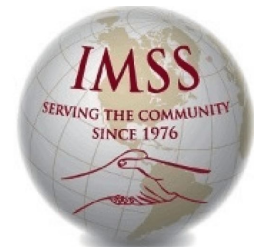


Anti-Racism Webinar

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Welcome to IMSS' Anti-Racism Webinar

- This webinar is designed to promote public education on anti-racism.
- The World Health Organization's "Commission on Social Determinants of Health" (2007) acknowledges that,

"The conditions in which people grow, live, work and age have a powerful influence on health.

Inequalities in these conditions lead to inequalities in health."

- It is important to realize that all forms of discrimination (racism, sexism, homophobia) are interconnected and contribute to inequalities in health and well-being.



Welcome to IMSS' Anti-Racism Webinar

- The purpose of this webinar is to provide the skills and knowledge for anyone living in Canada to be effective at practicing respect and promoting public health in ethno-culturally diverse social environments.
- This begins by increasing our awareness of when and how others are being treated disrespectfully based on differences in race.



- Module 1: Definitions
 - What is an immigrant, refugee, citizen, etc.?
- Module 2: Canadian History
 - Pre-contact Era Slavery Era
 - Confederacy Modern Times
- Module 3: What is discrimination.
 - What knowledge people utilize to base their hate.
- Module 4: An educated response.
 - Respect, Boundaries, Communication Styles and Conflict Resolution.
- Module 5: Outcomes/Consequences
 - Legislation/research

Definitions

Aboriginal
Accountability
Acculturation
Aggressive
Anti
Assault
Assimilation
Attack
Bias
Bully
Bullying
Coercion
Colonialism
Consequence
Cross-Cultural
Understanding
Culture
Cyberbullying

Disability
Disadvantage
Discrimination
Diversity
Emotions
Ethnicity
Ethnocentric
Fact
Feelings
First Nations
Harassment
Hate
Hurt
Heritage
Homophobia
Hostility

Immigrant
Indian
Indigenous
Indigenous People
Intimidate
Jealousy
Marginalized
Multiculturalism
Native
Negative
New Canadian
Prejudice
Privilege
Pro
Public Health
Race
Racialization
Racialized Person

Racism
Reconciliation
Religion
Refugee
Respect
Settler
Sexism
Social Stratification
Stereotype
Victim
Violence
Visible Minority
Xenophobia

Coercion

To persuade someone to do something by the use of force or threats.

[Back to
Definitions List](#)

Colonialism

The policy or practice of acquiring full or partial political control over another country, occupying it with settlers, and exploiting it economically.

[Back to
Definitions List](#)

Consequence

A result or effect, typically one that is unwelcome or unpleasant.

[Back to
Definitions List](#)

Cross-Cultural Understanding

The knowledge, awareness, acceptance and understanding of other cultures.

[Back to
Definitions List](#)

Culture

The ideas, customs, and social behaviour of a particular people or society. The attitudes and behaviour characteristic of a particular social group.

[Back to
Definitions List](#)

Cyberbullying

Bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone. It can also include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behavior.

[Back to
Definitions List](#)

Disability

A physical or mental condition that limits a person's movements, senses, or activities.

[Back to
Definitions List](#)

Disadvantage

An unfavourable circumstance or condition that reduces the chances of success or effectiveness.

[Back to
Definitions List](#)

Discrimination

The unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex.

[Back to
Definitions List](#)

Diversity

Refers to a range of variation among individuals present in a common environment or time and space. For example, a range of individuals representing more than one national origin, color, religion, socioeconomic stratum, sexual orientation, etc.

[Back to
Definitions List](#)

Emotions

A strong feeling deriving from one's circumstances, mood, or relationships with others.

[Back to
Definitions List](#)

Ethnicity

Belonging to a social group that has a common ancestry, language, nation or cultural tradition.

[Back to
Definitions List](#)

Ethnocentric

Characterized by or based on the attitude that one's own group is superior. Believing that one's own cultural group is better than all others.

[Back to
Definitions List](#)

Fact

Can be proven to have an objectivity to reality. The opposite of a fact is gossip, or hearsay.

[Back to
Definitions List](#)

Feelings

An emotional state or physiological reaction. Conscious recognition of sense and awareness. The capacity to respond emotionally, especially with the higher emotions.

[Back to
Definitions List](#)

First Nations

'First Nations people' include Status and non-Status Indians, as recognized by the Government of Canada. There are more than 630 First Nation communities in Canada, which represent more than 50 Nations and 50 Indigenous languages. According to the 2016 Census, more than 1.67 million people in Canada identify themselves as an Aboriginal person – that equals 4.9% of the Canadian population.
(definition from Indigenous and Northern Affairs Canada [INAC])

[Back to
Definitions List](#)

Harassment

To constantly bother somebody; this could be for any reason. It is often relentless and causes the victim a great deal of suffering and anguish.

[Back to
Definitions List](#)

Hate

Intense and extreme dislike towards a person or thing.
Derived from anger, fear and hostility.

[Back to
Definitions List](#)

Hurt

To inflict with physical pain. To cause emotional pain or anguish.

[Back to
Definitions List](#)

Heritage

An aspect of identity inherited from previous generations.
For example, cultural heritage.

[Back to
Definitions List](#)

Homophobia

Irrational fear of, aversion to, or discrimination against homosexuality or homosexuals. Fear of people who are gays and lesbians. This can include hatred towards individuals based upon their sexual orientation or chosen sexuality.

[Back to
Definitions List](#)

Hostility

Conflict, opposition or resistance in thought or principle.

[Back to
Definitions List](#)

Immigrant

A person who decided to settle permanently in another country and has acquired permanent residency.

[Back to
Definitions List](#)

Indian

A misnomer (incorrect name or designation) historically used in colonial identity politics. In India, Indian refers to the national and ethnic identity of the citizens living in that country. In Canada, Indian has been used to incorrectly refer to indigenous (First Nations) people.

[Back to
Definitions List](#)

Indigenous

Originating or occurring naturally in a particular place.

[Back to
Definitions List](#)

Indigenous People

A collective name for the original peoples of North America and their descendants. In Canada, the terms 'Aboriginal peoples' and 'First Nations' are also often used. The term 'indigenous' may be preferred over the term 'Aboriginal', as the rights of indigenous peoples throughout the world are internationally defined and affirmed in the "United Nations Declaration of the Rights of Indigenous Peoples" (UNDRIP 2007). Please note that the terms 'native' and 'Indian' may often be considered racist to refer to indigenous people in Canada, unless that is the term an indigenous person or group in Canada explicitly expresses they want to be identified by.

[Back to
Definitions List](#)

Intimidate

Frighten or overawe (someone), especially in order to make them do what one wants.

[Back to
Definitions List](#)

Jealousy

Feelings of anger and resentment based on the advantages or successes that other persons might have.

[Back to
Definitions List](#)

Marginalized

To be treated as insignificant or peripheral. Pushed away to the outskirts of society, isolated from others.

[Back to
Definitions List](#)

Multiculturalism

The presence of, or support for the presence of, several distinct cultural or ethnic groups within a society. Diverse cultures in a community, having many cultures.

[Back to
Definitions List](#)

Native

A person born in a specified place or associated with a place by birth, whether subsequently resident there or not.

[Back to
Definitions List](#)

Negative

Not favourable, opposite of positive, not good.

[Back to
Definitions List](#)

New Canadian

A person who has just immigrated to Canada.

[Back to
Definitions List](#)

Prejudice

Forming an opinion without sufficient knowledge.

[Back to
Definitions List](#)

Privilege

A special advantage, immunity, right or benefit granted to or enjoyed by an individual, class, or caste.

[Back to
Definitions List](#)

Pro

An argument or evidence in affirmation.

[Back to
Definitions List](#)

Public Health

The organized efforts of society to keep people healthy and prevent injury, illness and premature death.

[Back to
Definitions List](#)

Race

group of people who share similar physical characteristics such as hair and skin.

[Back to
Definitions List](#)

Racialization

The process through which groups come to be designated as different, and on that basis subjected to differential and unequal treatment. In the present context, racialized groups include those who may experience differential treatment the basis of race, ethnicity, language, economics, religion, culture, politics, etc.

[Back to
Definitions List](#)

Racialized Person

Persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour. People who self-describe as a visible minority.

[Back to
Definitions List](#)

Racism

Hatred towards individuals who belong to a race or ethnic group that differs from their own. Also a belief of racial superiority (believing that one's race is better than others).

[Back to
Definitions List](#)

Reconciliation

The restoration of friendly relations following a disagreement. In Canada, reconciliation may refer to the restoration of friendly relations between the colonial government and its settler society with the indigenous peoples of Canada. This restoration is based on acknowledging Canada's colonial past and its present-day impacts, providing space and time to heal from past injustices, and moving forward toward a better future for all.

[Back to
Definitions List](#)

Religion

A specific fundamental set of beliefs and practices generally agreed upon by a number of persons or sects (for example, the Christian religion or the Buddhist religion). Usually involving devotional and ritual observances, and often containing a moral code governing the conduct of human affairs.

