



ELECTRICAL  
CONTRACTORS  
ASSOCIATION OF  
ONTARIO

## ANTI-RACISM TOOLBOX TALK (Part 2)

**Topic:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Site/Facility:** \_\_\_\_\_

**Time:** \_\_\_\_\_

### Information Communicated

#### Definitions

**Unconscious Bias:** learned stereotypes that are automatic, unintentional, deeply ingrained, universal, and able to influence behaviour. This bias may be associated with a single unpleasant experience in the past, but the source of association may be misidentified, or even unknown.

**Microaggressions:** the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or not, which communicate hostile, derogatory, or negative messages to the receiver based solely upon their personal characteristics.

**Racism:** a broader experience and practice than racial discrimination. Racism is a belief that one group is superior to others. Racism operates at several levels, in particular, individual, systemic and societal. Anti-racism: includes beliefs, actions, movements, and policies adopted or developed to oppose racism.

#### Racism can be:

Verbal: openly displayed in racial jokes and slurs

Environmental: posting derogatory posters or hate crimes such as hanging nooses on job sites

Unconscious: more deeply rooted in attitudes, values, and stereotypical beliefs.

“**Not racist**” is not the opposite of racist. The opposite is anti-racist. Unfortunately, racism and racial discrimination remain a reality in society and on construction sites. We must acknowledge this fact as a starting point to effectively address racism and racial discrimination. Today we are going to discuss ways you can address racist behaviour in our workplace.

Not speaking up against racism and racial discrimination negatively impact workers and the work environment. Witnesses to racism and racial discrimination can also be negatively impacted.

- It can damage people’s physical and mental health
- It can decrease productivity and undermine the workplace culture
- It can have a negative impact on work relationships
- It condones the behaviour, which may continue
- It can have a negative impact on the business financially (lost productivity, work disruptions) and on their reputation with clients and employees

#### Identify Controls

You cannot always control the behaviour of others, but you can control your own behaviour. Racism cannot and will not be tolerated on our sites or facilities and we owe it to ourselves, coworkers, our organizations, our industry and our community to do our part.

We must all be accountable, and part of our accountability is to have these uncomfortable conversations; to be willing to work through the discomfort; and to be open to discuss and deal with this issue. Part of our accountability is to be in this together.

Recognize that people do not necessarily see things the same way as you.

It is important to respect each others’ differences. We all have unconscious bias. We need to be aware of them acknowledge what they are, challenge them, and set them aside.

