



# Intersectionality & COVID-19

May 15th, 2020



Funded By:



Human Rights  
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# AAISA CERTIFICATION

- AAISA offers Canada's **only** certification program for qualified settlement practitioners.
- If you attend or view all three webinars in this series, this will qualify for credit towards the Settlement Practitioner Certification.
  - Open only to Settlement Practitioners or those training to become one.
  - Completion of quiz will be required to gain training hour credits.
  - Webinar recordings will be available on AAISA's YouTube channel.
  - For more info: [pd@aaisa.ca](mailto:pd@aaisa.ca)
- The full-day Anti-Discrimination course will also qualify for credit. Details will be posted on [aaisa.ca](http://aaisa.ca) once available.





# Introductions



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# Territorial Acknowledgement

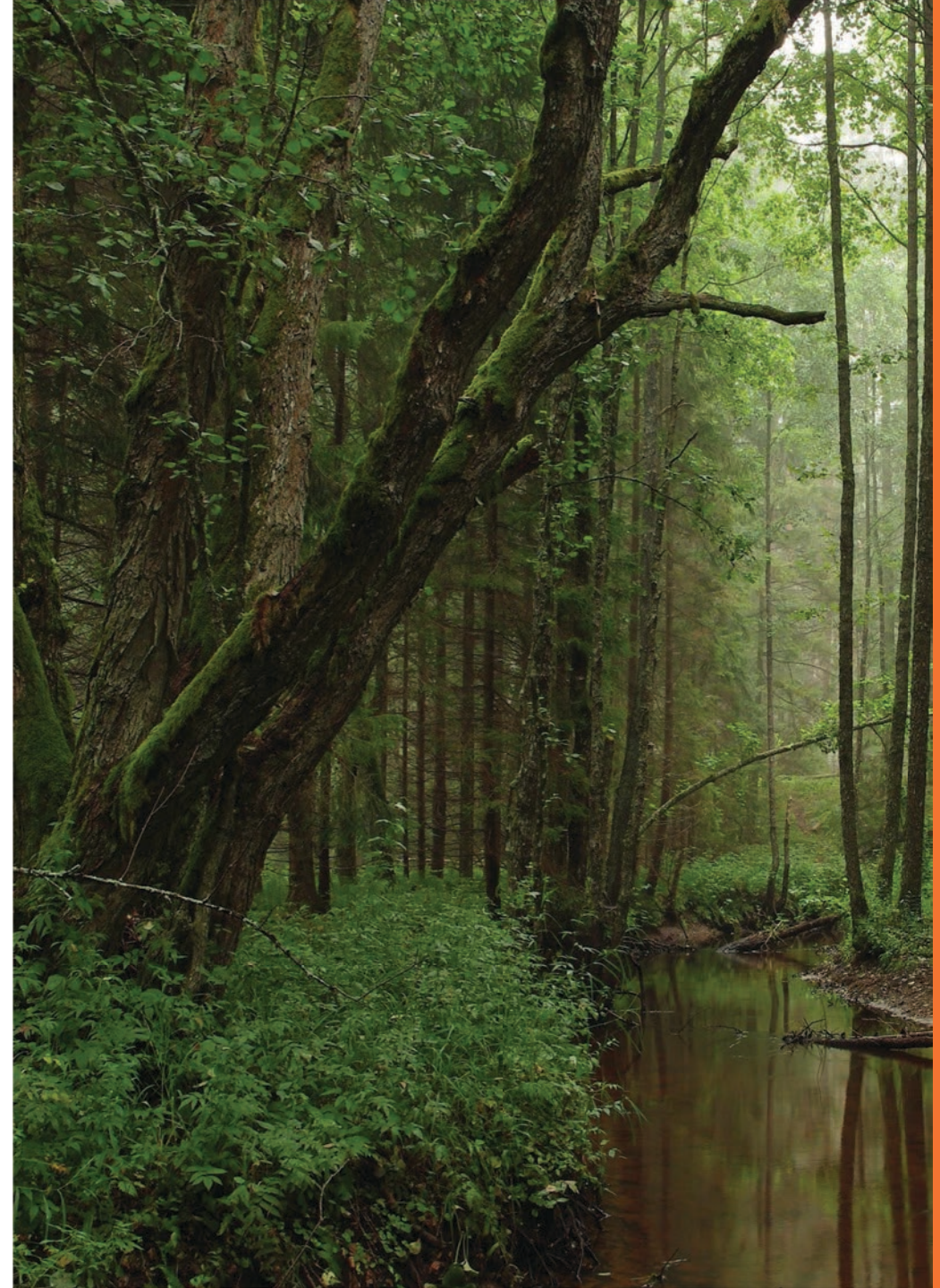


# Objectives

- Develop an understanding of Intersectionality
- Learn how to analyze the COVID-19 through an intersectional framework
- Reflect on how to incorporate accountability and continued learning into anti-racism work

# Outline

- Online Conduct & Accountable Spaces
- Recap of the last webinars
- Poll
- Analysis of Intersectionality & COVID-19
- Poll
- How to respond
- Continued Learning & Accountability
- Closing poll
- Self-Care Activity
- Questions





# Accountable Spaces



## Respect the space and others

Reflect and plan the ways that you can make this space accountable for you.



## Individuals experience racism in different ways

Recognize that each experience and viewpoint is valid even if they differ. Consider that you do not need to agree with a perspective in order to understand it.



