

ANTI-RACIST YOUTH WORKER TIP SHEET:

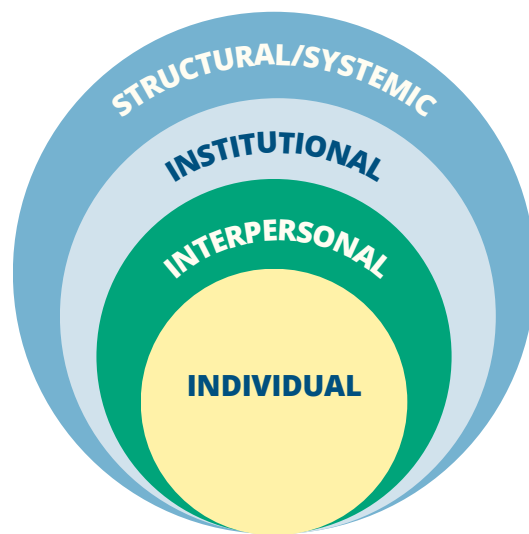
Dismantling Racism using a Human Rights-Based Approach

The following tips are practical ways for youth workers to dismantle racism using a Human Rights-Based Approach.

1 — RECOGNIZE THAT RACISM IS A LIVED EXPERIENCE

Racism is the belief, whether conscious or unconscious, in the inherent superiority of one race over others. It results in the unequal distribution of power on the basis of race. It can lead to an imbalance of social, economic, and political power. Although the concept of race has no scientific basis and is a social construct, racism and racist behaviors exist. Racism and racial discrimination are lived experiences.

Being an anti-racist youth worker requires an understanding of how human rights are violated by racist ideas and discriminatory acts. Anti-racist youth workers must have an awareness of several forms of racism, which includes individual, interpersonal, institutional, and systemic.



2 — TAKE AN INTERSECTIONAL APPROACH

Intersectionality, coined by Dr. Kimberlè Crenshaw, is a lens which helps us understand **overlapping experiences of inequality through identities, relationships, and social factors**. For human rights education to be impactful, youth workers need to commit to being conscious not only of race and gender, but also class, language, ability, and sexual orientation, amongst others.

When working with youth, intersectionality can help us to be aware of how racial stereotypes exist in our communities and institutions. Each individual may experience racism in different ways because of the different groups they belong to or the intersections that make up their identity.



3

LEARN WITH HUMILITY

Do not assume you know or understand the experiences of racialized communities, especially those you do not identify with. Explore your own cultural beliefs and identities before creating assumptions or generalizations about the youth you work with. Practice active listening and empathy when learning about different points of view or experiences outside of your own. Cultural humility is a practice of self-reflection on how one's own background and the background of others, impact teaching, learning, research, creative activity, engagement, leadership, etc. This practice can help youth-workers to better recognize and change power imbalances that are a result of racism and racial discrimination.

4

LEARN AND INTEGRATE HUMAN RIGHTS

Empowerment and anti-racist actions begin with knowledge of human rights and respect for human dignity.

Whenever you see discriminatory practices or behaviors when working with youth, refer to the Universal Declaration of Human Rights, United Nations Declaration on the Rights of Indigenous Peoples, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention of the Rights of the Child, or national and provincial human rights laws. These are tools youth workers can use that are designed to hold duty bearers accountable to rights holders and to create a common understanding of all people's responsibility to uphold human dignity. If you want to learn more about these tools, connect with Equitas.



5

BE ABOUT ACTION AND CHANGE

Being anti-racist and participating in anti-racism work requires action and policy change. Real change calls for a commitment across communities and organizations to name racism, dismantle systems of oppression, and address the culture of white supremacy.

It is important for anti-racist youth workers to be about action and change in the interest of the youth they serve; to hold individuals and institutions accountable, and asking for transparency when the rights of racialized groups rights are being ignored or violated in public policy.

6

MAKE CHANGE SUSTAINABLE

Although the Sustainable Development Goals do not mention racism by name, Goal #4 (Quality Education), Goal #10 (Reduced Inequalities) and Goal #16 (Peace, Justice and Strong Institutes) require a measurable approach to hold nations, governments, organizations, and industries accountable to forms of race-based discrimination.

Youth workers can step towards sustainable anti-racist change by creating space and opportunities for meaningful participation from Indigenous and racialized children and youth.



SELF REFLECTION CHECKLIST:

Which of the following are you doing well? Which of the following do you need to improve on? Use the table below to identify what you are doing well and which areas you need to improve on.

- Reflecting on my own power, assumptions and biases
- Ensuring Indigenous and racialized youth's voices are heard
- Providing leadership opportunities for all youth
- Considering how non-discrimination and equality are reflected in your organization's policies and practices
- Thinking about who is included or excluded in your community programs
- Providing inclusive resources
- Adapting activities and programming to better reflect the needs and interests of the young people you work with
- Creating space and opportunities for sustainable change
- Committing to learn about human rights

Things I am doing well:	Things I want to improve:

