

# Dismantling Racism Study Group

NATIONAL SURVEY: PRELIMINARY RESULTS  
OCTOBER 2020

## INTRODUCTION

The following report contains data from a Canadian Unitarian Council (CUC) national survey conducted in the spring of 2020. This preliminary report is raw data only; a more complete report will be presented to the 2021 CUC-AGM which will include an analysis of findings.

The survey was designed and is being interpreted by the Dismantling Racism Study Group (DRSG). The DRSG was formed in May 2019 at the CUC's Annual General Meeting as part of a resolution passed by the Council. That resolution (Appendix A) tasked the Study Group with identifying and assessing efforts made in our congregations and communities to dismantle racism and other oppressions, and then to explore possible action plans to engage Canadian Unitarians and Universalists in serious conversation and action about racism.

The resolution was originally inspired by the proposed 8th Principle (<https://www.8thprincipleuu.org/>) which has served to raise our awareness of white supremacy and systemic racism within Unitarian Universalism and beyond.

It is important to note that the survey was distributed and answered in the midst of the COVID19 pandemic; there was a surge of responses following the murder of George Floyd. The survey was created on the Survey Monkey platform and was electronically distributed widely within Canadian Unitarian and Universalist communities over a several week period. Distribution was done through emails, CUC groups, facebook, and the CUC eNews. Because of the pandemic, no hard copies were provided within congregations, as none were meeting in person.

Note that there were several comments/questions from respondents who couldn't access the glossary of terms that was provided. That glossary follows as Appendix B for your reference. There were a total of 831 responses, including a few duplicates; the 2019 CUC Annual Meeting package reported 4257 members.

We appreciate those who took the time to complete the survey, as well as those who continue to share their stories with us. Your participation is a testament to your commitment to racial justice work.

The CUC's Dismantling Racism Study Group

Beverly Horton and Rev. Julie Stoneberg, co-chairs  
Douglas Ennenberg  
Charmaine Ferworn  
Ashlyn Noble  
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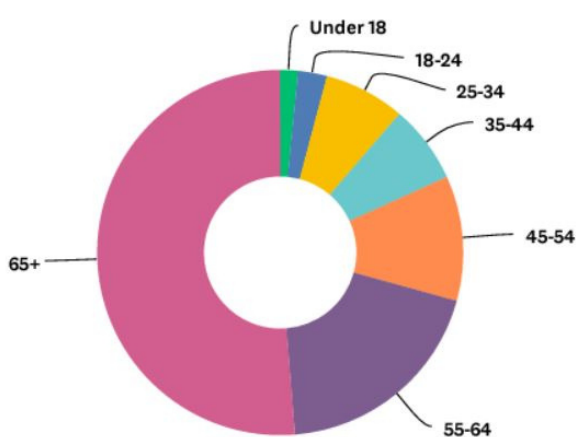
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# THE CANADIAN UNITARIAN COUNCIL'S Dismantling Racism Study Group

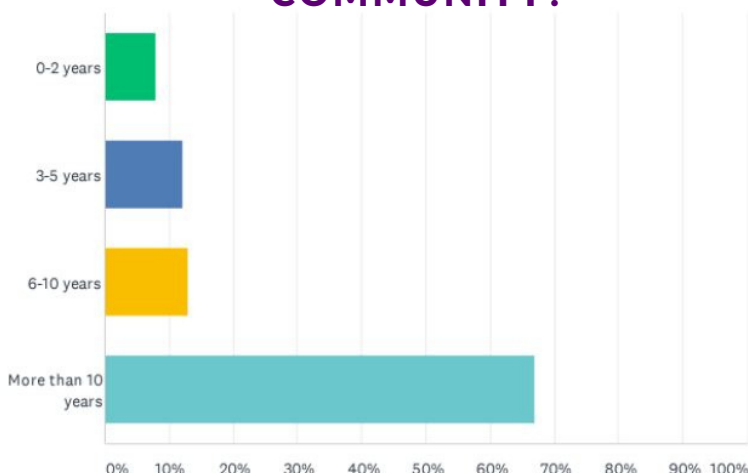
## NATIONAL SURVEY: PRELIMINARY RESULTS

### DEMOGRAPHICS

#### WHAT IS YOUR AGE?



#### HOW LONG HAVE YOU BEEN PART OF A UNITARIAN UNIVERSALIST COMMUNITY?



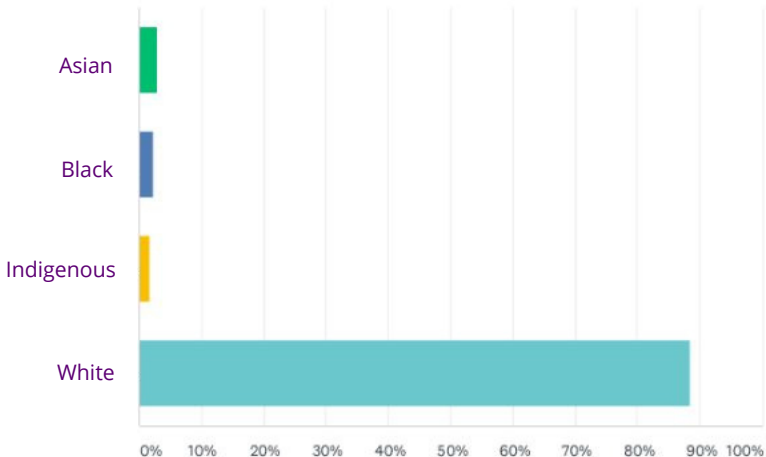
#### WHICH CANADIAN CONGREGATION DO YOU FEEL MOST AFFILIATED WITH?

Congregations listed in order of number of responses

First Unitarian Congregation of Toronto	63	Grand River Unitarian Congregation	12
First Unitarian Universalist Church of Winnipeg	53	Unitarian Congregation of Niagara	12
Vancouver Unitarians	50	Unitarian Fellowship of London	12
Unitarian Church of Calgary	48	Unitarian Universalist Congregation of Durham	12
Universalist Unitarian Church of Halifax	47	Kingston Unitarian Fellowship	11
First Unitarian Church of Hamilton	44	Comox Valley Unitarian Fellowship	10
First Unitarian Congregation of Ottawa	34	Westwood Unitarian Congregation	10
Unitarian Church of Montreal	33	Unitarian Universalist Fellowship of Ottawa	9
First Unitarian Church of Victoria	27	Unitarian Congregation of Guelph	7
Neighbourhood Unitarian Universalist Congregation	21	Unitarian Fellowship of Regina	7
North Shore Unitarian Church	21	Unitarian Universalist Church of North Hatley	7
Saskatoon Unitarians	21	Stratford	2
Unitarian Congregation in Mississauga	21	Unitarian Universalist Fellowship of Kamloops	2
First Unitarian Fellowship of Nanaimo	20	Huronian Unitarian Fellowship	1
Beacon Unitarian Church	19	Lower Columbia Unitarians	1
Unitarian Church of Edmonton	19	Nelson Unitarian Spiritual Centre	1
Unitarian Fellowship of Peterborough	18	Unitarian Fellowship of Northwest Toronto	1
Kelowna Unitarians	17	Unitarian Fellowship of Sarnia-Port Huron	1
South Fraser Unitarian	16	Unitarian Universalist Fellowship of Lethbridge	1
Unitarian Fellowship of Fredericton	16	Arborg Unitarian Church	0
Don Heights Unitarian Congregation	15	Church of the Larger Fellowship	0
Capital Unitarian Universalist Congregation	14	Elora-Fergus Unitarian Church	0
Lakehead Unitarian Fellowship	14	Unitarian Fellowship of Owen Sound	0
Lakeshore Unitarian Universalist Congregation	14	Unitarian Fellowship of Salt Spring Island	0
Unitarian Universalist Church of Olinda	14	Not identified with a congregation or skipped	24

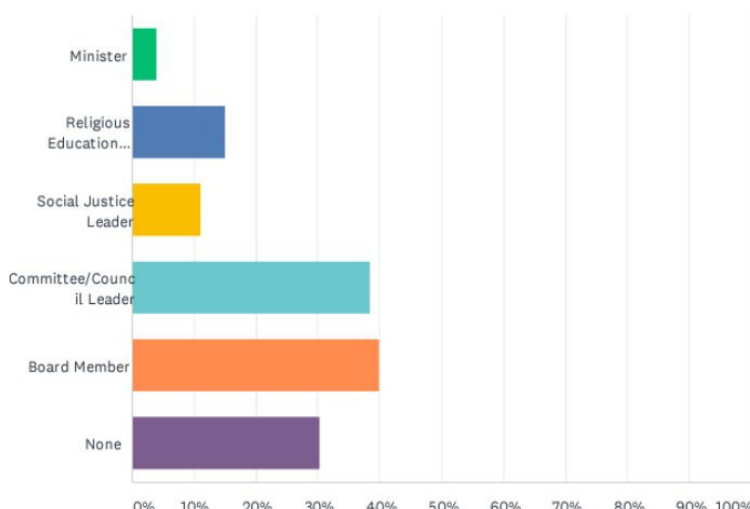
#### WHAT DO YOU CLAIM AS YOUR RACIALIZED SELF-IDENTITY/IES?

Note that fifty responders made a comment, identifying themselves in some other, or additional, way to the four categories suggested. Five of those who commented refused to identify. Thirteen people skipped this question.



#### DO YOU HOLD (OR HAVE YOU HELD) ANY OF THESE SPECIFIC ROLES IN YOUR CONGREGATION?

Our intention with this question was to get some idea of the level of congregational participation by the respondents. However, the information gathered requires further analysis. For example, the options suggest leadership roles, and there are other ways that people participate in community life.



