i think that  
all lives matter



we should care  
exactly equally at  
all times about  
everything



all houses matter



i agree, all houses  
do matter—but at  
the moment, the one  
on fire should get  
more attention



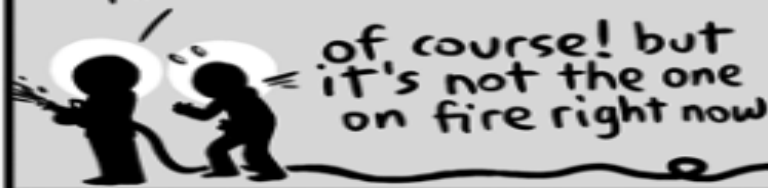
but by saying that  
a burning house needs  
attention, aren't you  
saying all other houses  
don't matter?



my house isn't on  
fire, but i have dry  
rot. are you saying  
it shouldn't be fixed?



let's say i put that  
house fire out, but  
MY house catches on  
fire. aren't i entitled  
to water then?



my house is near  
the one on fire. if i  
wet it down, embers  
won't catch. sensible



where's that house's  
owner anyway? why  
do i gotta hose down  
his house for him



**RIGHT NOW:**

**Whose houses are on fire?**

Black people are  
literally saying "Stop  
killing us!" And there  
are people saying  
"But...."

[ ] people are  
literally saying "[ ]  
[ ] us!" And there  
are people saying  
"But..."

Insert Any Marginalized Group

**When a marginalized person/group  
says they are experiencing  
marginalization...**

**BELIEVE THEM!**

# **SEE IT!**

**See Difference**

**Validate  
Identity**

# **NAME IT!**

**See the  
Marginalization**

**Name the  
problem**

# The Equality or Sameness Myth!

Fair Does Not Always  
Mean Equal

EQUALITY VERSUS EQUITY



**Equality**

doesn't mean

**Equity**



**Equality**

doesn't mean



**Equity**

# Success

Who holds power in  
Canada?

What Evidence exists that  
they hold power in Canada?

Who in Canada can find  
Themselves marginalized?

Whose house is on fire right  
now?

Non-Marginalized  
(Holding Power)

(Privilege)

EQUITY



Marginalized

What types of equity exist  
already in Canada?

What still needs to be done?

# **Moving Towards Truly Equitable and Inclusive Practices**



# Pedagogical Shift in Anti-Oppression Work

\*We used to place the onus for anti-oppression work in the hands of those who are oppressed:

- \*Women fighting for women's rights

- \*Poor fighting poverty

- \*Racialized fighting for civil rights

- \*LGBTQ fighting for gay/trans rights

\*An archaic system of putting social activism in the hands of those who are oppressed themselves.

NEW APPROACH

# Ally Capacity Building

*Put the onus for anti-oppression work in the hands of those who have the power to make the necessary changes.*

*Requires a sound knowledge and ownership  
of one's own*

**PRIVILEGE**

**Privilege = Power**

**Power = Change**

*By recognizing and embracing your own position of privilege... one can move towards **ally capacity** and be a part of true systemic change!*

# OWNING ONE'S PRIVILEGE

- Our goal is to move towards **ally capacity**
- NOT feeling guilt or becoming defensive about our privilege
- NOR is the goal about giving up our positions of power... but rather using it to move towards equity and inclusivity
- **Privilege:** unearned positions of advantage.
  - Usually at birth
  - Changes with time and place
  - Intersectional or layered
  - Often based on perception (how others see you)

# Who Holds Power In Canada: Naming It!

- \*White
- \*European descent
- \*Cisgender male
- \*Christian
- \*Wealthy (Upper Class)
- \*Straight
- \*Urban
- \*English/French speaking
- \*Post-secondary degree
- \*Multi-generation Canadian
- \*Ages 30 to 55
- \*Able bodied
- \*Cognitive ability
- \*Mental health
- \*Societal attractiveness
- \*There are others...

# Video: The Snail or the Caterpillar



UTILIZE YOUR POWER and PRIVILEGE  
for

**CHANGE!**

Be That Ally!



# **Thank You!**

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