## Contents



Acknowledgements	v
Racism in the Canadian Milieu	1
Purpose of this Document	1
Preface: Towards a Racism-Free World	2
Introduction	3
A Land of Diverse Peoples	4
Racism and FNMI Peoples	7
How are the Experiences with Discrimination of Indigenous and Non-Indigenous Peoples Similar?	8
Chart 1: Timeline—Changes in Citizenship and Rights in Canada from 1867-2016	9
What are the Specific Forms of Discrimination that FNMI Peoples Have Experienced—and Continue to Experience—in Canada?	13
Chart 2: Timeline of First Nations, Métis, and Inuit Struggle for Justice and Self-Governance	15
Going Forward	20
The Truth and Reconciliation Commission of Canada	21
Recognizing and Accepting the Challenges that Remain	25
Recognizing Racism	27
What is Racial Discrimination or Racism?	27
What Does the Manitoba Human Rights Code Say about Racial Discrimination or Racism?	27
What Forms does Racism Take?	28
What are the Effects of Racism on Students and School?	31

Contents

What are Critical/Courageous Conversations?	33
Intersectionality	35
Critical/Courageous Conversations in School Divisions	35
Beginning Critical/Courageous Conversations	36
Supporting Critical/Courageous Conversations in Schools and among Educators	37
Supporting Critical/Courageous Conversations with Students	38
Teaching from a Critical Social Justice or Anti-racism Perspective	39
Pre-teaching Considerations	39
Resources to Support Divisional, School, and Classroom Reflection and Awareness	40
Call to Action	41
Appendices	43
Case Study 1: Supporting Equitable Outcomes in Low SES Schools Pilot Project	45
Case Study 2: Dufferin School Centennial Project	47
Case Study 3: Social Responsibility Standards	49
Questions for Dialogue: Division and Schools	51
School Indicators of Inclusiveness with Respect to FNMI Students	52
Teaching from a Social Justice Stance: Questions for Self-Reflection	53
Glossary	55
Bibliography	63