

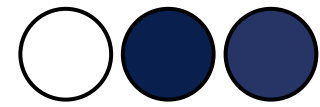
Recreation Nova Scotia

RNS ANTI-RACISM

TRAINING



2025



AGENDA

Welcome/RNS/Charter

Before We Begin

Colonialism, Canada, and
Recreation

Intro to Anti-Racism

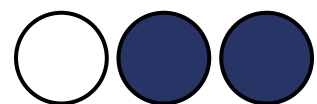
Put your knowledge to
the test

Conclusion

ACKNOWLEDGEMENTS

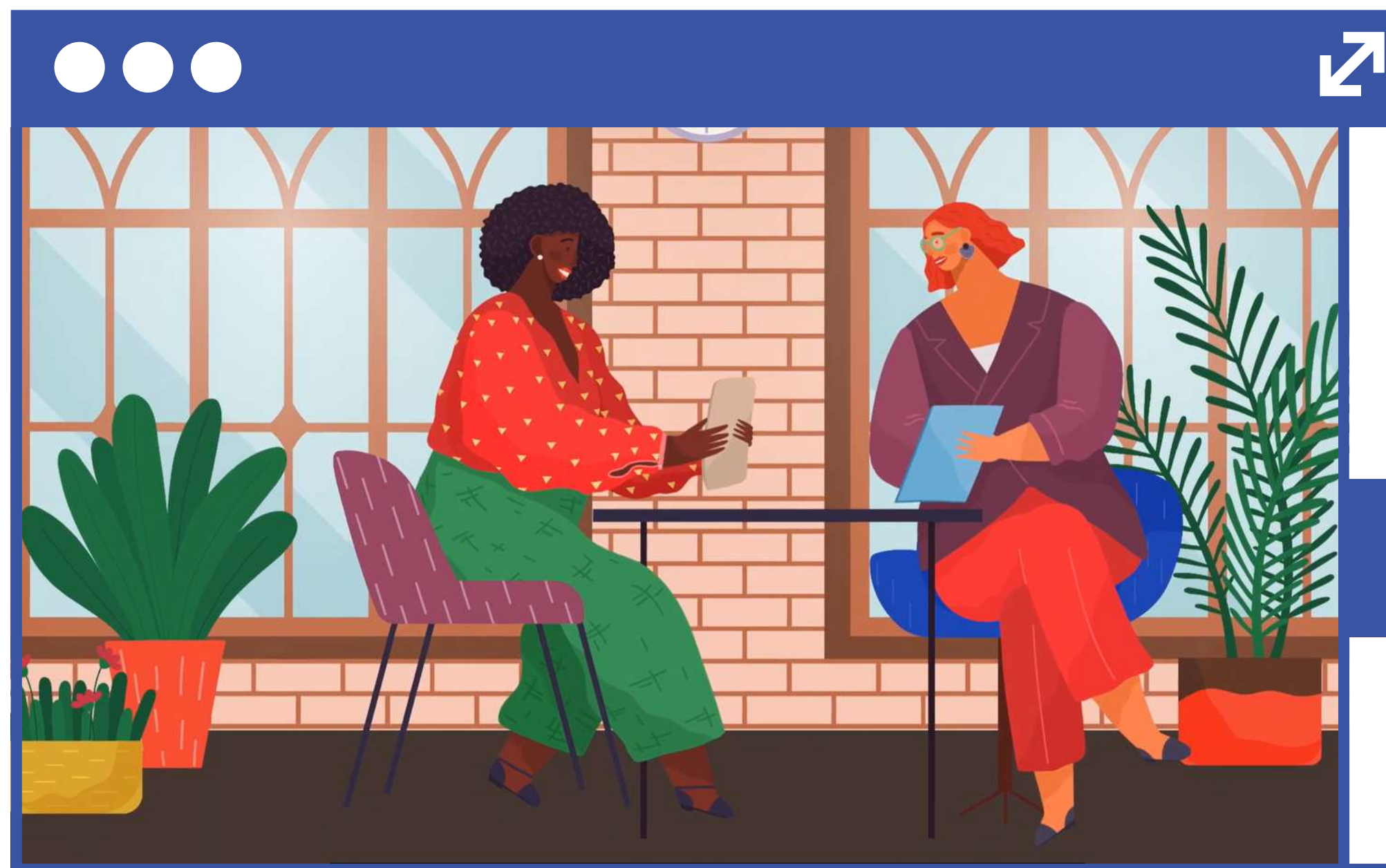


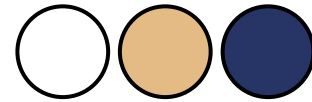
“Education got us into this mess, education will get us out.” - Murray
Sinclair



RECREATION
NOVA SCOTIA

ANTI-RACISM CHARTER IN RECREATION



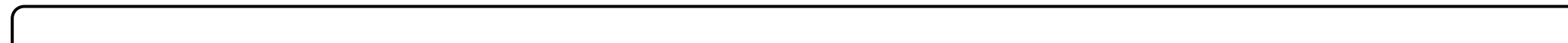


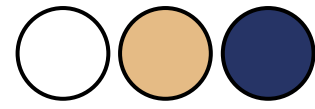
DIFFICULT KNOWLEDGE

Engaging in anti-racism work often involves having difficult conversations, challenging existing beliefs, and confronting instances of racism. This can require significant energy leading people to feel emotionally drained. Here are some contributing factors:

- **Confronting uncomfortable truths**
- **Personal identification and feelings of empathy**
- **Dealing with guilt and shame**

...



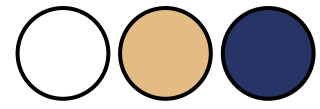


PSYCHOLOGICAL SAFETY

To prepare yourself before engaging in anti-racism work and mitigate the emotional toll, consider the following strategies:

- **Set boundaries**
- **Practice self-reflection**
- **Self-care**
- **Build a support system**
- **Seek professional help if needed**

What are our group's rules of engagement for this session?

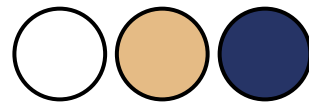


BEFORE WE START...

After this course, I hope to learn....

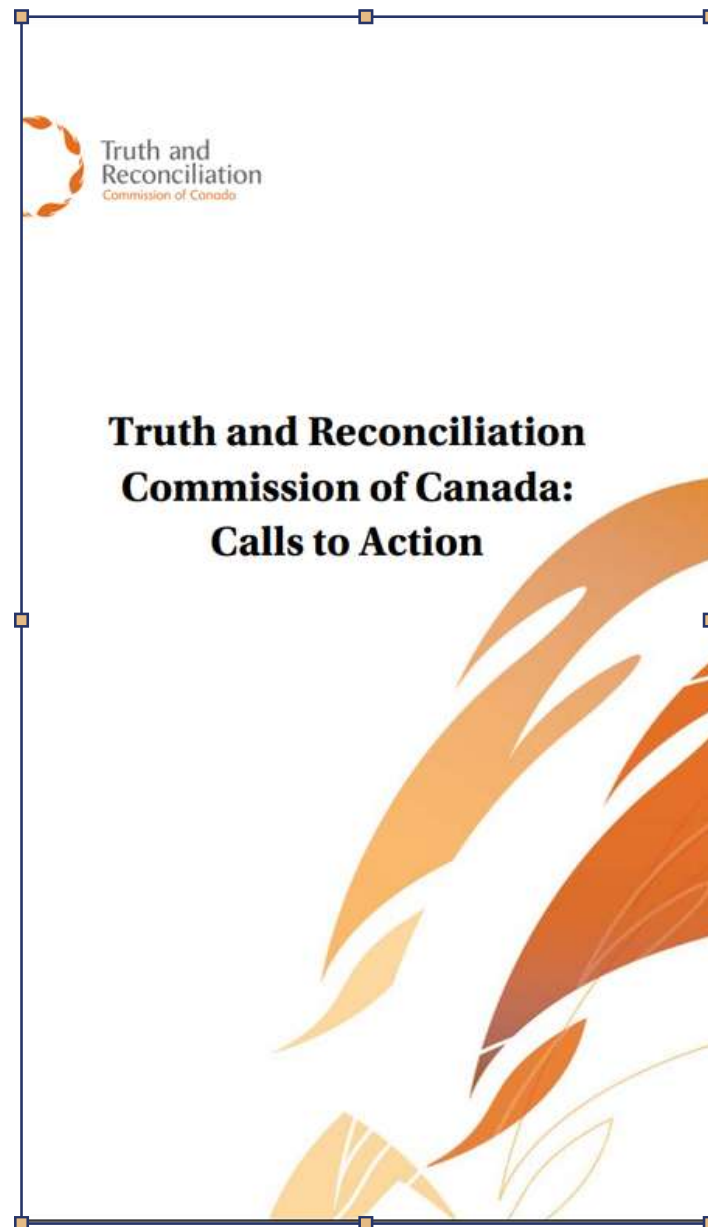
How experienced do I feel in this course's subject matter?