## Power and privilege

Examine your own privilege and be aware of potential power dynamics that you might contribute to within this space. Also be aware of assumptions you might make about other people.



## A place of learning & self reflection

Recognize that we are all in a place of learning. When possible, be open to calling people “in” instead of calling them “out”.



## Take care of yourself

Try and incorporate boundaries and preparation into your online experience. Have a self-care plan ready and be ready to contact a person that you can debrief with.

Adapted from CommunityWise





# Content Warning

A content warning is used to warn attendees of upcoming information that they might find triggering or upsetting

## Discussion of COVID-19

Content will include information on COVID-19 outbreaks, illness, and death.

## Analysis of COVID-19

This content will include specific information related to homelessness, essential workers, and long-term care facilities

# Racism & COVID-19: Recap

## **Background on COVID-19**

- Please visit the Government of Canada for the most up to date information on COVID-19
- <https://www.canada.ca/en/services/health.html>

## **Racism and Health**

- Examples and analysis of the rise of racism and xenophobia during the COVID-19 pandemic

## **Self-care and Community-care During COVID-19**

- Mental health concerns and impacts during COVID-19

# Online Hate & COVID-19 Recap

## **Analysis of Online Hate During COVID-19**

- Hate incidents, hate crimes, and hate speech
- Impacts of online hate

## **How to Respond to Online Hate**

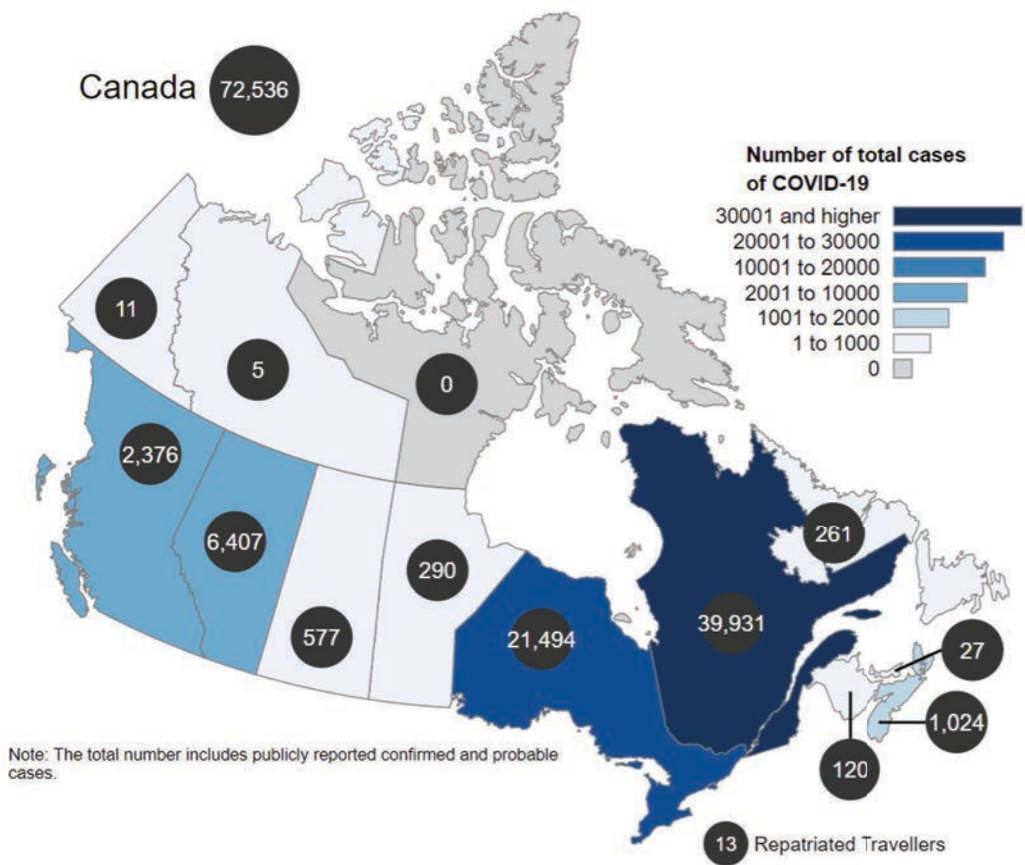
- Response Models
- Strategies to engaging directly and indirectly

## **Further Learning**

- Online courses and online campaigns

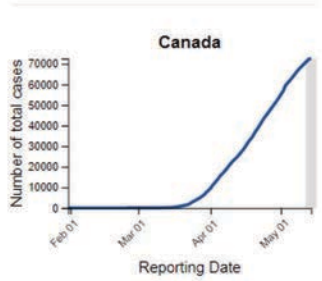


# COVID-19 in Canada



Note: The total number includes publicly reported confirmed and probable cases.

The number of total cases of COVID-19 in **Canada** was **72,536** as of May 14, 2020.