# Dismantling Racism Study Group

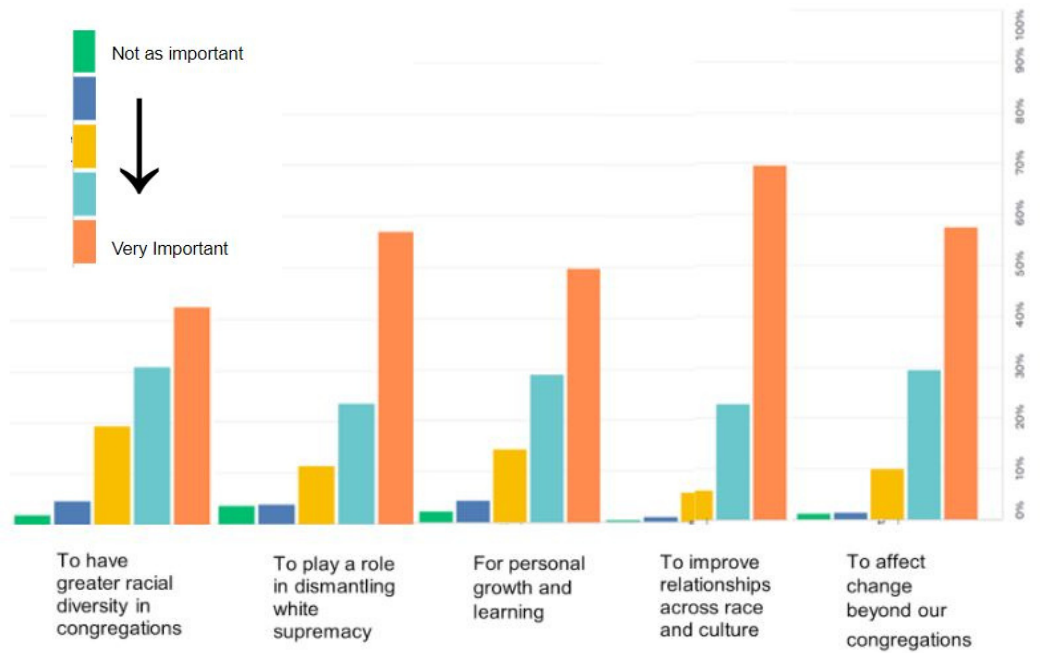
## NATIONAL SURVEY: PRELIMINARY RESULTS

### HARD NUMBERS

**RATE THESE POSSIBLE OUTCOMES FOR RACIAL JUSTICE WORK ACCORDING TO THEIR IMPORTANCE FOR YOU.**

In aggregate, these outcomes were rated in the following order of importance:

- 1- To improve relationships across race and culture
- 2- To affect change beyond our congregation
- 3- To play a role in dismantling white supremacy
- 4- For personal growth and learning
- 5- To have greater racial diversity in congregations



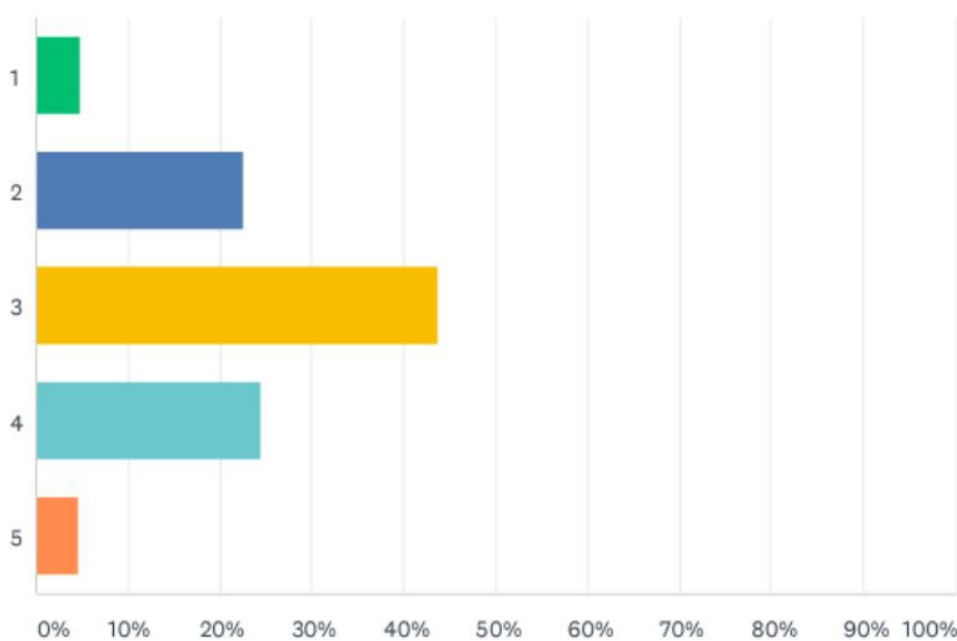
### TO YOUR KNOWLEDGE, WHICH OF THESE RACIAL JUSTICE INITIATIVES IS HAPPENING IN YOUR CONGREGATION? WHICH OF THESE THINGS HAVE YOU PARTICIPATED IN?