What is one obstacle I face in relation to learning about this (anti-racism) subject matter?



COLONIALISM, CANADA

AND RECREATION



Definitions

Colonialism/Colonisation:

The practice of domination where one nation occupies land for the purpose of subjugating, conquering, and exploiting the colonised territory and its people.

Settler Colonialism:

The long-term forced physical occupation of lands by a non-Indigenous population. Settler colonialism involves the imposition of the coloniser's identity including their language, culture, and religion while erasing the identity of the colonised people.

Decolonisation:

An ongoing process that aims to deconstruct settler colonial ideologies such as white supremacy, give value to Indigenous knowledge, and dismantle power imbalances. Decolonisation is the active work to give back the colonised territory's independence and undo the effects of colonialism on the social, political, and economic aspects of a people's life.

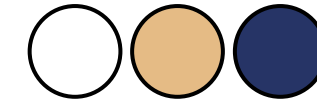
Reconciliation:

the ongoing process of building respectful relationships between Indigenous peoples, particularly First Nations and non-Indigenous Canadians, grounded in recognition of rights, truth, and justice. It involves acknowledging the harms caused by colonialism, especially the legacy of the residential school system, and taking meaningful actions to address those harms.

"The effects of colonization on Indigenous peoples around the world have been significant. Attempts to assimilate Indigenous peoples through strategic colonial policies have resulted in many losses, including land and strong connections with language, culture and traditional ways. These policies have manifested themselves in inter-generational traumas that require consideration.

To engage in reconciliation, we must explore and understand how colonization has impacted Indigenous people, their traditions, their institutions, and their practices."

- Werklund School of Education, Calgary



UNDERSTANDING THE IMPACTS OF COLONIALISM
IN RECREATION

DECOLONISATION AND ANTI-RACISM

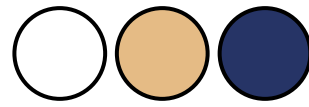
*"This history is not your
fault, but it is absolutely
your responsibility."*
- Nikki Sanchez

CONSIDER WHILE WATCHING....

What emotions came up for me during the talk (e.g., discomfort, inspiration, guilt, motivation)? Why?

How does understanding the history of colonization help us better understand current social, political, or environmental issues?

How have I benefited from or been impacted by systems of colonization, either directly or indirectly?