Source: <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection.html?topic=tilelink>



# Provincial Reopenings

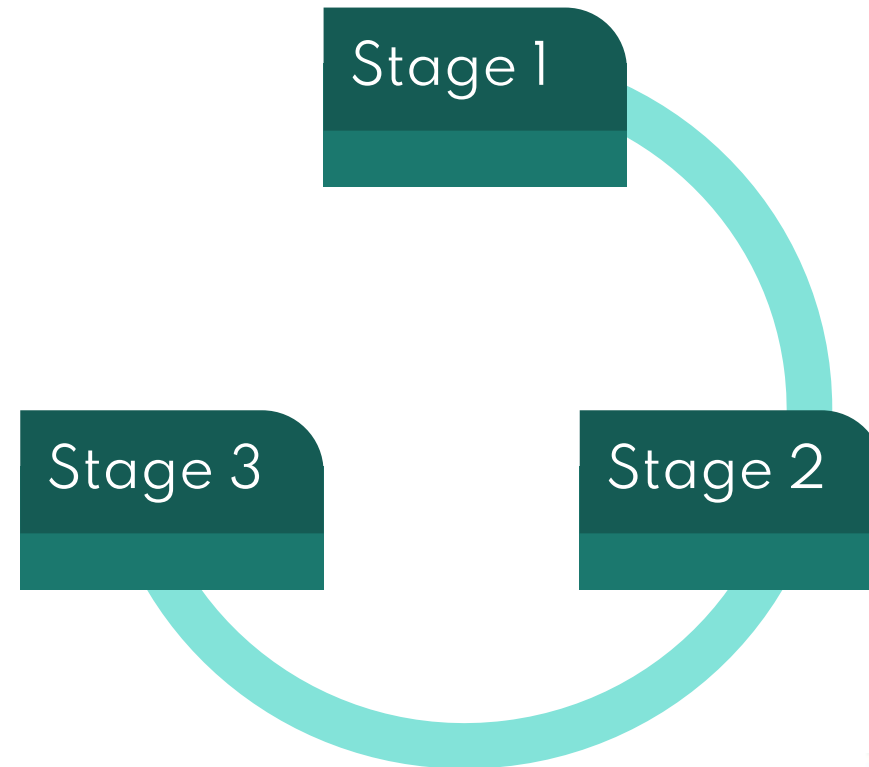


**Parks Canada**   
@ParksCanada

⚠ Starting June 1, 2020 visitors can access some trails, day use areas, green spaces as well as lakes/waterways in certain PC places. [ow.ly/k6Gz30qG3js#WeMissYouToo](https://ow.ly/k6Gz30qG3js#WeMissYouToo) ❤ but until then, our visitor facilities/vehicle parking remain closed. Thanks for your patience!

47 9:50 AM - May 14, 2020

35 people are talking about this



# Updates since last webinar

## **COVID-19 and Incarceration**

- Two individuals at the Calgary Remand Centre test positive for COVID-19
- There has been a second death in a federal prison, at the Federal Training Centre in Quebec
- According to CSC, there have been 990 tests across Canada

## **Indigenous Communities**

- According to Yellowhead Institute, there are 450 Indigenous COVID-19 cases across Canada
  - There have been 7 deaths

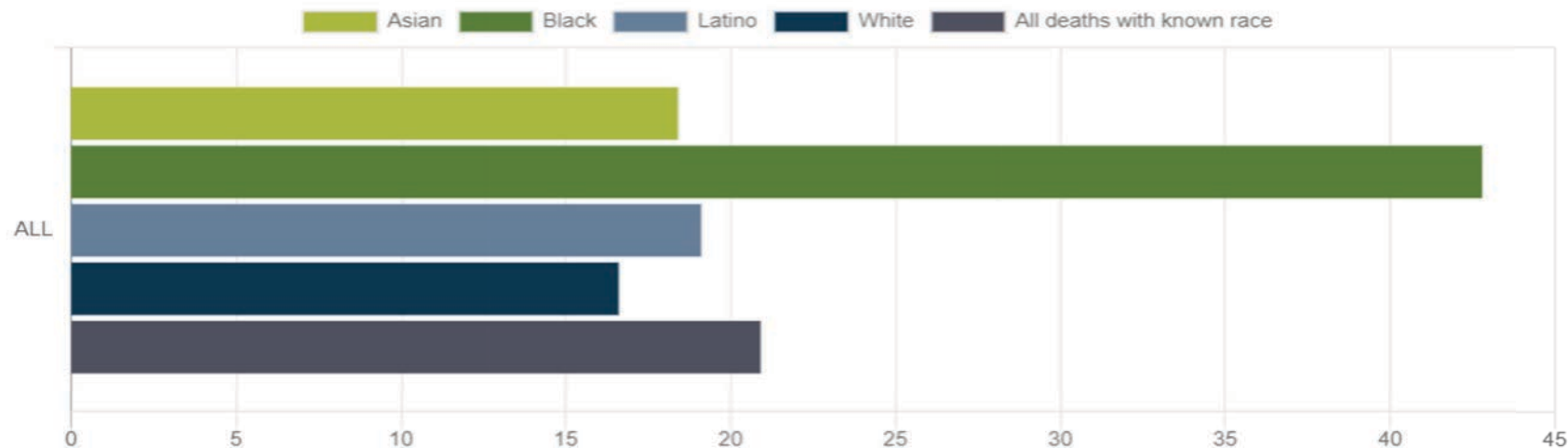


# Updates since last webinar continued

## Black Communities

- According to a recent report on COVID-19 mortality rates in the US, current data shows that Black Americans are dying at a rate 2.6 times higher than that of white Americans
- China's Guangdong province have announced a raft of new measures aimed at combating a racial discrimination storm which has threatened Beijing's relationship with African governments and Africans globally.