The initiatives are listed here in order of what was reported most frequently as happening in our congregations. This doesn't account for how much programming, or when it happened, or how the number of respondents from the same congregation might skew the picture created.

1. Truth Healing and Reconciliation work
2. Worship services addressing racial injustice
3. Immigration assistance
4. Harm reduction activities
5. Symbols that indicate welcome
6. Workshops and classes
7. Share the Plate in support of racial justice initiatives
8. Anti-racism training
9. Children's RE programming on racism
10. Materials on your webpage
11. Bookclub/reading group focus on racism
12. Partnering with BI-POC organizations or other community groups
13. BI-POC caucuses

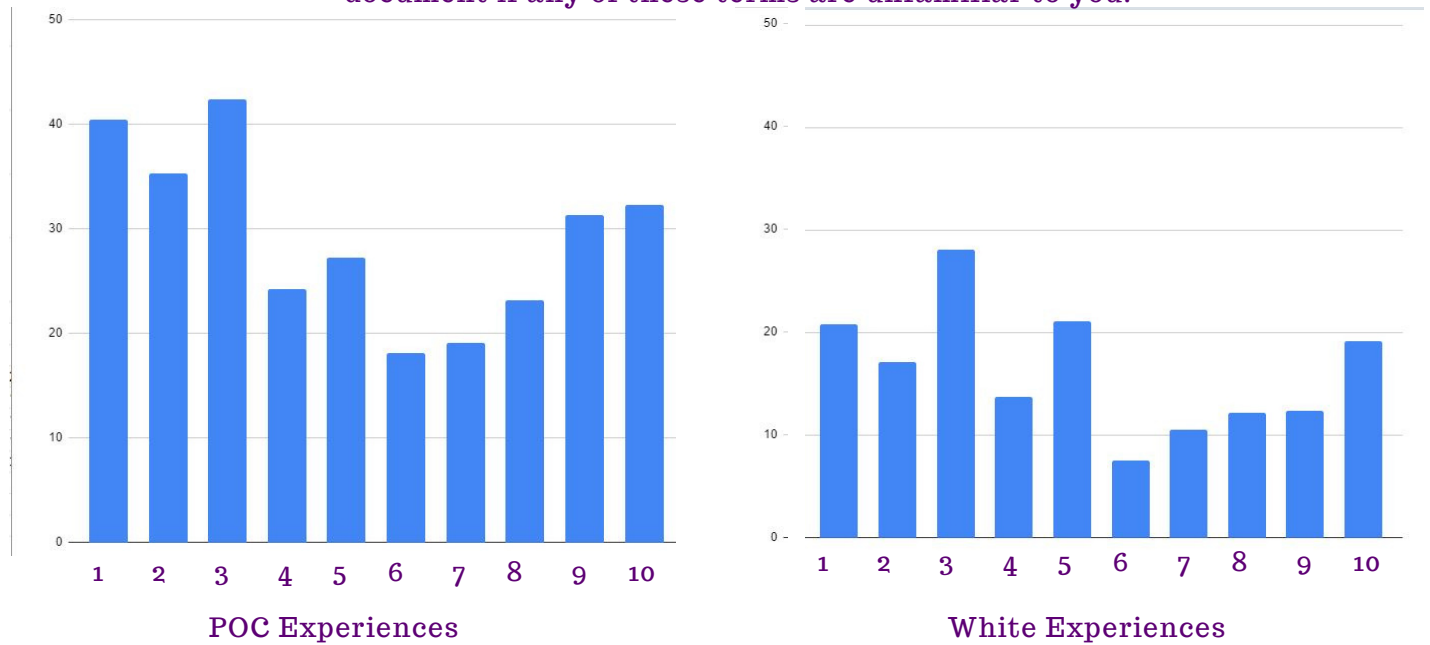
### ON A SCALE 1-5, HOW WOULD YOU RATE YOUR CONGREGATION'S VISIBLE AND LIVED COMMITMENT TO RACIAL JUSTICE WORK?

1= no evidence of commitment; 5 = racial justice is a top priority  
 Note that 22.5% of respondents chose not to answer this question.



## HAVE YOU EXPERIENCED OR WITNESSED ANY OF THE FOLLOWING IN YOUR CONGREGATION?

We separated People of Colour (POC) and White responses, and present here the percentage of respondents in each category who said they had witnessed, experienced, or heard of the following racist behaviours in their congregation. Please consult the attached glossary at the end of the document if any of these terms are unfamiliar to you.