RACE AND ETHNICITY

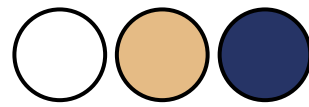
While they are related concepts, there are important distinctions between race and ethnicity:

RACE

- Race is a social construct, not a biological fact.
- Genetic research shows more variation within racial groups than between them.
- Race is often based on physical traits (e.g., skin colour, hair texture, facial features).
- Society has historically used race to categorize people into broad groups (e.g., Black, White, Asian, etc.).
- Racism is systemic, rooted in these social constructs and embedded in societal institutions and practices.

ETHNICITY

- Ethnicity is a socially defined category describing a group of people with shared characteristics.
- It involves common culture, traditions, language, history, geography, religion, and sometimes racial identity.
- Ethnicity refers to a shared cultural heritage and a sense of group identity.
- It can also be based on:
Nationality
Ancestry
Cultural practices
- Examples of ethnic groups include: Mi'kmaq, Arab, African, Chinese, Irish, etc.



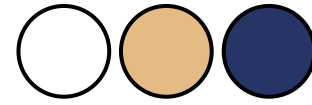
WHY IS UNDERSTANDING RACE AND ETHNICITY IMPORTANT IN A CANADIAN CONTEXT?

This knowledge helps us understand how racial and ethnic groups may experience varying degrees of privilege or disadvantage in Canada because of colonial influences that are embedded into our society. Because of this, social and economic resources have been distributed unevenly throughout history. In recreation, such discrimination and systemic biases have affected how and who have had access to recreation in Canada.

It also helps uncover and address the systemic barriers and historical inequalities that have shaped who feels welcome, safe, and included in public spaces and leisure activities. Canada is a multicultural society, but racialized and Indigenous communities often face exclusion, discrimination, or cultural erasure in recreational settings. Recreational spaces have often been shaped by Eurocentric values, ignoring or marginalizing the traditions and rights of Indigenous peoples and people of color.

By understanding race and ethnicity, we can design more inclusive, accessible, and culturally respectful programs that reflect Canada's diversity. It also supports anti-racist and decolonizing efforts by recognizing how power, privilege, and identity influence access to land, leisure, and belonging. This awareness is essential for creating spaces where everyone feels they truly belong; not just physically, but socially and culturally.

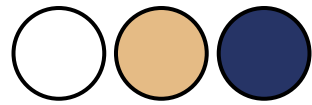




RACE OR ETHNICITY?

Please mark R for race or E for ethnicity to the proper description.

- ☐ Often assumed based on visual representation
- ☐ Shared cultural traits and group history (religion, language, etc.)
- ☐ Historical conflicts between White settlers and Black Loyalists
- ☐ Assumed shared biological or genetic traits based on skin color
- ☐ Historical conflicts between British, Mi'kmaw, and French
- ☐ Mi'kmaw, Arab, African, Chinese, Irish
- ☐ Often self identified by individuals or group
- ☐ Black, White, Asian, Indigenous



THE CONTINUAL LEGACY OF COLONIALISM: RACISM

Racism is a form of oppression based on the social construct of race. There are several forms of racism including but not limited to:

Individual Racism

Racial discrimination that stems from conscious or unconscious individual beliefs, attitudes, and actions that perpetuate the ideology that one racial group is inherently superior. Individual racism is learned from and influenced by systemic racism and is rooted in the unequal distribution of power between white and racialized people. When an individual's racism is externally acted upon, consciously or not, this is called interpersonal racism.

Institutional Racism

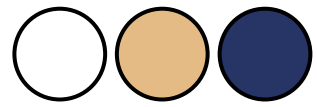
Policies, practices, and dynamics embedded in established institutions (government, religion, education, organizations, etc.) that result in disadvantage or advancement of specific groups of people. These systemic practices normalize racism and may not be obvious.