[Back to
Definitions List](#)

Refugee

A person who flees for refuge or safety, especially to a foreign country, as in time of political upheaval, war, etc.

[Back to
Definitions List](#)

Respect

A feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.

[Back to
Definitions List](#)

Settler

A member of a colonial society which serves to replace indigenous populations of the local region, and whose presence over time develops into a distinctive identity and sovereignty.

[Back to
Definitions List](#)

Sexism

Prejudice, stereotyping, or discrimination, typically against women, on the basis of sex.

[Back to
Definitions List](#)

Social Stratification

A kind of social differentiation whereby a society groups people into socioeconomic strata, based upon their occupation, income, social status, background (in some cases, historical caste), or derived power.

[Back to
Definitions List](#)

Stereotype

- An idea of a particular type of person or thing.
- A widely held but fixed and oversimplified image of a person or thing.
- A cognitive distortion that follows the thought formula:
“All _____ are _____.”

[Back to
Definitions List](#)

Victim

A person who suffers from a destructive or injurious action or agency. A person who is deceived or cheated, as by his or her own emotions or ignorance, by the dishonesty of others, or by some impersonal agency.

[Back to
Definitions List](#)

Violence

Behaviour involving physical force intended to hurt, damage, or kill someone or something.

[Back to
Definitions List](#)

Visible Minority

‘Persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.’
(definition provided by Canada’s federal Employment Equity Act)

[Back to
Definitions List](#)

Xenophobia

Fear or hatred of foreigners, people from different cultures, or strangers. This type of fear is usually based on irrationality.

[Back to
Definitions List](#)



Module 2: Canadian History

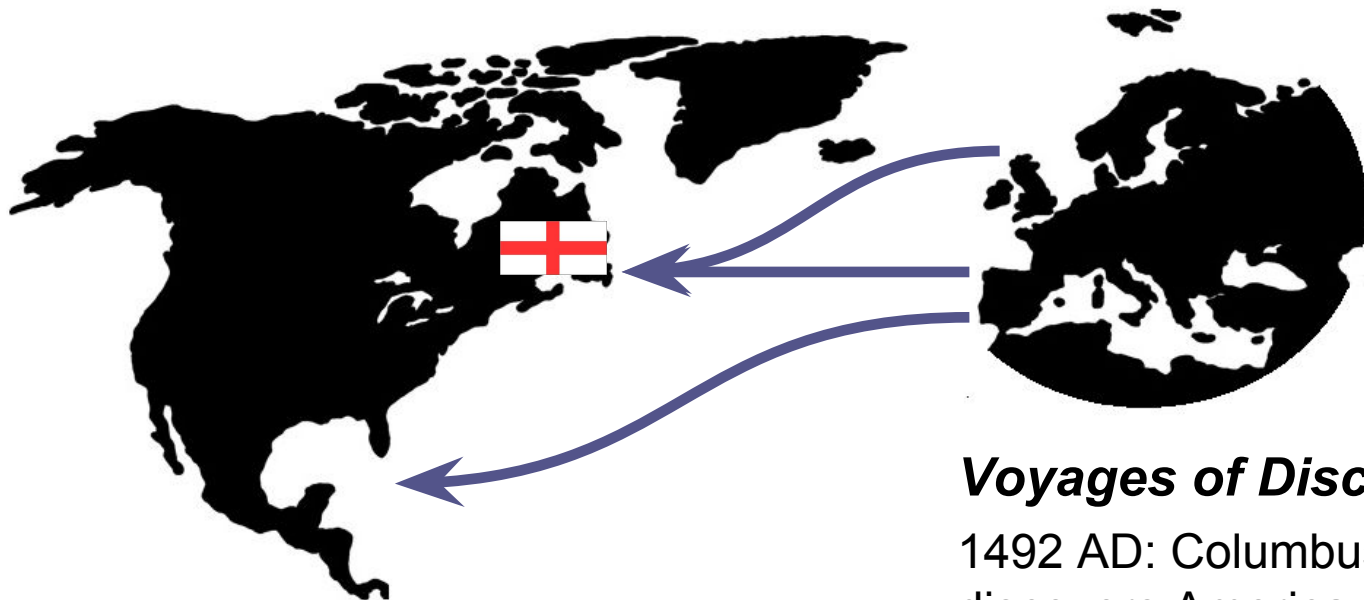
The humans that originally inhabited Canada (i.e. Indigenous or First Nations) diversified in language groups and cultural practices for ~10,000 years.