COVID-19 DEATHS PER 100,000 PEOPLE OF EACH GROUP, REPORTED THROUGH MAY 11, 2020



Source: <https://www.apmresearchlab.org/covid/deaths-by-race>

# Updates since last webinar continued

## Online Hate

- On March 11, Canadian singer Bryan Adams posted a racist message on his Instagram page

**bryanadams**

CUTS LIKE A KNIFE. A song by me. Tonight was supposed to be the beginning of a tenancy of gigs at the @royalalberthall, but thanks to some ~~fraking~~ bat eating, wet market animal selling, virus making greedy bastards, the whole world is now on hold, not to mention the thousands that have suffered or died from this virus. My message to them other than "thanks a ~~fraking~~ lot" is go vegan. To all the people missing out on our shows, I wish I could be there more than you know. It's been great hanging out in isolation with my children and family, but I miss my other family, my band, my crew and my fans. Take care of yourselves and hope we can get the show on the road again soon. I'll be performing a snippet from each album we were supposed to perform for the next few days. X❤️ #songsfromisolation #covid\_19 #banwetmarkets #selfisolation #bryanadamscutslikeaknife #govegan🌱

[view all 1,960 comments](#)

- “Anti-foreigner sentiment has surged online and in the streets. Anti-Semitic conspiracy theories have spread, and COVID-19-related anti-Muslim attacks have occurred.”
  - UN Secretary-General António Guterres





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# Feedback

- Many respondents found resources to be the most helpful
- Generally people appreciated the use of polls
- Many people highlighted that they found the data and statistics helpful



Image by Coffee Bean  
from Pixabay

# Recap of terms

**Racism** is an individual action or institutional practice backed by institutional power, which subordinates people because of their colour or ethnicity. (Anti-Racism Resource Centre, Community and Race Relations Committee of Peterborough)

**Racialization** is the process through which groups come to be socially constructed as races, based on characteristics such as race, ethnicity, language, economics, religions, culture, politics, etc. That is, treated outside the norm and receiving unequal treatment based upon phenotypical features. (Canadian Race Relations Foundation)

# Recap of terms cont.

**Xenophobia** describes attitudes, prejudices and behaviour that reject, exclude and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society or national identity (UNHCR)

**Discrimination** is the denial of equal treatment and opportunity to individuals or groups because of personal characteristics and membership in specific groups, with respect to education, accommodation, health care, employment, access to services, goods, and facilities. (CRRF)

# Poll

1. How are you feeling emotionally about any upcoming reopening plans in your province or territory?
  - a. Feeling anxious and/or nervous
  - b. Feeling optimistic and/or excited
  - c. Feeling cautiously optimistic
  - d. Unsure
  
1. Did you attend or watch the COVID-19 & Racism webinar or the Responding to Online Hate During COVID-19 webinar?
  - a. Yes, I attended or watched both
  - b. Yes, I attended or watched one
  - c. No
  - d. There were other webinars?



Photo by Alexis Fauvet on Unsplash



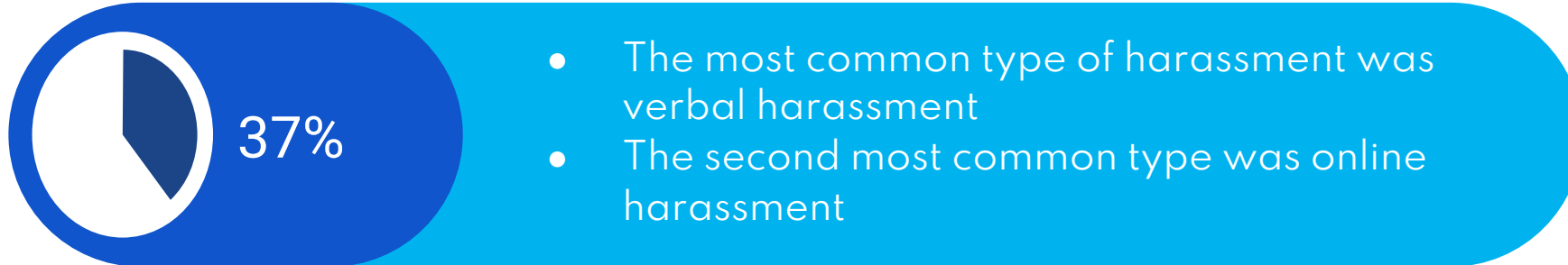
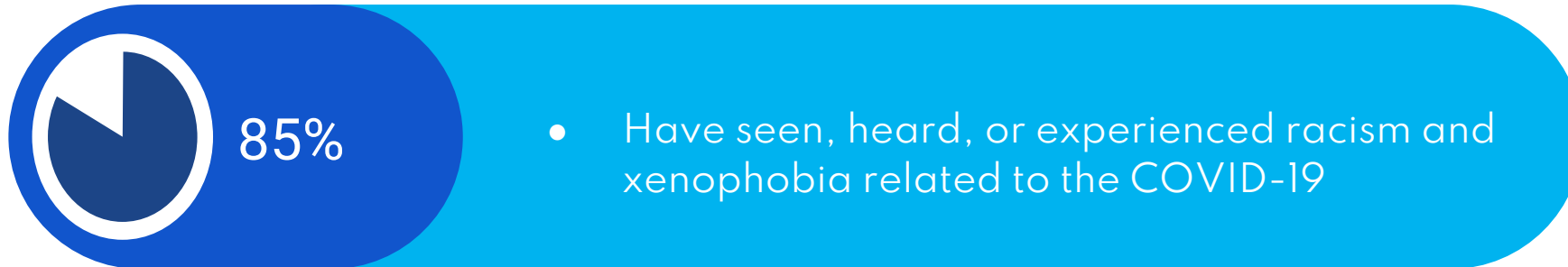
# Survey: 66 Respondents

**Purpose:** To get an understanding of how COVID-19 related racism and xenophobia has been affecting people in Canada.

- One person said they have seen racism and xenophobia occur in most places
- Online threats
- Microaggressions



# Key Insights



A woman with braided hair, wearing a black sleeveless top and multiple necklaces, is speaking at a podium. She has a microphone in her ear and is gesturing with her hands. The background is a plain wall with some blurred text. A blue banner is overlaid at the bottom of the image.