Environmental Racism

The disproportionate impact of environmental hazards on people of color. It includes government and/or corporate decisions that deliberately target certain communities for locally undesirable land uses resulting in communities being disproportionately exposed to toxic and hazardous waste based upon race. Examples include waste disposal facilities located next to historical black communities

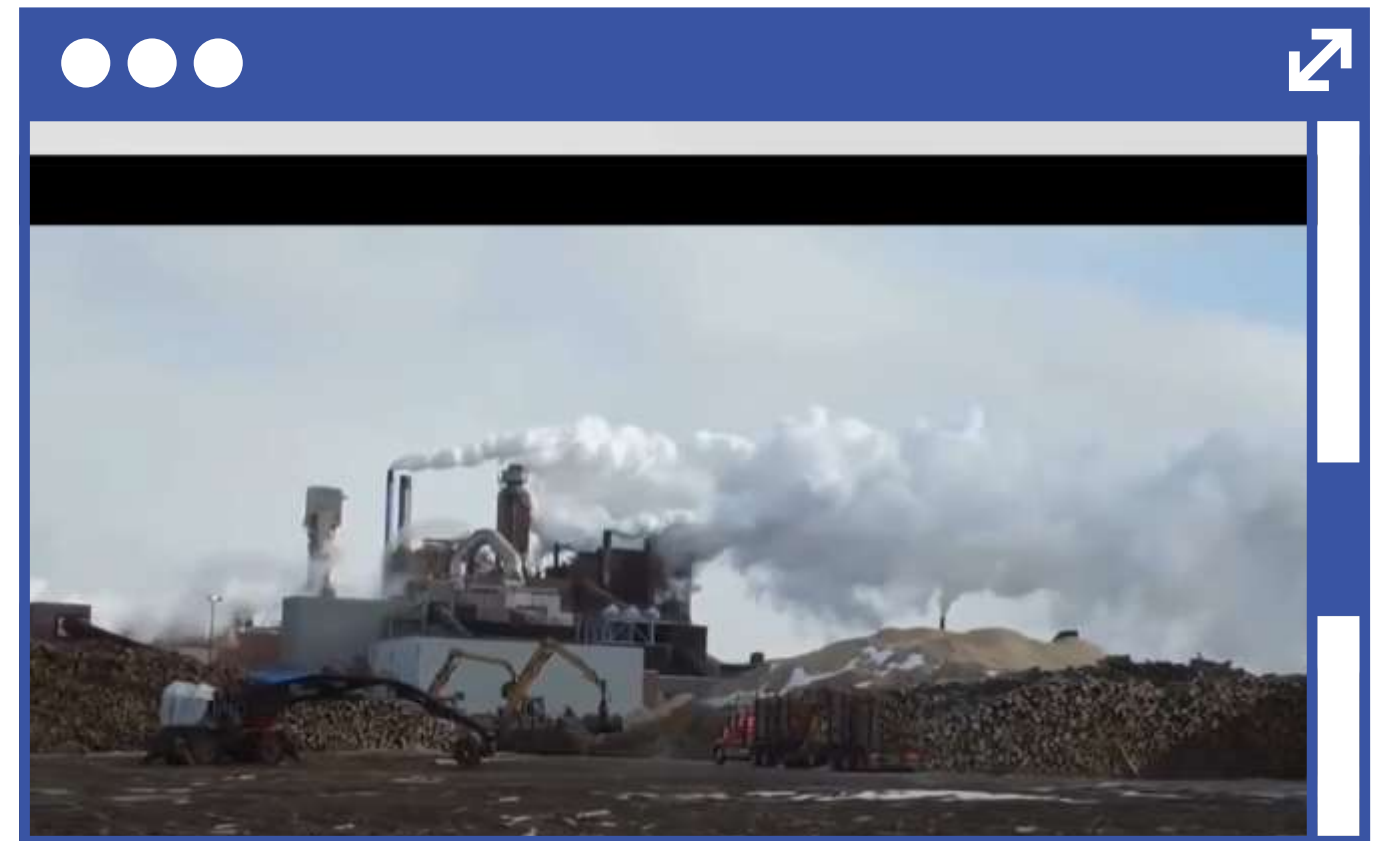
Structural or Systemic Racism

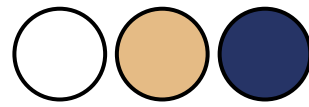
Structural or systemic racism points to the bigger picture of history, society, culture, institutions, and the economy. Racialized people have been historically left out of the development of society and its systems, resulting in deeply entrenched disadvantages, barriers, and biases. Systemic racism is at the root of large-scale discrepancies between white and racialized people in many areas including income and wealth, health outcomes, homelessness, unemployment, and involvement with the justice system.