The columns, in order, are:

- 1- Pushback against racial justice work
- 2- Racial Discrimination and/or prejudice
- 3- Microaggressions
- 4- Racist language
- 5- Cultural (mis) appropriation
- 6- Macroaggressions
- 7- Gaslighting
- 8- Tone Policing
- 9- Marginalization
- 10- Tokenism

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## WE ASKED PEOPLE WHO HAD EXPERIENCED ANY OF THE ABOVE IF THEY'D BE WILLING TO SHARE THEIR EXPERIENCES WITH US.

Approximately 155 respondents provided contact info; we are following up and are continuing to gather information.

## HOW HAVE YOU OR YOUR CONGREGATION BEEN CHANGED BY DOING RACIAL JUSTICE WORK? FOR EXAMPLE, ARE THERE ANY NEW INITIATIVES OR PRACTICES YOU'VE PUT INTO PLACE?

- 572 Respondents skipped this question.
- 202 Respondents reported changes including Land Acknowledgement, Advocacy, Letter writing, Focus in Sunday services, Directing offerings, Increasing personal awareness
- 57 Respondents indicated racism not a priority/No change/No action/not applicable

## HAVE YOU HAD OPPORTUNITIES TO DO/ACCESS RACIAL JUSTICE WORK AND LEARNING OUTSIDE OF YOUR CONGREGATION? IF SO, WHAT HAS BEEN VALUABLE OR EFFECTIVE AS SOMETHING WE MIGHT USE IN OUR CONGREGATIONS?

308 (37.2%) respondents reported 321 opportunities.  
523 (62.8%) skipped this question.

- 89 Community-Based Workshops & Training
- 68 Workplace Training/ Workshops
- 34 Personal Engagement / Relationships
- 29 Book Clubs & Self-Study
- 28 Rallies, Marches, & Cultural Events
- 25 Volunteer Work
- 19 UUA & CUC Workshops
- 19 Academic & Cont. Ed Study
- 10 Arts-based Ed. & Entertainment

## WHAT MORE WOULD YOU LIKE YOUR CONGREGATION TO BE DOING?

526 respondents skipped this question  
45 indicated no action was needed  
271 suggested desired actions

The actions suggested fit into three categories, in this order of frequency:  
Education and awareness  
Outreach to POC  
Spend or send money

## OUR LAST TWO QUESTIONS

We asked for contact information in case folks wished to participate in future initiatives, and we also left an open comment box in case anyone had any further thoughts to share with us. These comments, and those left throughout the survey by many respondents, are important to us and we will elaborate on them in future communications.

## **Appendix A – Resolution**



CANADIAN      CONSEIL  
UNITARIAN     UNITARIEN  
COUNCIL        DU CANADA

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**CANADIAN UNITARIAN COUNCIL  
ANNUAL GENERAL MEETING | MAY 11, 2019**

**“DISMANTLING RACISM” STUDY GROUP**

**BACKGROUND**

1. Unitarian Universalists are covenanted to affirm and promote:
  - The inherent worth and dignity of every person;
  - Justice, equity and compassion in human relations;
  - Acceptance of one another and encouragement to spiritual growth in our congregations;
  - Respect for the interdependent web of all existence of which we are a part
2. Both personal and institutional racism continue to persist in Canada as confirmed by multiple recent reports, and *evident in repeated incidents of violence*.
3. White Supremacy and Colonialist Culture function as the social, political, and institutional glue that connects the racialized historical experience and lived realities of Indigenous Peoples and People of Colour in Canada.
4. Membership in our faith tradition is primarily white/European, and we are embedded in white colonialist culture and we benefit from this inheritance. We (painfully) acknowledge we participate in and perpetuate racism and other oppressions.
5. The CUC in its 2003 anti-racism resolution called on all its congregations to be active witnesses for racial justice in our communities and encouraged congregations to engage in racial justice education and work.
6. The CUC “Resolution on Racial, Religious, and First Nations Equity” of 2007 resulted in training and production of materials focused explicitly on reconciliation and healing with Indigenous Peoples.
7. While these previous resolutions have called CUC member congregations to racial equity, it is unclear how much progress has been made in this regard.
8. An 8<sup>th</sup> Principle calling for its member congregations to build diverse, multicultural Beloved Community through actions that “accountably dismantle racism and other oppressions in ourselves and our institutions” has been proposed within the UUA.



**Be it resolved that** that a study group be struck to:

1. Through research, conversations with experts, and dialogue with Canadian Unitarians and Universalists, identify and assess efforts made in our congregations and communities to dismantle racism and other oppressions; and,
2. Explore possible action plans that will engage Canadian Unitarians and Universalists in serious conversation and action about racism. This may include continuing collaboration with the Beloved Conversations project at Meadville Lombard Theological School ( a dialogue which has already begun), and recommending further trainings and actions for congregations and individuals to engage in; and,
3. Consider how and where a commitment to racial justice might be better woven into our founding documents: our principles and sources, our vision statement, and our aspirations. and,
4. Produce a report that names where racial justice is present in our Canadian Unitarian and Universalist institutions and gathering places, along with any accompanying resolutions arising from this work, to be considered at the CUC's 2020 Annual General Meeting.