How Did We Get Here?

For most of human history, human populations were developing in relative isolation from each other.

1000 AD: Vikings land in Newfoundland.



Voyages of Discovery

1492 AD: Columbus discovers America.

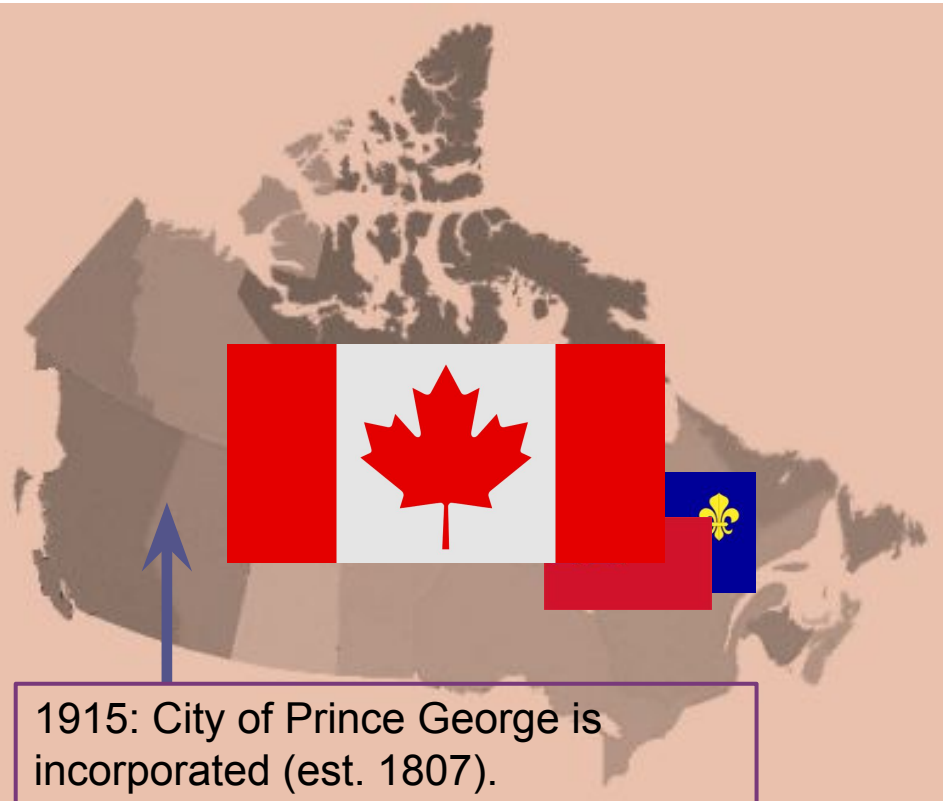


1497 AD: John Cabot lands in Newfoundland.



Canada Starts With the Fur Trade

1530s-1850s (>300 years)



1915: City of Prince George is incorporated (est. 1807).

→ Located on the traditional territory of the **Lheidli T'enneh First Nation** ("people of the confluence of the two rivers", the Fraser and the Nechako).

1534-1763: New France

1783: British North America

1841: Province of Canada

1867: Confederation of Canada 🏭

1912: Canada

1931: Statute of Westminster

1965: Modern Flag Design

1982: **Constitution of Canada** 🎓
(Statute of Westminster ends)



Racial Diversity Didn't Truly Start Until the 1970s



Immigration was **>97% European** for most of Canadian history .

- For the first 400+ years
(from the 1530s until the 1970s)

In the 1950s (after WWII), certain cases of refugees allowed into Canada.

1967: points system

1971: multiculturalism policy

In 1980, European immigration dropped to **86%**.

By 1990, European immigration dropped to **66%**.



Multiculturalism For Only 47 years



“Multicultural” multi-ethnic groups have only existed in Canada for <50 years.

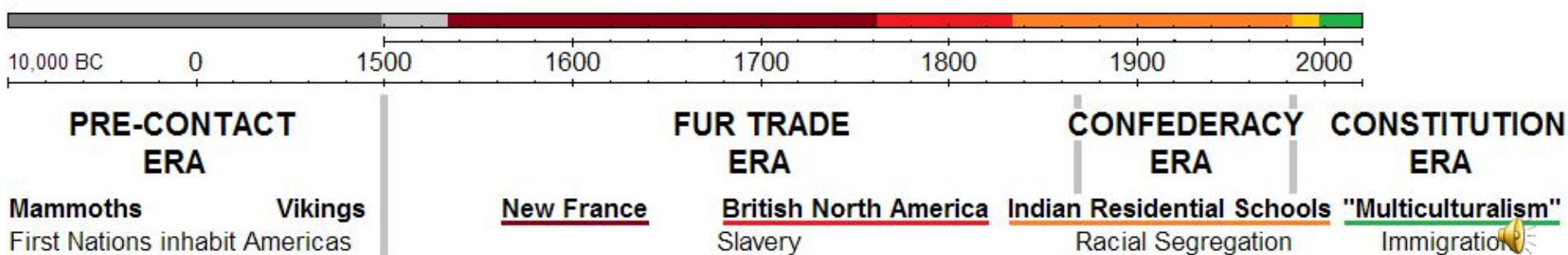
Prior to that, racial diversity only existed as:

- First Nations / Indigenous
- Settler Europeans
- Slaves (abolished in 1833)
(5% of the pop’n of New France)



Canadian History: Summary

THANK YOU



Module 2 Mini Pop Quiz

True or False? In the history of Canada...

1. There has never been slavery. T/F
2. There has never been any racial segregation (separation of different ethnic groups). T/F
3. For the first 100 years of Canada's history (since the Confederation of Canada was formed in 1867), only European immigrants were accepted into the country
T/F
(non-European immigration only started in the 1970s)

Module 3: What is discrimination.

What knowledge people utilize to base their hate: ignorance and stereotypes.

What is discrimination?

- Discrimination is the unfair treatment or harassment that causes harm towards a person or a group of people based on their sex, gender identity or expression, age, religion, ancestry, skin colour, place of origin and race, physical or mental disability, political belief etc.
- According to the Canadian Community Health Survey 2013 data, almost 23% of Canadians reported having experienced at least one form of everyday discrimination in their lifetime. The most common types of discrimination reported are gender, age and race, each reported by over 6% of the Canadian population. (Godley, 2013)

What People Use (for basing their hatred on)

- Ignorance
- Stereotypes
 - “All _____ are _____.”
 - What happens when someone doesn't fit into a stereotype?

Different types of discrimination.

Race, religion and socio-economic status are not the only forms of discrimination. There are many other categories that fall under the concept of discrimination. The following are listed under the Canadian Human Rights Commission:

- Race
- National or ethnic origin
- Colour
- Religion
- Age
- Sex
- Sexual Orientation
- Gender Identity or Expression
- Marital Status
- Family Status
- Disability
- Genetic Characteristics
- A conviction for which a pardon has been granted or a record suspended.

Identifying discrimination.

- Ethnic identity is a fundamental and substantial characteristic of an individual's overall identity. According to research, ethnic pride has been found to stand as a shield or a safeguard from the negative effects of discrimination. Having a strong sense of identity and a clear understanding of one's roots, shifts an individual's focus towards the positive aspects of their own group or culture; which in turn supports their self-esteem (Tajfel, 2001). According to research, ethnic identity plays a protective function towards the negative consequences that ethnic or racial discrimination could implicate on someone's mental health.

At School

In schools, discrimination often takes place in the form of bullying. Bullying can be physical, verbal, psychological or accomplished through cyber bullying. Making fun of another student or peer. Bullying is defined as “the repeated intimidation of another person” which is a form of violence. The purpose of bullying is to establish and maintain power over others. Victims in a typical conflict want the issue resolved. In a bullying conflict the bully is not interested in resolution but rather in maintaining power over others.

- **Cyber-bullying:** involves the use of information and communication technologies to support deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others. In many cases perpetrators can stay anonymous.
- **Teasing vs. Bullying:** Teasing occurs when someone makes fun of you in good humour. The person doing the teasing knows you well and does not intend to hurt your feelings. Teasing is meant for both parties to laugh. Teasing becomes bullying when the teasing is one way and the person being teased becomes uncomfortable and is not able to tease back.
- **Teasing vs. Harassment:** Someone is harassing you when you don't think the joke is funny, it makes you feel uncomfortable, and you have asked them to stop their behaviour and they continue to bother you. You feel scared and unsafe.

In the community.

