

# Anti-Black Racism

## PROFESSIONAL DEVELOPMENT SERIES 2021-2022

A collaborative initiative of the Department of Human Resources and the Office of Human Rights Equity and Accessibility



University  
of Windsor

### ANTI-BLACK RACISM: A CANADIAN CONTEXT

October 26, 2021, 10:00 am – 12:00 noon

Anti-Black racism is very much a reality in Canada, requiring open discussion, learning, and action. This session is an opportunity to explore questions such as: Why “Black Lives Matter”? What is white privilege? What are microaggressions/microinvalidations? What is systemic racism? Topics will also include being an active ally, and anti-racism practice. While there is no single approach to address anti-Black racism and no simple cure, what is required is a commitment to lifelong learning and the need for ongoing sustained action.

### UNDERSTANDING WHITENESS, PRIVILEGE AND BEING AN ACTIVE ALLY

November 24, 2021, 10:00 am – 12:00 noon

This session will explore the concepts of whiteness and privilege, how these get manifested and how they contribute to anti-Black racism. It will also highlight what it means to be an active ally working against anti-Black racism and explore strategies/approaches to challenge racism and make our campus more respectful, inclusive and equitable.

### BUILDING AWARENESS OF BLACK HERITAGE IN WINDSOR-ESSEX

January 27, 2022, 10:00 am – 12:00 noon

This session will enhance participants’ knowledge and understanding of the rich heritage of Black communities and individuals in Windsor and Essex County. Key contributions of people of African descent along with individual and collective efforts to resist anti-Black racism will be highlighted. Commonly held myths regarding Black history in the region will also be dispelled.

### ACKNOWLEDGING AND CHALLENGING UNCONSCIOUS BIAS AND MICROAGGRESSIONS

February 22, 2022, 10:00 am – 12:00 noon

This session will explore unconscious bias (also referred to as implicit bias) and microaggressions. It will describe how these biases are formed and the ways in which they impact individuals of African descent. It will also highlight how to recognize and challenge our own biases and reframe our way of thinking to provide exceptional and inclusive service/work experiences.

### UNDERSTANDING ANTI-BLACK RACISM

March 30, 2022, 10:00 am – 12:00 noon

This session will provide an overview of anti-Black racism and highlight the implications of internalized racism. It will also explore some of the common myths such as reverse racism and racial invisibility that perpetuate racism and how attitudinal barriers manifest in our work and interactions.

### BLACKNESS AND INTERSECTIONALITY: CHECKING THE VISIBLE AND INVISIBLE BOXES

April 28, 2022, 10:00 - 12:00 noon

This session will provide an overview of how race and other social identities intersect, overlap and interact with one another. It will also examine the relationship between a person’s intersecting identities, different power structures and the complexities of racism. Participants will explore how to apply an anti-racist intersectional framework to address inequities.