The initial study group members will be Rev. Julie Stoneberg (Peterborough) and Beverly Horton (Hamilton) as co-chairs. Constitution of the remainder of the study group (5-7 members) will reflect racial, regional and generational diversity, and engage lay and professional Unitarian Universalists.

Approved by delegates at the Annual General Meeting | May 11, 2019

## **Appendix B – Glossary**



## Glossary - Dismantling Racism Study Group, March 2020

Term	Definition	Source
This glossary was created by the CUC's Dismantling Racism Study Group and is a work in progress. It is intended to be helpful in creating a shared and ever-evolving understanding of racism and its impact on our congregations and on us as individuals.		
AAVE	African American Vernacular English	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
Ally Cookies	Praise or other rewards for "not being racist." Usually sought out by people with white privilege performing optical allyship.	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
Anti-Blackness	Defined by <i>Merriam-Webster</i> as being opposed to or hostile towards Black people. Anti-Blackness or anti-black racism can be found all around the world.	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
Appreciative Inquiry (AI)	A worldview and a process for facilitating positive change in human systems, which assumes that every human system has something that works right – things that give it life. AI begins by identifying this positive core and connecting to it in ways that heighten energy, sharpen vision, and inspire action for change.	<a href="https://www.centerforappreciativeinquiry.net/more-on-ai/what-is-appreciative-inquiry-ai/">https://www.centerforappreciativeinquiry.net/more-on-ai/what-is-appreciative-inquiry-ai/</a>
BIPOC	A shorthand for referring to all who identify as Black, Indigenous, or Persons of Colour	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
BIPOC Caucus	A racially mixed group meeting together to understand and confront the effects of internalized racist oppression and to experience themselves as a collective working together to dismantle racism.	<a href="http://www.crossroadsantiracism.org/wp-content/themes/crossroads/PDFs/Racial%20Identity%20Caucusing%20Strategy.pdf">http://www.crossroadsantiracism.org/wp-content/themes/crossroads/PDFs/Racial%20Identity%20Caucusing%20Strategy.pdf</a>
BIWOC	Black, Indigenous, and Women of Color	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
Blackface	Wearing dark makeup to caricature a Black person. Its origins can be found in American minstrel shows of the nineteenth century where white actors wore dark face paint to depict racist caricatures of enslaved and free Black people on stage	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
Blackfishing	The use of artificial tanning and makeup by people with white privilege to make their skin look darker and give the impression that they are of African descent. A modern form of blackface.	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
Cisgender	A term for people whose gender identity matches the biological sex they were assigned at birth.	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
Colonialism	A practice of domination, which involves the subjugation of one people to another. Settler colonialism — such as in the case of Canada — is the unique process where the colonizing population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the Indigenous populations and extinguish their cultures, traditions and ties to the land.	<a href="https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html">https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html</a>
A shorthand for referring to all who identify as Black, Indigenous, or Persons of Colour	A term coined by author Alice Walker in her book <i>In Search of our Mothers' Gardens</i> . Walker defined colorism as the "prejudicial or preferential treatment of same-race people based solely on their color." Colourism is where prejudicial treatment is given to darker-skinned Black people and People of Colour and preferential treatment is given to lighter-skinned Black people and People of Colour.	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
Colour Blindness	The idea that one doesn't see colour, and that one does not notice difference in race. Or if you do, that you don't treat people differently based on those differences. However, in erasing a person's race, you erase the person.	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>
Cultural (MIs) Appropriation	A modern type of colonization that involves the stealing of cultural practices, spiritual traditions, speaking styles, etc by the dominant culture from a marginalized culture.	<a href="https://en.wikipedia.org/wiki/Cultural_appropriation">https://en.wikipedia.org/wiki/Cultural_appropriation</a>
Cultural Appropriation	A modern type of colonization that involves the appropriation and sometimes commercialization of cultural practices, spiritual traditions, hair and dress fashion styles, speaking styles, and other cultural elements. Cultural appropriation happens when there is an imbalance of power and privilege - a dominant or privileged culture appropriates from a nondominant or marginalized culture. Cultural appropriation does not work the other way around. BIPOC cannot appropriate from white people, because BIPOC do not hold collective power and privilege over white people.	Layla F. Saad, <i>Me and White Supremacy Workbook, 2018</i>

