

Scarborough Campus Students' Union Policy Manual

ISSUES POLICY – Anti-Racism Policy

Adopted: October 25, 2013 – BOD

Preamble

The Scarborough Campus Students' Union understands and recognizes that oppression and discrimination is rooted in historical, social, structural and systemic forms that target and disadvantage racialized students, indigenous students, women, students who identify with the LGBTTIQQ2SA* spectrum, students with (dis)abilities and students who are experiencing poverty.

Racism is a phenomenon based on the social, political, economic and historical construction of race and power that affects the lived experience of all people. Racism is not limited to explicit acts of verbal, psychological and physical discrimination, it is built into the systemic and structural architecture of government, civil service, the criminal justice system and many public and private institutions. Racialized and Indigenous communities face numerous disadvantages in the social, political and economic spheres that are the direct result of implicit, explicit and institutional forms of racism. Some examples of racism as it is manifested today include, but are not limited to:

- Racial profiling by police and security services.
- Academic curricula that exclude the histories and contributions of racialized and indigenous peoples. -Economic deprivation of racialized and Indigenous people, through discrimination in employment or relegation to part-time, precarious work with sub-standard pay and questionable labour and safety standards.
- Restrictions on travel, or harassment when traveling, based on race, ethnicity, country of origin and/or religious belief – whether real or perceived.
- Harassment and abuse, on physical, verbal, emotional and psychological levels from strangers, coworkers, superiors, colleagues, classmates or friends.

Policy

The Scarborough Campus Students' Union will:

- Work to combat oppression, hate and any form of discrimination towards racialized and Indigenous students.
- Commit to being proactive in approaches to address oppression towards racialized and Indigenous students.
- Develop and implement strategies from an anti-oppressive framework for inclusiveness in the services, events, and advocacy work of the Union.

- Commit to working from an intersectional framework that addresses race as it intersects with and is impacted by other systems of oppression.

The Union supports:

Students' right to study, work, and socialize in an affirming environment that is free from race-based harassment, violence, and discrimination.

- Access to an affordable education free from implicit, explicit and systemic forms of racism.
- The work of all students, clubs and organizations that seek to eliminate racism both on and off campus.
- All equity-based institutional initiatives that work towards creating an accessible pathway to education for racialized students.
- The inclusion of multiple racial and cultural perspectives, histories and narratives in academic curricula and course material.
- Equal employment programs that promote equitable employment and academic opportunities for racialized and Indigenous students.
- The provision of avenues for racialized and Indigenous people in decision-making roles in institutions.
- The designation of campus spaces as official sanctuaries for undocumented migrants and the children of undocumented migrants to safely pursue employment and education without the harassment of immigration, security or police authorities.
- Policies and protocols to address the manifestation of racism on campuses and society, and their acknowledgement of various intersections, such as but not limited to gender, class, sexual identity, religion, or ability.

The Union opposes:

- Any and all discrimination on the basis of race, ethnicity, place of origin, immigration status, linguistic ability, and religious or spiritual belief – both real and perceived.
- All implicit, explicit and systemic forms of racism in campus life and in life outside of the institution, including but not limited to: the criminal justice system, employment, healthcare, childcare, mental health services, financial assistance and housing.
- Institutional racism in hiring and curricula; policy and governance; and the delivery of services.
- Discrimination and harassment from police or other security and government services both on and off campus.
- Tokenistic use of racialized and Indigenous identities to enforce the status quo.
- Any groups that organize based on racial identity but do not work from an anti-racist framework.
- The use of identities to co-opt and appropriate cultural practices.