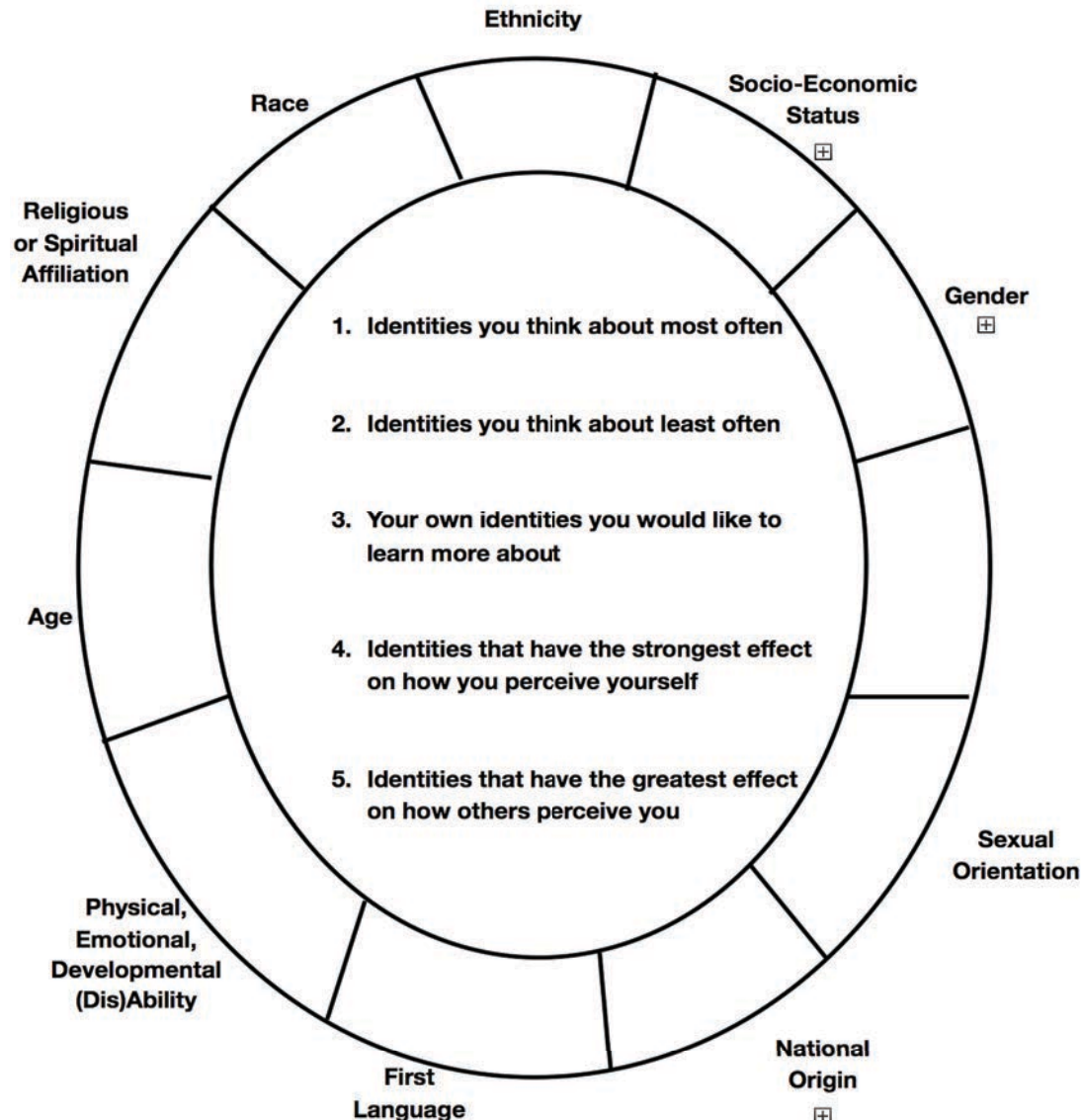
# Intersectionality & COVID-19

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# Reflexive Activity

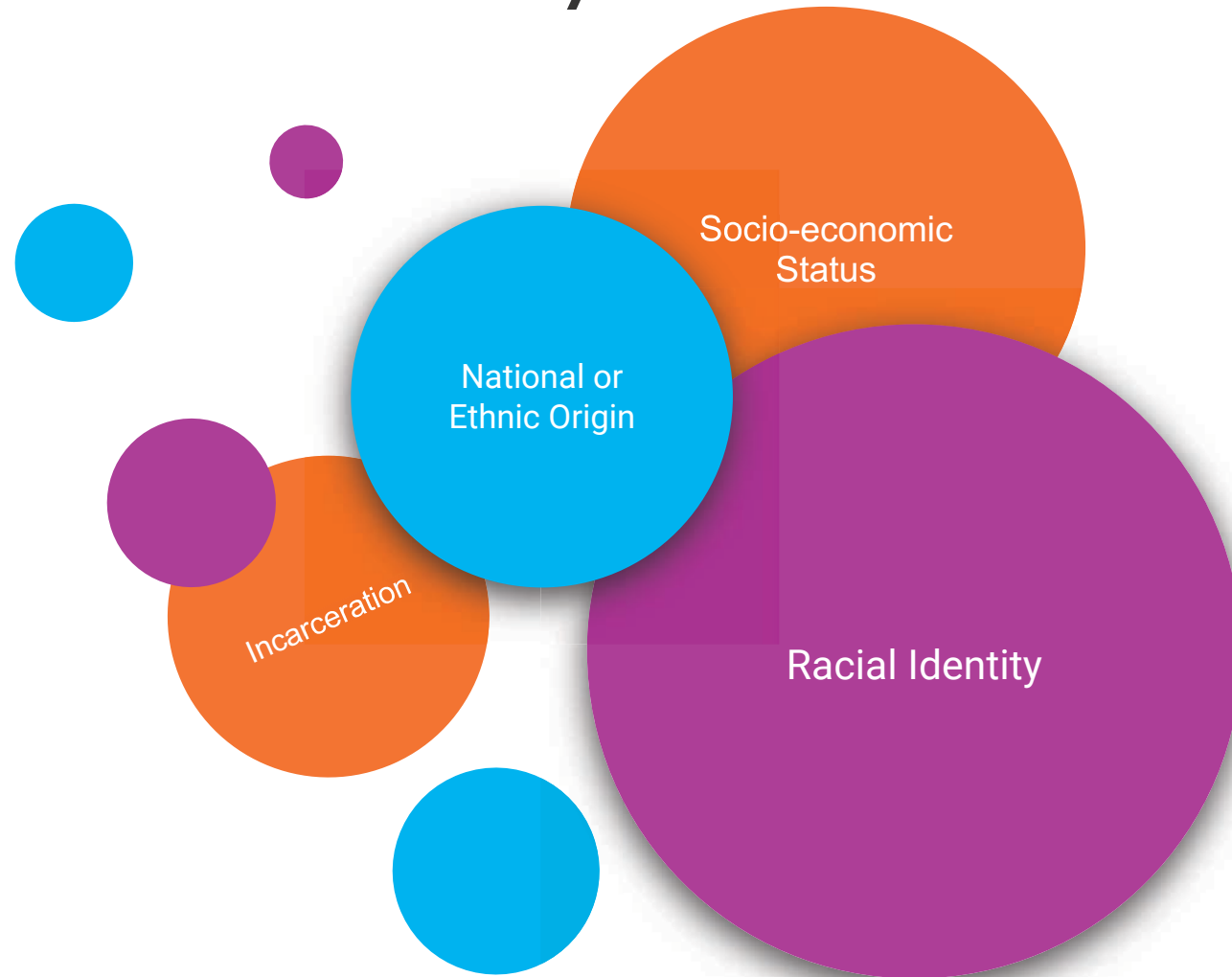


1. Reflect on your own social identity within each section

1. Reflect on the five questions in the centre of the wheel

Source: Social Identity Wheel (adapted from "Voices of Discovery") University of Michigan

# Intersectionality



# Applying an Intersectional Lens

1. Recognize that there are multiple forms of systemic discrimination that impact ones access to equal opportunity
2. Understand that forms of systemic discrimination can intersect with each other and present unique challenges
3. Respect the voice of those most affected by issues
4. Be inclusive and incorporate different perspectives when talking about issues
5. Individuals with intersectional identities can face challenges in how their families are perceived
6. Ensure that data collection does not overlook the experiences of individuals with intersectional identities
7. Think critically about social justice issues and assess how issues connect
8. Collaborate with people from different communities, issue areas, and sectors to promote transformative change
9. Consider how discrimination and inequality contribute to differing health outcomes
10. Understand the importance of coming together as a community

Adapted from: “Ten Tips for Putting Intersectionality into Practice.” The Opportunity Agenda.  
<https://www.opportunityagenda.org/explore/resources-publications/ten-tips-putting-intersectionality-practice>



# COVID-19 & Homelessness

- “1 in 5 racialized families lives in poverty in Canada, as opposed to 1 in 20 non-racialized families” (Canada Without Poverty)
- Indigenous peoples are overrepresented in the homelessness population
- “Newcomer youth make up 10.1% of youth who are homeless” (Without a Home: The National Youth Homelessness Survey, 2016)



Photo by Nick Bolton on Unsplash



# COVID-19 & Homelessness

- Individuals experiencing homelessness or housing instability are at a higher risk
  - Many individuals are unable to self isolate & practice social distancing
    - This includes those that are living in an overcrowded household
    - May be unable to access facilities to wash their hands frequently
- Difficulty in accessing supports and services that have either closed or are operating at reduced capacity
- Many shelters are currently operating at reduced capacity
  
- Some policies and measures have been put in place to help support individuals experiencing homelessness
- **But what happens when the pandemic is over?**