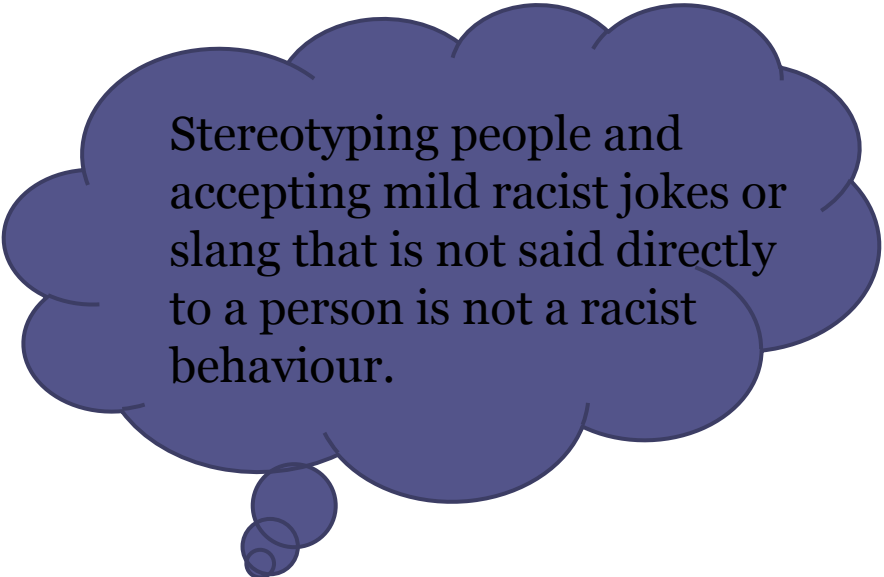
- As per statistics Canada 2016, a survey conducted by the Canadian Community Health Survey 2013 reported approximately 23% of Canadians as having experienced at least one form of discrimination in their life time. The most common types of discrimination reported were: racial discrimination (6.73%), gender discrimination (6.33%) and age discrimination (6.19%).
- Some examples are: being treated poorly at a supermarket due to a physical disability, race or age of a person, being denied of a job opportunity due to age, gender, race or physical disability, etc.

At the workplace.

- According to a poll conducted by Abacus Data in 2017, it was found that 53% of adult women in Canada have experienced unwanted sexual pressure. Just over 1 in 10 Canadians said that sexual harassment is quite common at their work place. It was found that men likely as well as women, stated that women are sexually harassed at work (B., 2017).
- **Abuse in Power Relationships:** People used to having relationships within an abusive belief system will not always understand when someone from a respectful relationship belief system tries to connect with them. If someone tries to be equal, they might respond by trying to make themselves superior. Paying attention to these qualities in your interactions with someone can help you determine whether their relationship with you is respectful or not.
- Discrimination can be direct, indirect, unintentional or intentional.

In the media. (Cyberbullying and public attacks).

- One of the most common forms of racism is stereotypes. Racism has evolved from “black and white” to the multi-cultural issue that we are currently facing. When reinforced by the negative media, it can cause moral panic in people. Due to the lack of details covered in stories published by the media, real facts become distorted, pointing out specific ethno-cultural groups or race, which causes moral panic to arise. Nevertheless this practise is wrong, has a great influence over people, and with subliminal subtleness, racism becomes an accepted and normalized common practice in our society. (racism., 2012)
- **Cyber-Bullying:** Involves the use of information and communication technologies to support deliberate, repeated and hostile behaviour by an individual or group, that is intended to harm others. Perpetrators have the ability to stay anonymous and can stalk their victims with cell phones or internet access.



Stereotyping people and accepting mild racist jokes or slang that is not said directly to a person is not a racist behaviour.

False!

Subtle types of racism are detrimental because they validate racist behaviours and attitudes, which affects all kinds of people everyday.

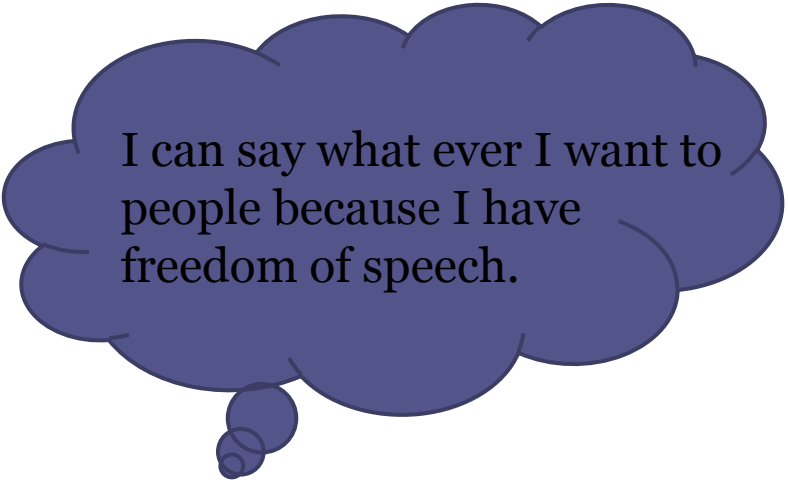
Module 3 Pop Quiz

Is it racist when...