Glossary - Dismantling Racism Study Group, March 2020		
Term	Definition	Source
Cultural Identity	A shared culture; a collective with a shared history and ancestry.	
Digital Blackface	In the digital world, the use of emojis, GIFS, and memes featuring Black people by people who hold white privilege.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
Discrimination	Discrimination is action based on prejudice. Everyone has prejudice and everyone discriminates.	Robin DiAngelo, <i>White Fragility</i> , 2018
Equity	Fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life.	<a href="http://www.ohrc.on.ca/es/node/10948">http://www.ohrc.on.ca/es/node/10948</a>
Gaslighting	Gaslighting is a form of persistent manipulation and brainwashing that causes the victim to doubt her or himself, and ultimately lose her or his own sense of perception, identity, and self-worth. ... Gaslighting can occur in personal relationships, at the workplace, or over an entire society.	Psychology Today (April 30, 2017)
Indigenous	Refers specifically to First Nations, Métis, and Inuit living in (what is now called) Canada.	From the Government of Canada Heritage - Strategy 2019 - 2022
Intersectionality	The acknowledgement that 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. (A term coined by law professor and civil rights advocate Dr. Kimberlé Crenshaw.)	<a href="https://www.ontario.ca/page/better-way-forward-ontarios-3-year-anti-racism-strategic-plan">https://www.ontario.ca/page/better-way-forward-ontarios-3-year-anti-racism-strategic-plan</a>
Macroaggression	Large scale or overt aggression toward those of another race, culture, gender, etc.	<a href="https://www.igi-global.com/dictionary/microaggressions/65321">https://www.igi-global.com/dictionary/microaggressions/65321</a>
	The clear, obvious, stark and overwhelmingly, public displays of verbally aggressive slights. Perpetrators are usually unaware that they have engaged in an exchange that demeans the recipient of the communication.	<a href="https://en.wiktionary.org/wiki/macroaggression">https://en.wiktionary.org/wiki/macroaggression</a>
Marginalization	The process of relegating or confining to a lower or outer limit or edge, of social standing. (Nathaniel Granger)	<a href="https://www.saybrook.edu/unbound/marginalization/">https://www.saybrook.edu/unbound/marginalization/</a>
Microaggression	The everyday slights, indignities, put downs and insults that people of color, women, LGBT populations or those who are marginalized experience in their day-to-day interactions with people. (Derald Sue) Real or perceived everyday verbal, nonverbal and environmental slights, snubs or insults that communicate negative or hostile messages to marginalized or perceived marginalized people. (LearnLiberty.org)	<a href="https://www.vox.com/2015/2/16/8031073/what-are-microaggressions">https://www.vox.com/2015/2/16/8031073/what-are-microaggressions</a>
Misogynoir:	A term coined by African American feminist scholar, writer, and activist Moya Bailey to describe misogyny directed specifically toward Black women. The intersection of sexism and anti-Black racism	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
Optical Allyship	The visual illusion of allyship without the work of allyship. Also known as performative allyship or ally theatre	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
Partnering	Establishing a long term relationship based on mutual trust and teamwork, and on sharing of both risks and rewards	Business Dictionary
People of Colour (POC)	Persons who do not consider themselves white	Cambridge dictionary
Personal Identity	The features of an individual that form their value proposition, their dignity and self image, as well as their self-respect and/or distinct personality.	
Prejudice	Prejudice is pre-judgment about another person based on the social groups to which that person belongs. All humans have prejudice; we cannot avoid it.	Robin DiAngelo, <i>White Fragility</i> , 2018
Race	A socially constructed classification of human beings based on identified or perceived characteristics such as colour of skin and informed by historical and geographic context. It is not a biological classification. It is often the basis upon which groups are formed, agency is attained, social roles are assigned, and status conferred.	<a href="https://prezi.com/myremguekp7o/understanding-identity/">https://prezi.com/myremguekp7o/understanding-identity/</a>
Racial Justice	A commitment to challenge racial discrimination, barriers to equity and xenophobia wherever they appear	