EXAMPLES OF RACISM

WHAT FORMS OF RACISM ARE THESE?
HOW DO THESE FORMS OF RACISM IMPACT
OUR ACCESS TO RECREATION?





WHAT IS ANTI-RACISM?

- Anti-racism is the active work of opposing racism and advocating for systemic change in political, economic, and social life.
- It often involves an individualized approach, focusing on challenging individual racist behaviors and impacts.
- Being anti-racist goes beyond just stating opposition to racism—it requires action and commitment.
- Anti-racist individuals and organizations can:

Examine their own privilege

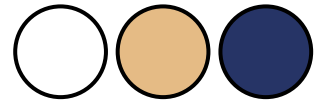
Challenge all forms of racism

Call out racism when they see it affecting others

IDENTIFYING RACIST ACTS

Here are a few examples of individual racist acts:

- Using racial slurs or hate speech when referring to people of a certain race or ethnicity.
- Making discriminatory jokes or comments about people of a certain race or ethnicity.
- Treating people differently based on their race or ethnicity, such as not offering them the same opportunities, not listening to them, or not taking their opinions seriously.
- Excluding people from social or professional networks or activities based on their race or ethnicity.
- Harassing or bullying people based on their skin colour or other racialised physical features.
- Assigning negative characteristics or traits to certain groups of people based on stereotypes.
- Being quick to blame people of certain races or ethnicities for certain issues or problems.
- Displaying racist symbols or imagery, like a Nazi flag.
- Denying the impact of racism on people of colour.



FORMS OF DISCRIMINATION

Although the categorization of race has no scientific validity, we still must be aware of the societal understanding and meanings race carries today. Anti-racism gives us the tools to help us see and address different levels of discrimination.

Examples of race-based discrimination:

PREJUDICE

OPPRESSION

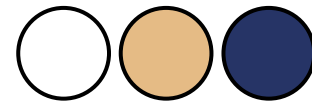
ANTI-BLACK

STEREOTYPING

ANTI-
INDIGENOUS

RACIAL
PROFILING

ANTI - ASIAN

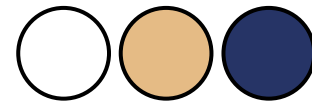


PUT YOUR KNOWLEDGE
TO THE TEST

SCENARIO 1

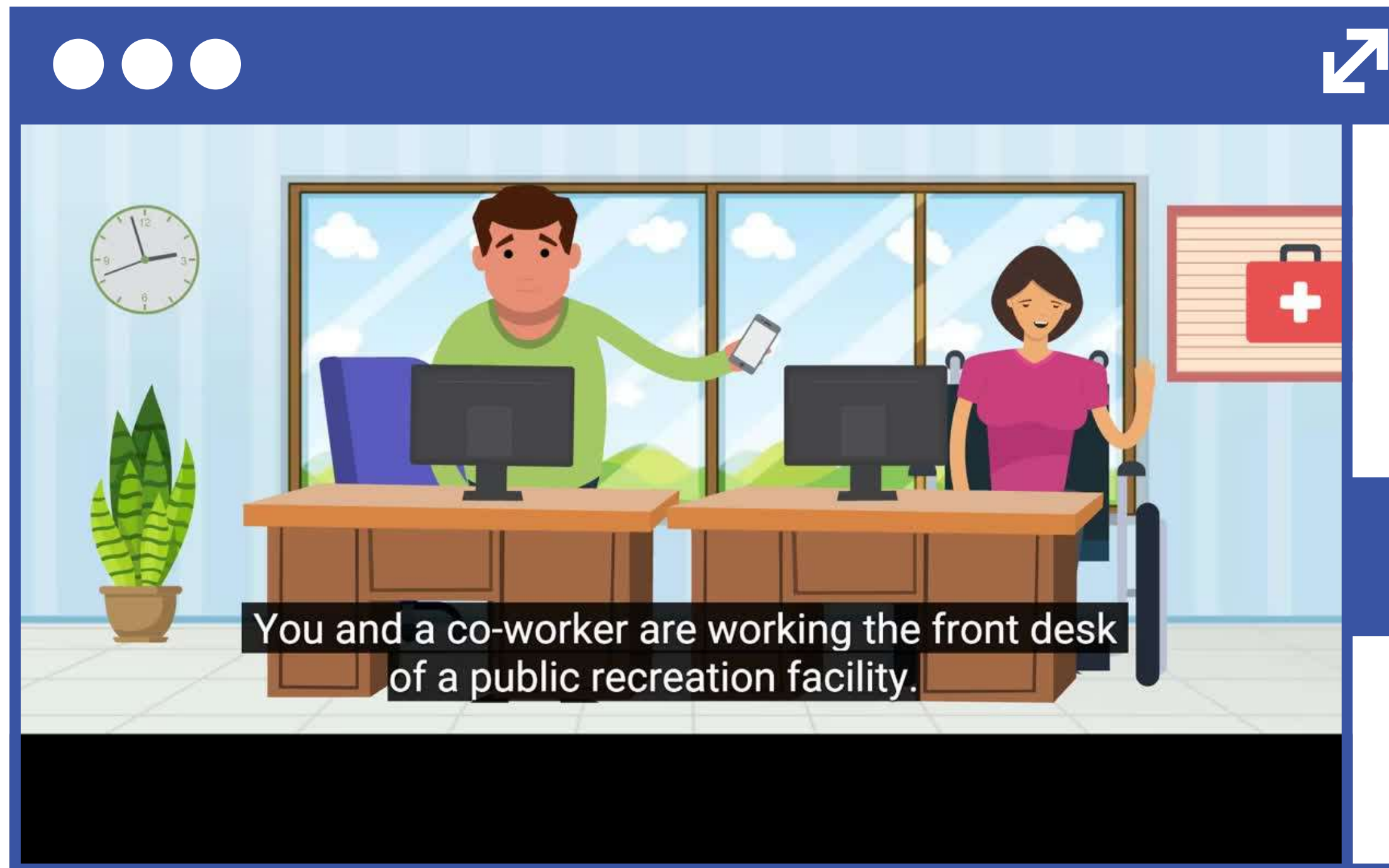
What would you
do?

