



ANTI-RACISM POLICY

SANTROPOL ROULANT

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Preamble

Santropol Roulant recognizes that racism is systemic in Canadian society. Racism is more than obvious racially motivated acts such as violence or segregation of ethnoracial groups; it is embedded in the dominant culture and social institutions in a way that is so pervasive that it is often invisible.

Racism affects everyone; it affects the perception of the world of those who knowingly or unknowingly carry around the baggage of racist attitudes or stereotypes which make them prejudge individuals and situations. These perceptions lead to behaviours that validate and propagate racism.

Racism, like sexism, causes pain and humiliation and has far-reaching consequences. It reinforces xenophobia, increasing the obstacles to participation faced by indigenous persons, immigrants, and people of colour. It prevents equality in opportunity and access to education, jobs, housing, health care and social services, and limits participation in decision-making bodies. In all cases, it is important to additionally consider the intersectional nature and interconnected ways in which multiple forms of discrimination combine with racism, especially in the experiences of marginalized individuals.

The Roulant recognizes that anti-Indigenous racism, anti-black racism, anti-asian racism and islamophobia are especially pernicious forms of racist oppression which deserve our heightened attention and resistance.

Purpose

The purpose of this Policy is to raise awareness of and compliance with the Roulant's commitment to providing a work environment that is culturally inclusive and free from racial bias, discrimination, racism and harassment.

It is built upon the Roulant's Safer Spaces Policy, which outlines its stance against forms of harassment and discrimination. The following Anti-Racism Policy carries an additional weight of its own, and was created to bring awareness to the systemic realities and far-reaching consequences that come with racism-based forms of conflict.

Racism is best understood when acknowledging the context of oppression and privilege, and the history of colonialism and violence against racialized people.

Santropol Roulant recognizes the diversity of our community and believes that all members, including, but not limited to, clients, volunteers, employees, board members, and visitors have the right to live, work, do business, and play in an environment that asserts and supports their fundamental rights, personal worth, and human dignity. Santropol Roulant acknowledges and recognizes the existence in our community of racism in all its forms, including but not limited to cultural, institutional, systemic, and individual racism. It is committed to breaking down barriers, deconstructing biases, and fostering and promoting an inclusive, respectful, and welcoming

environment for all. It acknowledges its role and responsibility in protecting every person's right to be free from racial discrimination and racism.

Santropol Roulant is further committed to respecting and upholding the vision and principles of the Quebec Charter of Human Rights and Freedoms and the implementation of the Calls to Action of the Truth and Reconciliation Commission. This policy is intended to demonstrate the Roulant's commitment to conducting its day to day operations and governance in an anti-discriminatory and anti-racist manner and environment. The implementation of this policy is a commitment that it will continue to make best efforts to ensure that all who work and interact with the Roulant are able to do so in an environment and manner free of racism and racial discrimination.

Scope

- This Policy applies to all Santropol Roulant members, including staff, volunteers, clients, donors, contractors, and visitors (ex: tour participants, delivery personnel, technicians).
- This Policy applies to all aspects of Santropol Roulant's activities, including its working environment, services, meetings, and public events. In addition, this policy applies to ongoing relationships with individuals, businesses, community groups, and contractors as well as with other local governments, and public and private bodies, in the carrying out of Santropol Roulant's work.
- This Policy is intended to supplement and support the Quebec Charter of Human Rights and Freedoms and other Roulant Policies, such as its Human Resources Policy, and subsets of its Inclusion and Protection Policy, including but not limited to the Safer Spaces Policy, and Whistleblowing Policy.

Definitions

For the purposes of this Policy, below are definitions of racism arranged in terms of their impacts on people of colour and those experiencing racism of varying degrees.

Additional definitions of terms and groups of individuals affected by this policy can be found under the Safer Spaces Policy.

Bias

A subjective opinion, preference, prejudice, or inclination, often formed without reasonable justification, which influences the ability of an individual or group to evaluate a particular situation objectively or accurately.

Cultural Inclusiveness

Inclusive culture refers to an environment that is responsive to the needs of all users, acknowledges and respects diversity, and does not discriminate or treat people unfairly because of individual differences. Every member of said culture can thrive to their full potential and have a sense of belonging.

Direct Discrimination

This occurs when a person or group is treated less favourably than another person or group in a similar situation because of their background or personal characteristics. It is unlawful if the discrimination is based on legally protected characteristics outlined in human rights legislation in Québec (la commission des droits de la personne), such as race, skin colour, religion, language, ethnic or national origin.

Diversity

A term used to encompass the acceptance and respect of various dimensions including race, gender, sexual orientation, ethnicity, socio-economic status, religious beliefs, age, physical abilities, political beliefs, or other ideologies.

Inclusive Language/Inclusion

The deliberate selection of vocabulary that avoids explicit or implicit exclusion of particular groups and that avoids the use of false generic terms, usually with reference to gender. Making diverse members of society or an organization feel valued and respected.