Image created by Vanessa Santos

# Who works at Cargill?

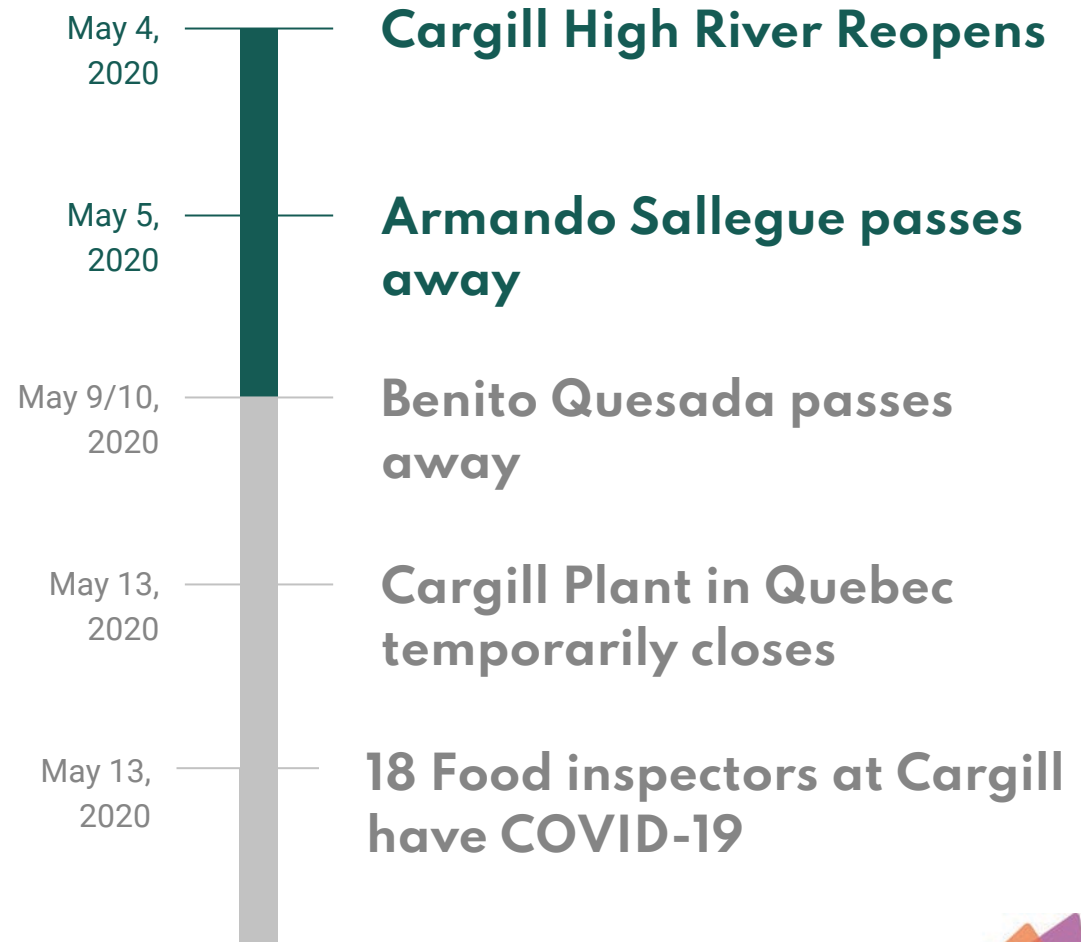
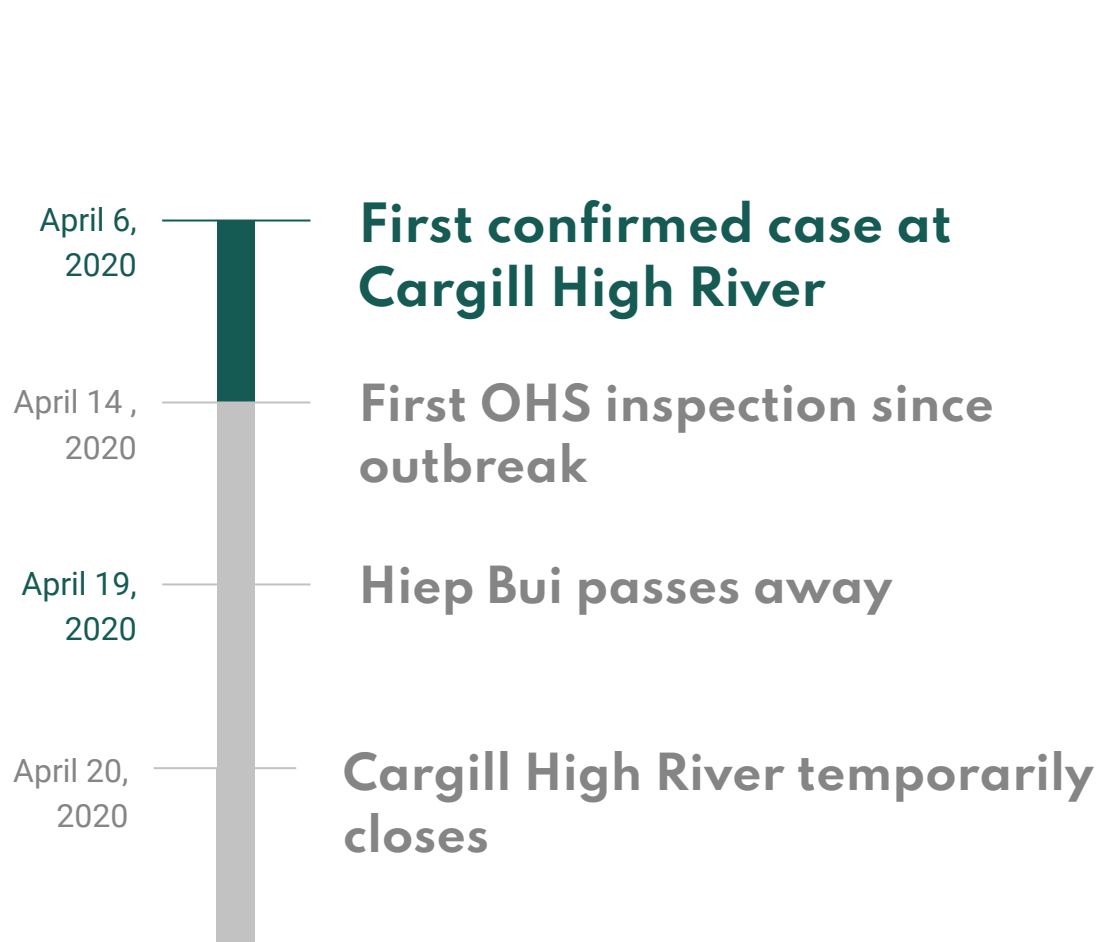
- 70% of Cargill High River workers are of Filipino descent. Within the remaining 30% a significant number are of Ethiopian, Eritrean, and Caribbean Descent.
- A significant population of workers are immigrants, temporary foreign workers, and refugees. Some came as temporary foreign workers and are now permanent residents. While others have worked there for up to 30 years with permanent resident applications still in progress.

