

GET TO KNOW MEMBERS OF THE ANTI-BLACK RACISM ADVISORY GROUP

Why do you volunteer for the Anti-Black Racism Advisory Group?



Andrea Buchanan

I volunteer for the Anti-Black Racism Advisory Group because I wanted to get involved, have a voice and be part of developing policies that will bring about change for minorities in York Region. I want to be able to play a part in elevating more Black individuals towards opportunities as York Region employees and community members. I want my daughters to see that their mother was a part of a movement that resulted in the opening of doors for people who look like them.



sensaRAneb Burrell

I volunteer for the Anti-Black Racism Advisory Group to ensure that we have a voice in support of inclusive, diverse systems where there is space for all reflections of life.



Racquel Campbell

I joined the Anti-Black Racism Advisory Group to learn and make my contribution to uprooting racism in the organization, to tell our stories and experiences, and to have the confidence to call out

anti-Black racism for what it is, without fear of reprisal in the workplace. Black employees have been voiceless throughout the Region, but this is changing due to the work of the Anti-Black Racism Advisory Group.



Jenna Dolly

I volunteer because I want to support the actions committed to by the corporation by having Black voices centred. I want to create a more inclusive workplace where everyone can be successful and be their

authentic self, free from the impacts of racism.



Gary Dussard

I want to be a part of positive change across the Region; the opportunity to be a part of a movement and bring awareness to systemic racism in the workplace.

I would like to see our efforts reflected in the policies, processes and practices that break down the systemic barriers that Black employees face in the workplace.



Judeth Fidd

I decided to volunteer for the Anti-Black Racism Advisory Group because I want to be a change agent. Being part of this group will allow me to collaborate with others to make the necessary change in our systemic

construct by identifying and eliminating barriers to Black staff and residents of the municipality.



Corinne Gaspard

I volunteer with the Anti-Black Racism Advisory Group because the current state of complacency is incompatible with change. It is not enough to simply point out the disparities and hope for the best. We need to do the work.



Hussnia Hassen

I want to offer my unique perspective of Anti-Black Racism and be part of a meaningful solution to work towards ending racism in the work place. My goal is to create awareness of the existence of racism by educating as

many individuals as possible so they are aware of the holes in their knowledge and can begin to fill them.



Lisa Gonsalves

I volunteer because our response to anti-Black racism as an organization needs to be more vigilant and I want to support efforts within our organization to address racism as something that is virulent as

opposed to something that is tolerable. Systemic racism is embedded in how we operate, in our policies and practices. We need to take targeted and concerted actions to break these cycles and being a part of this advisory group will allow me to do just that. Even though I have had roles to promote inclusion and diversity, this work has not gone far enough and I want to make a difference and impact so that my children and those new to or planning a career in the public sector don't face any barriers or obstacles.



Reina James

I volunteer for the Anti-Black Racism Advisory Group because education and experience are mainly what changes perspectives. I have a very pragmatic approach when it comes to teaching people about what anti-

Black racism looks like, how it can be reduced and what each person's role can be.



Selwyn Jones

I want to make a difference in my place of employment by contributing to the education around systemic inequality and working to eliminate it and create opportunities for the promotion and recognition of people of colour.



Masrine Peart

I volunteer because I want to be a part of change that dismantles systemic racism at work and in the community.



Aisha Saintiche

I believe when given the opportunity to bring your voice and excellence to the table, as well to effect change, we need to rise to the occasion.

What does anti-Black racism mean to you?

Anti-Black racism for me means less hate and ignorance and more acceptance of the fact that we are all God's children. When we bleed, we all bleed the same blood.

"HATE, it has caused a lot of problems in this world, but has not solved one yet." Maya Angelou

Anti-Black racism and the systematic oppression it supports creates environments where people of African descent are consistently and frequently experiencing racial trauma, which leads to negative life outcomes.

Anti-Black racism means that I have a fair opportunity to find and own my place in this world. Anti-Black racism means not having double standards. Society or the Canadian dream tells me that if I work hard, I can achieve, but in reality, I have to work three times as hard to get half as much. As a Black person, I am entitled to the same opportunities, rights and equality as everyone else.

Addressing anti-Black racism means that I am able to be my authentic self in my interactions with others without having to act in a certain way that is expected or acceptable by other people's standards. I can be all Black all the time.

Anti-Black Racism is attitudes, discrimination and systemic forms of oppression that is directed towards Black people and people of African descent. It is rooted in their unique history of enslavement and colonization and embedded in Canadian institutions, practices and policies.

I believe that the Anti-Black Racism Advisory Group is a necessary step to achieving positive, sustainable change; impacts that will last and not be forgotten.

It means the time is now for our voices to not only be heard, but actioned. An opportunity to educate and bring awareness to the prejudices, beliefs, stereotypes and discrimination that people of African descent have faced. Simply making a stand for the greater good!

Anti-Black racism is deeply rooted in our Canadian systems and practices, and it's imperative to dismantle these patterns so Black Canadians are treated equally and provided with the same equitable opportunities as other individuals in our society.

To me, anti-Black racism means being judged by the colour of my skin before anything else. It is used as a modifier against which all other characteristics are weighed. You cannot simply be seen as intelligent; you are intelligent "...for a Black girl".

Anti-Black racism is prejudice, attitudes, beliefs, stereotyping or discrimination that is directed at people of colour.

For me, it means being judged or considered inferior because I am Black. It means not being considered for opportunities and being excluded from decisions and conversations where my perspective could make an impact. We are not seen. We are invisible and not seen as equal partners where our voice and perspective matters because we are Black.

Anti-Black racism is a combination of thoughts, beliefs, practices and laws which aren't limited to systemic and institutional practices that supports and encourages the oppression and ill treatment of Black people.

Identifying and eliminating the stereotypes, systemic barriers, and prejudices of others towards Black, Indigenous and People of Colour (BIPOC).

Creating a safe place where BIPOC are judged by the content of their character rather than the colour of their skin and are given the same opportunities, recognition and advancement that is denied to them as a result of racism and discrimination.

Anti-Black racism to me means not having access to the same opportunities because of your race or colour of skin.

Anti-Black racism for me is an opportunity to empower my people to collectively dismantle systems and structures put in place to minimize our greatness. It is also an opportunity to educate allies and those with privilege about their role in creating equity.

Accessible formats or communication supports for this document are available upon request. Please email AODA@york.ca or call 1-877-464-9675 ext. 72149 or TTY: 1-866-512-6228 (for deaf or hard of hearing)