Indigenous Peoples

Means the communities, people, and nations that have a historical continuity with pre-invasion, or pre-colonial societies that developed on their territories, as distinct from the other societies now prevailing on those territories (or parts of them). The original inhabitants of Canada who lived here for millennia before explorers arrived from Europe.

Indirect Discrimination

This occurs when requirements, policies or practices, which are the same for everyone and appear to be neutral and fair, actually disadvantage people who share a particular attribute. It is unlawful if the discrimination is based on legally protected characteristics outlined in human rights legislation in Québec (la commission des droits de la personne), such as race, colour, religion, language, ethnic or national origin.

Intersectionality

Strategies and tactics to address systemic racism barriers in employment take into consideration that racism is experienced differently among various racialized groups, and within those groups, based on other dimensions of diversity including ancestry, place of origin, colour,

ethnic origin, citizenship, creed, sex (including pregnancy), sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, disability and language.

Acknowledges the ways in which people's lives are shaped by their multiple and overlapping identities and social locations, which, together, can produce a unique and distinct experience for that individual or group; for example, creating additional barriers or opportunities. In the context of race, this means recognizing the ways in which people's experiences of racism or privilege, including within any one racialized group, may differ and vary depending on the individual's or group's overlapping (or "intersecting") social identities, such as ethnicity, Indigenous identification, experiences with colonialism, religion, gender, citizenship, socio-economic status or sexual orientation.

People of Colour

Refers to non-white racial or ethnic groups; generally used by racialized peoples as an alternative to the term "visible minority". The word is not used to refer to Indigenous peoples, as they are considered distinct societies under the Canadian Constitution.

Positive Discrimination

This refers to special measures that can be undertaken to "confer a benefit upon a group that has been historically disadvantaged in order to achieve substantive equality".

Prohibited Grounds of Discrimination

This refers to legally protected characteristics outlined in human rights legislation in Québec (la commission des droits de la personne), and includes: race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity, gender expression, age of a person or class of persons.

Racial Discrimination

This refers to a person or group being treated less favourably, or not given the same opportunities, as others in a similar situation because of their race, colour, religion, language, ethnic or national origin. It is defined as the differential treatment of an individual or group that is not based on individual or group performance, but arises from racial-group membership.

Racial Harassment

Is defined as unwelcome attention of a racially oriented nature, including remarks, jokes, gestures, slurs, innuendoes, or other behaviour, verbal or physical, which is directed at an individual or group by another person or group who knows, or ought reasonably to know, that this attention is unwanted. It refers to public acts that are reasonably likely, in all the circumstances, to offend, insult, humiliate or intimidate another person or group of people

because of their race, colour or national or ethnic origin. These acts include communicating words, sounds, images or writing to the public, in a public place, or in the sight or hearing of people who are in a public place.

Racial Vilification

This refers to public acts that incite hatred towards, serious contempt for, or severe ridicule of a person or group of persons on the ground of their race.

Racist Microaggressions

This refers to subtle, verbal and nonverbal slights, and insults based on gender, gender identity and expression, ethnicity, sexual orientation, disability status, labour roles and social class and age, to name a few. It communicates hostile, derogatory, or negative viewpoints that can be intentional or unintentional. The term “micro” refers to the subtlety of the aggression and not the impact. Microaggressions will often lead to internalized racism, which can be defined as the acceptance by those stigmatized of negative messages about their own abilities. More information on microaggressions can be found in the Safer Spaces policy.

Racism

A belief that one group is superior to another performed through any individual action, or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination, prejudice, and antagonism. Race can be defined as not only background but also family, culture, history, beliefs, a sense of place and belonging with others who share those same or similar things.

Systemic Racism & Discrimination

Also known as institutional racism, this refers to a form of racism which is supported by institutional and other deep-rooted structures, attitudes, and laws of a society or an organization. It manifests as discrimination within systems put in place as the foundations of said systems, and is based on the understanding that group membership determines that an individual can be treated differentially. To address systemic racism, one must look at the historical foundation of a society or an organization.

Victimization

This refers to subjecting or threatening to subject a person to some form of detriment because they have:

1. Lodged, or (are) proposing to lodge, a complaint of discrimination or harassment;
2. Provided information or documents to an internal investigation or an external agency;
3. Attended a conciliation conference;
4. Reasonably asserted their rights, or supported someone else's rights, under anti-discrimination laws; or
5. Made an allegation that a person has acted unlawfully under anti-discrimination laws;

Commitments

In addition to its Safer Space policy which forbids racist discrimination, harassment and microaggressions against people of colour, the Roulant is committed to providing and supporting an inclusive community space.

Doing so implies Santropol Roulant's commitment as an organization to:

- The inclusion of all community members, which include not only their background but also family, culture, history, language and beliefs, and embraces the value and importance of cultural diversity and difference;
- The promotion of equal opportunity, equitable practices, anti-discrimination and anti-racism practices, cultural awareness, cross-cultural competence, and appropriate conduct for staff and community members through its policies, information resources, recruitment processes, orientation activities, training programs and support services.
- The principles of equity for all races, languages, faiths and cultures reflected in the organization's policies, procedures and relations with staff, members and the society; where the communities that we serve, members of our organization, staff of our member agencies and those with whom we do business see themselves valued and reflected within the organization;
- Ensuring that program work, events, communications, volunteer training, client welcome materials and volunteer experiences are racially sensitive and culturally inclusive.
- Encouraging community service activities that increase awareness of and appreciation for the racial, cultural, religious and linguistic diversity of Montreal;
- Modeling anti-racism practices to its members and offering opportunities for training and education in anti-racism;
- Promoting through all of its processes, practices and structures, an environment which is free of discrimination.

Finally the Roulant will not tolerate direct and indirect racial discrimination, harassment, vilification under any circumstances, nor tolerate any actions, words or behaviors which contravene the spirit of this policy.

Responsibilities

Santropol Roulant acknowledges its responsibility to provide an environment which is free of racism, sexism, and discrimination, where all individuals are treated with respect and dignity, as well as provide an anti-racism policy that outlines the organization's commitments to and expectations of its members, together with a complaint procedure to address any perceived violations. The Roulant is committed to continuous learning and self-reflection; both collectively and individually.

All members of the Roulant community, and those who are covered by this policy, have a responsibility to uphold and act in accordance with principles promoting cultural diversity and

inclusiveness, including identifying and bringing attention to acts of racism. The following includes:

- Ensuring that their work and volunteering environments are free from racial discrimination and harassment;
- Being intentionally intersectional in their approaches and analyses;
- Supporting and encouraging staff and volunteers to develop cross-cultural competence through appropriate development opportunities and resources;
- Monitoring and ensuring that appropriate conduct and practices are modeled and observed at all times in their work or volunteering environments;
- Taking appropriate action if they observe or receive a report of racial discrimination, harassment or vilification; and
- Investigating allegations of racial discrimination, harassment or vilification, and making recommendations to resolve the matter.

1. Board of Directors:

The Board will take leadership to model inclusive behavior and language and not participate in racist or discriminatory conduct. They will support, promote, and foster the principles of this Policy in all their work and interactions, as well as cooperate and participate in good faith in any investigation under this Policy and maintain the confidentiality of all involved in a complaint under this Policy.

2. Management:

Management will ensure that the workplace is free from racial discrimination and ensure the principles of this Policy are reflected in the execution of their duties, operational policies, and practices. Management will model inclusive behavior and language and not participate in racist or racially discriminatory conduct. Administration will include this Policy in the training and information that employees receive at the beginning of their employment. All employees, volunteers, and contractors will be provided this Policy at the commencement of their work with Santropol Roulant. Management will report incidents of racial discrimination or racism experienced or witnessed immediately to a supervisor or the Safer Spaces Committee. Management will listen to any complaint, treating it sensitively, seriously, and confidentially. When appropriate and required, management will lean to the Board of Directors to provide an investigation of any allegation, or appoint a third-party to investigate when appropriate. The outcome of such an investigation may include education, training, or disciplinary action, depending on the findings.

3. Employees, Volunteers, and Contractors:

Employees, volunteers, and contractors must not engage in racial discrimination or racism and must behave in an inclusive manner. They must report incidents of racial discrimination or racism experienced or witnessed immediately to a supervisor, or the

Safer Spaces Committee. They will maintain the confidentiality of all involved in a complaint under this Policy and cooperate and participate in good faith in any investigation under this Policy.

Complaints

Complaints of discrimination, harassment, or vilification of racialized members of the community, be they employees, board members, volunteers, clients, donors, or visitors, should be made by way of the Safer Spaces Committee at saferspaces@santropolroulant.org.

If a complaint involves a Safer Spaces Committee member, the complaint can be addressed to the Roulant's Management, Direction, or Board of Directors at: board@santropolroulant.org

Such complaints will be dealt with according to the 'Harassment Complaint Procedure' as outlined in the Roulant's preceding Safer Spaces Policy.

All staff, board, contractors and volunteers are required to read this policy and agree to its terms by taking responsibility for their respective roles listed in the preceding 'Responsibilities' section.

In the event that a complaint is filed, reference to the Whistleblowing Policy may be made. It is subsequently provided as reference, and is made to be interpreted alongside the previous policies within the broader Inclusion and Protection Policy umbrella.

Resources

The following collection of educational and service resources are a compliment to the anti-racist work that Santropol Roulant is undertaking, and we hope you will find them useful:

Anti-racism resources