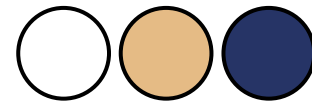




PUT YOUR KNOWLEDGE
TO THE TEST

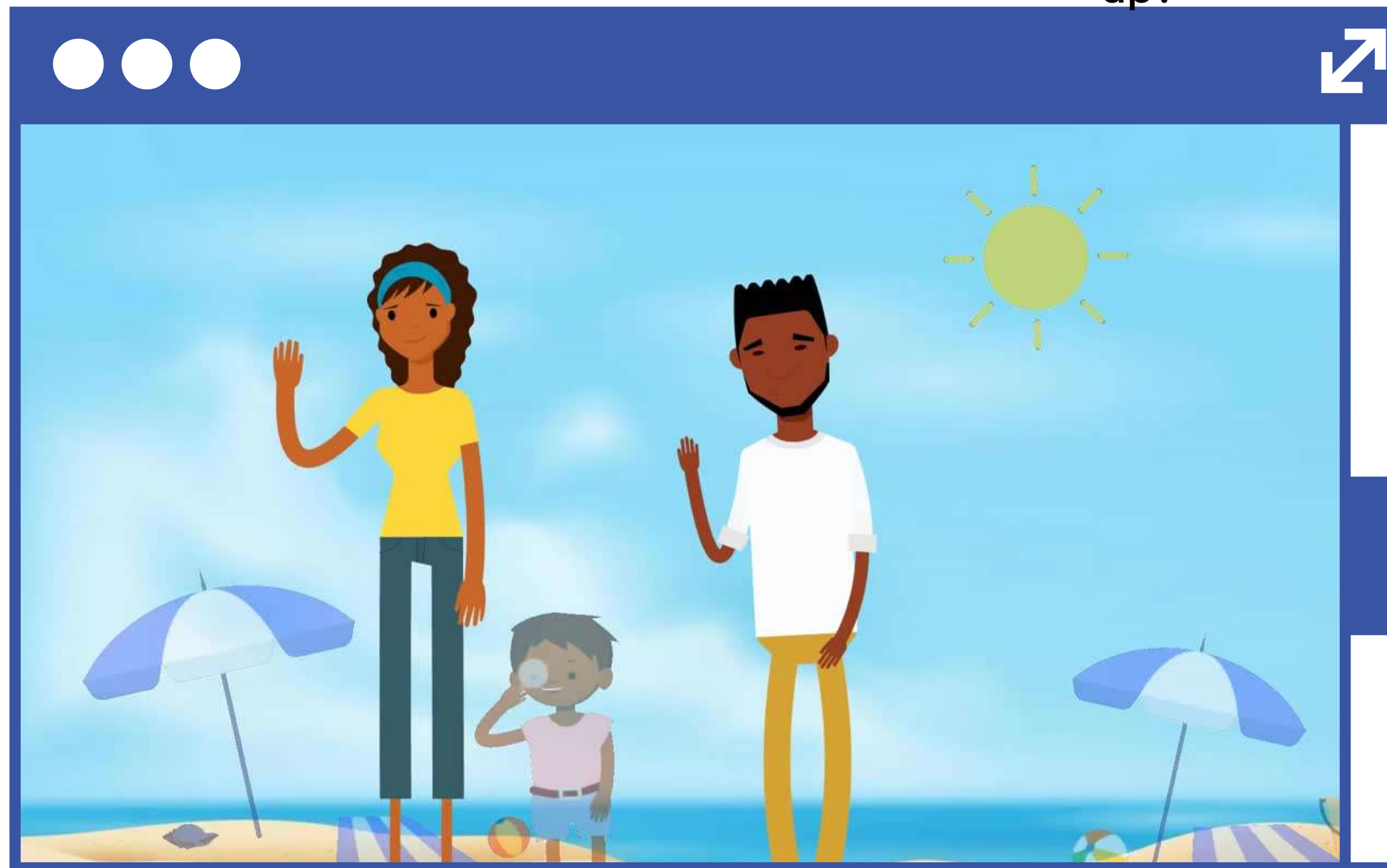
SCENARIO 2

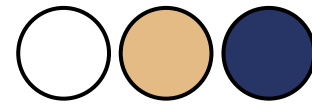




PUT YOUR KNOWLEDGE
TO THE TEST

SCENARIO 3
How does racial prejudice show
up?





PUT YOUR KNOWLEDGE
TO THE TEST

SCENARIO 4
What is the problem
here?





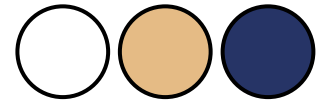
4 TIPS FOR ANTI- RACISM

Understand key terms

Acknowledge racism exists in recreation

Challenge your thinking

Continued education



Reflection and Conclusion

Today I learned...

Do I feel more confident with this subject matter?

What actions will I take in my work place and personal
life?

CONTACT INFO



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