1. I get called a 'nickname' based on my appearance, culture or ethnicity?
2. Someone asks, "what are you?"
3. I insult the hairstyle of the new kid in class?
4. I tell a classmate a funny story that makes fun of two other students?
5. Living in poverty becomes part of your ethnic identity?

Module 4: An Educated Response.

Respect, Boundaries, Communication Styles and Conflict Resolution.



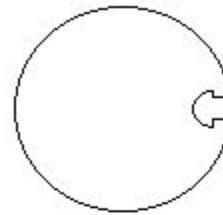
I can say what ever I want to people because I have freedom of speech.

	<p>True, we have freedom of expression under Section 2 of the Canadian Charter of Rights and Freedom. However, that right has boundaries. It is illegal to promote hatred based on ethnic origin, race, religion, colour and sexual orientation. The use of such terms is not tolerated in Canadian society.</p>	
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Boundaries

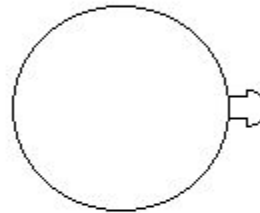
- “Knowing where I end and others begin.”
- Everyone has a right to set boundaries and expect them to be honoured.
- This can be difficult if you don't know how to state or set boundaries clearly with the important people in your life.

Strong ego boundaries: like a door with the doorknob on the inside



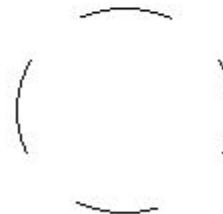
trust	(hope)
autonomy	(willpower)
initiative	(purpose)
industry	(competence)

Weak ego boundaries: like a door with the doorknob on the outside



mistrust
shame
guilt
inferiority

Broken ego boundaries: like a house without any doors



confusion
powerlessness
helplessness

Ego boundary is the internal strength by which a person has an ego barrier to guard his inner space. This is the means the individual uses to cope with and modulate his interactions with the world.

Boundaries

- What are some examples of boundaries?
- What happens when they are crossed?
- How does it feel?
- Are everyone's boundaries the same?
- Is it easy or difficult to establish clear boundaries?
- What might stop us from putting up our boundaries?
- Is it easy or difficult to have boundaries with people in positions of authority?
- Do your friends and family members know what your most important boundaries are?

Examples of Boundaries

- “Space”
 - Standing too close to someone.
 - Going through someone’s backpack or purse.
 - Ignoring someone’s discomfort with an activity or behavior.
 - Breaking or taking someone’s belongings.
- “Talk”
 - Name-calling, insults.
 - Interrupting.
 - Telling offensive jokes.
 - Spreading rumors and gossiping.
 - Asking personal questions.
- “Touch”
 - Any unwanted physical contact.

Communicating Boundaries

- Being able to set and maintain boundaries is a necessary part of being able to take care of oneself.
- Without clear boundaries, a person (like a country) can be “invaded” (pushed around or even violated).
- Many inter-personal conflicts start when a personal boundary is crossed.

“I feel (it feels) _____ when _____.

Next time, I would like you to _____.

If you don’t, or it happens again, _____.”

Communicating Boundaries Tips

- Maintain direct eye contact.
- Use facial expressions and gestures which emphasize your words.
- Move away to create a more comfortable distance.
- Speak in a calm but firm voice.
- Use “I statements”, ex. “I don’t want to.”
- Say NO, without excuses.
- Get help if your boundaries are being ignored.

Conflict Resolution

Interpersonal conflicts are a normal part of everyday life, whether in the workplace, out in the community, or at home. Conflict resolution happens best when conflicts are quickly addressed and everyone's participation is involved. The solution must consider each person's perspective, feelings, and considerations, while also being meaningful to all the people involved.

Before conflict resolution can work, the following must be understood:

- Safety is the number one priority in a conflict.
 - Leave any situation that feels dangerous.
 - Do not stay to resolve a conflict in an unsafe environment.
- Both parties must be willing to resolve the conflict.
- Everyone has equal dignity and worth.
- Everyone deserves to be treated with respect.
- Everyone is entitled to his/her feelings and opinions.

Steps to Conflict Resolution:

- Cool off.
- Take turns expressing feelings about what happened.
- Listen to what each person is saying.
- Talk about different solutions or compromises.
- Choose a win-win solution.

Personal steps: What to do as a victim of racism and discrimination.

