

Inquiry Question

How common is racial bias in Canada?

Name: _____

Date: _____



<https://pixabay.com/illustrations/handcuffed-arrest-oppression-racism-1251664/>

General Instructions

Even though the Charter of Rights and Freedoms guarantees all Canadians the same rights regardless of gender, race, religion or sexual orientation, there are concerns that racism is still a problem in Canada.

How common is racial bias in Canada?

Materials you'll need:

- A printed copy of this inquiry project. You can also complete this project using a digital device.
- Pen/pencil

Project submission:

Submit the completed pages of this project.

Make an initial decision

All Canadians are equal under the law and are guaranteed the same rights by the Charter of Rights and Freedoms regardless of gender, race, religion, or sexual orientation. The Charter protects Canadians from overtly or obvious attacks based on their racial background including racial slurs, unfair workplace treatment, or any form of segregation.

How common is racial bias in Canada? Mark your initial decision on the gauge below using an arrow.



Write down two or three reasons why you believe Canada is or is not a just society. How many of your reasons addressed overt or open racial discrimination? How many are focused on non-obvious and sometime unconscious forms of racial bias?

- 1.
- 2.
- 3.

Define important terms

Read the following definitions for **explicit bias**, **implicit bias**, and **systemic bias**.

Explicit bias is very clear and intentional. When a person shows an explicit racial bias there is no mistaking his or her feelings and attitudes towards people from a different race. This type of bias is very conscious and is expressed through words that are often hurtful and in extreme cases through physical and verbal harassment or through more subtle means such as exclusion.

Implicit biases are unconscious and are often the product of learned associations and social conditioning that begins at a young age, and most people are unaware that they hold them. Although unconscious and usually unintentional, implicit racial bias can be as harmful as explicit bias as it leads to actions, and decisions such as stereotyping that can be very hurtful to others. By becoming aware of our own implicit biases and actively avoiding them, we can help to end harmful racist stereotypes and prejudices.

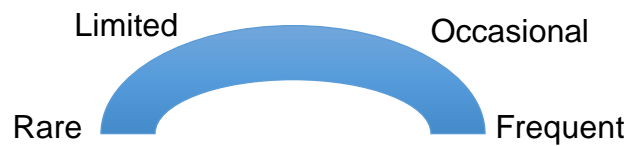
Systemic bias is prejudice or unfairness directed by health, educational, government, judicial, legal, religious, political, financial, media, or cultural institutions towards individuals of an oppressed or marginalized group. The key difference between implicit bias and systemic bias is that systemic biases are barriers maintained by institutions, while individuals hold implicit biases.

Read through each scenario and data on the next page and decide if it is an example of explicit racism, implicit racism, or systemic racism.

Scenario and data	Type of bias	Reason for decision
<p>A young Black female student with high grades is encouraged by the school guidance counsellor to re-consider her desire to study science in university and instead go to hair dressing school.</p>	<p><input type="checkbox"/> Explicit racial bias <input type="checkbox"/> Implicit racial bias <input type="checkbox"/> Systemic racial bias</p>	
<p>An app for smart phones warns visitors to a city away from “dangerous” neighbourhoods, keeping people from visiting business in predominantly Black areas.</p>	<p><input type="checkbox"/> Explicit racial bias <input type="checkbox"/> Implicit racial bias <input type="checkbox"/> Systemic racial bias</p>	
<p>Black drivers are 31% more likely to be pulled over than White drivers.</p>	<p><input type="checkbox"/> Explicit racial bias <input type="checkbox"/> Implicit racial bias <input type="checkbox"/> Systemic racial bias</p>	
<p>History textbooks seldom include information about sub-Saharan civilizations.</p>	<p><input type="checkbox"/> Explicit racial bias <input type="checkbox"/> Implicit racial bias <input type="checkbox"/> Systemic racial bias</p>	
<p>Someone says “You don’t sound Black.”</p>	<p><input type="checkbox"/> Explicit racial bias <input type="checkbox"/> Implicit racial bias <input type="checkbox"/> Systemic racial bias</p>	

<p>Someone claims that they feel nervous living in a predominantly Black neighbourhood.</p>	<p><input type="checkbox"/> Explicit racial bias <input type="checkbox"/> Implicit racial bias <input type="checkbox"/> Systemic racial bias</p>	
<p>Voters are reluctant to vote for a Black leader for their country.</p>	<p><input type="checkbox"/> Explicit racial bias <input type="checkbox"/> Implicit racial bias <input type="checkbox"/> Systemic racial bias</p>	
<p>In 2016, the unemployment for Black Canadians was 12.5%. For non-visible minorities it was 7.3%.</p>	<p><input type="checkbox"/> Explicit racial bias <input type="checkbox"/> Implicit racial bias <input type="checkbox"/> Systemic racial bias</p>	

Revisit page 2 and your decision about the prevalence of racial bias in Canada. Given what you've learned about explicit racism, implicit racism, and systemic racism, how common is racial bias in Canada?



How have your thoughts about racism in Canada changed? What's stayed the same?

Create a poster to inform others about implicit bias

Use what you have learned about implicit bias to create a poster that can help raise awareness among others.

Your poster should include:

- ✓ A thought-provoking title
- ✓ 4-5 images, graphs, or quotes
- ✓ A caption to explain each of the images, graphs, or quotes. Each caption should be no more than 20 words.
- ✓ When designing your poster consider design features such as size of font, use of colour, shapes, layout to ensure the poster is not cluttered.

Share a sketch of the poster you are planning to create with a friend or a family member for some helpful feedback before creating the final poster.