Glossary - Dismantling Racism Study Group, March 2020		
Term	Definition	Source
Racialization	The process through which groups come to be socially constructed as races, based on characteristics such as ethnicity, language, economics, religion, culture, politics.	<a href="https://www.crrf-fcrr.ca/en/resources/glossary-a-terms-en-gb-1/item/22873-racialization">https://www.crrf-fcrr.ca/en/resources/glossary-a-terms-en-gb-1/item/22873-racialization</a>
Racism	Racism occurs when a racial group's collective prejudice is backed by the power of legal authority and institutional control, and is a system that functions independently from the intentions of individual actors.	Robin DiAngelo, <i>White Fragility</i> , 2018
Racism	All-encompassing economic, political, social, and cultural structures, actions, and beliefs that systematize and perpetuate an unequal distribution of privileges, resources and power between white people and people of color. (Hilliard, 1992)	<a href="https://libjournal.uncg.edu/ijcp/article/viewFile/249/116">https://libjournal.uncg.edu/ijcp/article/viewFile/249/116</a>
Racism	Racism is any individual action, or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination.	<a href="https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html">https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html</a>
Racist language	Any communication of beliefs that a particular race is superior to another.	
Settler Colonialism	A term used to describe the history and ongoing processes and structures whereby one group of people (settlers), are brought in to replace an existing Indigenous population and control their lands through the imposition of a new governmental and legal system.	<a href="https://globalsocialtheory.org/concepts/settler-colonialism/">https://globalsocialtheory.org/concepts/settler-colonialism/</a>
Socially Constructed Identity	An identity that is 'imposed' based on having shared characteristic features to which particular values are also ascribed. This identity reflects how society views and treats particular individuals based on such factors as race, gender and sexual orientation.	
The Circle Way	A structure for deep conversation and wise outcomes based on a methodology founded by Christina Baldwin and Ann Linnea in 1992 and fully expounded upon in their 2010 book, <i>The Circle Way: A Leader in Every Chair</i> . The Circle Way is the preferred and recommended structure and methodology that <i>Me and White Supremacy</i> book circles should follow for working through <i>Me and White Supremacy</i> in group settings.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
THRRG	Truth, Healing, and Reconciliation Reflection Guide; the CUC's program and curricula	<a href="https://cuc.ca/social-justice/truth-healing-reconciliation/">https://cuc.ca/social-justice/truth-healing-reconciliation/</a>
Tokenism	Defined by Oxford Dictionaries as "the practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from under-represented groups in order to give the appearance of sexual or racial equality within a workforce." Tokenism occurs when BI-POC are used as props...to give the visual appearance of diversity, or to expect a BI-POC to discuss or work on all matters related to racism, or to prove a lack of racism because a BI-POC is present.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
Tone Policing	A tactic used by those who have white privilege to silence those who do not by focusing on the tone of what is being said rather than the actual content. Tone policing does not only have to be spoken out loud publicly. People with white privilege often tone police BIPOC in their thoughts or behind closed doors.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
Truth, Healing and Reconciliation (Canada)	A truth telling and reconciliation process as part of an overall holistic and comprehensive response and acknowledgement of the injustices and harms experienced by Aboriginal people and the need for continued healing. It is a profound commitment to establishing new relationships embedded in mutual recognition and respect that will forge a brighter future.	<a href="http://www.trc.ca/about-us/our-mandate.html">http://www.trc.ca/about-us/our-mandate.html</a>
Voluntourism	The trend and business of volunteer tourism, where people with privilege from Western countries travel to do charity volunteer work in countries across Africa, Asia, and Latin America. Voluntourism has been criticized for perpetuating white saviorism.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
White	Belonging to the group of people with skin that is pale in colour, who come from or whose family originally came from Europe	Cambridge dictionary

## Glossary - Dismantling Racism Study Group, March 2020

Term	Definition	Source
White Apathy	A feeling of apathy, indifference, unconcern, detachment, dispassion, and disregard about racism by people with white privilege.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
White Centering	The centering of whiteness and white people, white values, white norms, and white feelings over everything and everyone else. The belief, whether conscious or not, that whiteness is "normal" and BIPOC are "other."	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
White Exceptionalism	The belief that people with white privilege are exempt from white supremacy. The belief of being "one of the good ones."	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
White Feminism	A feminism that focuses on the struggle of white women. It is feminism that is only concerned with disparities and oppression of gender (usually cisgender) but does not take into account disparities and oppression of other intersections that are just as important, including race, class, age, ability, sexual orientation, gender identity, etc.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
White Fragility	A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves, including the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.	Robin DiAngelo, <i>White Fragility</i> , 2018
White Gaze	The white supremacist lens through which people with white privilege see BIPOC. The white gaze also describes how BIPOC are defined, limited, stereotyped, and judged in the white imagination, usually to the detriment of BIPOC.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
White Privilege	A phrase coined by Peggy McIntosh in her 1988 paper "White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women's Studies" and defined as follows: "I have come to see white privilege as an invisible package of unearned assets that I can count on cashing in each day, but about which I was meant to remain oblivious. White privilege is like an invisible weightless knapsack of special provisions, assurances, tools, maps, guides, codebooks, passports, visas, clothes compass, emergency gear, and blank checks." ( <a href="https://www.racialequitytools.org/resourcefiles/mcintosh.pdf">https://www.racialequitytools.org/resourcefiles/mcintosh.pdf</a> )	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
White Saviorism	A colonialist idea that assumes that BIPOC need white people to save them, that without white intervention, instruction, and guidance, BIPOC will be left helpless, and that without whiteness, BIPOC, who are seen and treated as inferior to people with white privilege, will not survive.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
White Silence	Occurs when people with white privilege stay complicitly silent when it comes to issues of race.	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
White Superiority	The erroneous, violent, and racist idea that people with white or white-passing skin are superior to and therefore deserve to dominate over people with brown or black skin. A set of institutional assumptions and practices, often operating unconsciously, that tend to benefit white people and exclude people of color. ( <a href="https://www.blacklivesuu.com/teach-in-resources">https://www.blacklivesuu.com/teach-in-resources</a> )	Layla F. Saad, <i>Me and White Supremacy Workbook</i> , 2018
Whitesplaining	A condescending tone and a paternalistic assumption that a person of color doesn't know enough to accurately articulate their own experience.	