- -Talk about it with a trusted friend.
- - If at work, document all incidents of harassment in a piece of paper.
- - Inform your human resources team manager at work about what you are experiencing and
- -Discuss your rights and options available.
- - Save all harassing messages if sent by email or via cell phone and show them to the police.
- - Report to the police any public incident of discrimination or harassment that you experience. You might not have sufficient evidence yet but it is important to create a file.
- -When the situation feels dangerous, leave. And if it doesn't feel safe to intervene, get help.
- - Access free community resources listed below. You have the option to remain anonymous and seek the right advice.
- - Don't isolate yourself. Find a support system with trusted friends, family and other community resources such as your family doctor.

Module 5: Outcomes/Consequences

- Health Impacts
- Legislation
- Resources Available

Effects on Health

- Studies conducted on perceived discrimination have found that perceived **discrimination has negative health impacts**. Some of these negative effects are: **anxiety, depression, obesity, high blood pressure and substance abuse**. Whether or not a person has experienced discrimination in a direct or indirect manner, it is still stressful to be part of a racial group or a minority group that is often the target of discrimination. “The anticipation of discrimination creates its own chronic stress. People might even avoid situations where they expect they could be treated poorly, possibly missing out on educational and job opportunities.” (Elizabeth Brondolo, 2015)

Legislation

Grounds of protection in BC

- Section 15 of the Canadian Charter of Rights and Freedom state the following:
- **15.** (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability (Canada G. o., n.d.). (Clinic, 2016)
- “Human rights legislation works in the public arena and provides protection, procedures and remedies for those who have experienced discrimination. The protections afforded to us in human rights law flow from the *Charter of Rights and Freedoms*. Because of this, human rights legislation is considered quasi-constitutional and takes precedence over, and often influences, other pieces of legislation.” (Clinic, 2016)

Access Community Resources

RCMP Prince George	911 or non-emergency (250) 561-3300 455 Victoria St, Prince George, BC V2L 0B7
Crisis Lines	250-563-1214 / 1-888-562-1214
Youth Line	250-564-8336 / 1-888-564-8336
Crisis Chat	www.northernyouthonline.ca

Need someone to talk to right away?

- If you are worried, confused or just need someone to talk to, there is help available:
- **Kid's Help Phone:** Call 1-800-668-6868. For kids and teens (ages 20 and under), professional counsellors are available to help, 24 hours a day. It's free, confidential and anonymous.
- **Mental Health Support Line:** Call 310-6789 (do not add 604, 778 or 250 before the number). This number will connect you to your local BC crisis line without a wait or busy signal, 24 hours a day. Crisis line workers are trained to help provide emotional support as well as mental health information and resources.
- **Prince George Branch** 1152 3rd Avenue Prince George, V2L 3E5 British Columbia, Canada
- **Phone:** (250) 564-8644 **Fax:** (250) 564-6155 **Email:** reception@cmhapg.ca

Other Resources

- Crisis Prevention, Intervention & Information Centre for Northern BC**
 Serves all of Northern BC from the Alberta border to Haida Gwaii and from Quesnel to the Yukon border
 24/7 Crisis Line: 250-563-1214 or 1-888-562-1214
 310 Mental Health: 310-6789
 BC Wide Line: 1-800-Suicide (1-800-784-2433)
 Youth Line, 4-10 pm, 7 days a week: 250-564-8336 or 1-888-564-8336
 Youth Crisis Texting, 4-10pm daily: 250-564-8336
 Youth Online Chat, 4-10 pm daily: www.northernyouthonline.ca
 5th Floor, 1600-3rd Ave., Prince George, BC V2L 3G6
 Business: 250-564-5736
 Fax: 250-563-0815 email: pgcrisiscentre@telus.net
 website: www.crisis-centre.ca
- Province-Wide British Columbia, BC**
 Crisis 24 hrs: 1-800-SUICIDE (1-800-784-2433)
 Business: 250-753-2495
 Fax: 250-753-2475
 website: <http://www.crisislines.bc.ca>
- 310 Mental Health Support Line (province wide)**
 Crisis 24 hours: 310-6789
 website: www.crisislines.bc.ca
- S.U.C.C.E.S.S. Chinese Help Lines**
 Cantonese Help Line, 10 am – 10 pm: 604-270-8233
 Mandarin Help Line, 10 am – 10 pm: 604-270-8222
 #220-700 Minoru Blvd., Richmond, BC V6Y 3Z5
 Business: 604-270-8611
 Fax: 604-270-8611
 email: Johnson.ma@success.bc.ca

More tools to help you:

- Educate
- Interact
- Support
- Celebrate
- Recognize

www.embracebc.ca

Thank you for your participation!



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