“...Once past the interview stage in their home country that assesses qualifications, attitudes and expectations, the chosen applicants, who must qualify under existing federal, territorial and provincial legislation, are flown to Canada at Cargill’s expense as temporary foreign workers.”

Cargill High River’s Statement after winning Immigrant Services Calgary’s Organizational Diversity Award in 2014.



# Cargill





# Cargill

“Temporary migrant workers in occupations classified as low-skilled are structurally disadvantaged when it comes to workplace health and safety. They pay taxes and contribute to the employment insurance program, but if they become sick or injured, they can be laid off and sent back to their home country without access to the Canadian benefit system. Research shows that temporary migrant workers hide illnesses and injury for fear of being fired, and we cannot rule out that this influenced the Cargill workers who continued to do their job despite being sick.

It is deeply unjust that workers deemed “essential” in this pandemic are the same workers who are unable to access pathways to Canadian citizenship, and to equitable workplace health and safety.”

- Bronwyn Bragg

← Tweet



Calgary Herald ✓

@calgaryherald

Meat plant disruptions cast long shadow as summer barbecue season heats up [bit.ly/3bwemkh](https://bit.ly/3bwemkh) #yyc #yycbiz #COVID19AB



Meat plant disruptions cast long shadow as summer barbecue season heats up  
[bit.ly/3bwemkh](https://bit.ly/3bwemkh)  
calgaryherald.com

6:37 p.m. · 12 May 20 · Echobox



# Front-line Workers



Source: @DontDiscriminateMB Instagram



# Video



Fabrice Vil, co-creator of Je Me Souviendrai video  
Image source: @fabricevil | Twitter



# Long-Term Care Facilities

- Both patients and workers are being affected by COVID-19 in care facilities
- “One of Canada's largest senior living companies has been hit with a class-action lawsuit by the family of an elderly Ontario woman who died of COVID-19 at one of its facilities, claiming it failed to properly respond to the pandemic and caused "preventable deaths and unnecessary suffering," according to the the firm behind the suit.”

Source: <https://www.cbc.ca/news/canada/toronto/family-of-ontario-woman-who-died-of-covid-19-launches-class-action-lawsuit-against-long-term-care-operator-1.5568090>

**Ontario can now take over private long-term care homes hit hard by pandemic**



Downsview Long Term Care Centre is seen in this undated photo.

Source: <https://www.cp24.com>



# Long-Term Care Facilities

Table: Number of COVID-related or confirmed deaths in the population and in care homes (or among care home residents).

| Country                   | Date       | Approach to measuring deaths | Total number deaths linked to COVID-19 | Number of deaths of care home residents linked to COVID-19 | Number of deaths in care homes | Number of care home resident deaths as % of all COVID-19 deaths | Number of deaths in care homes as % of all COVID-19 deaths |
|---------------------------|------------|------------------------------|--|--|--------------------------------|---|--|
| Australia                 | 03/05/2020 | Confirmed                    | 95                                     | 24   |                                | 25%   |  |
| Belgium                   | 03/05/2020 | Confirmed + Probable         | 7,844                                  |  | 4,164                          |   | 53%  |
| Canada                    | 02/05/2020 | Confirmed + Probable         | 3,566                                  | 2,227  |                                | 62%   |  |
| Denmark                   | 24/04/2020 | Confirmed                    | 394                                    | 133  |                                | 33%   |  |
| France                    | 03/05/2020 | Confirmed + Probable         | 24,760                                 | 12,511   | 9,273                          | 51%   | 37%  |
| Germany <sup>55</sup>     | 03/05/2020 | Confirmed                    | 6,649                                  | 2,401  |                                | 36%   |  |
| Hong Kong                 | 03/05/2020 | Confirmed                    | 4                                      | 0  | 0                              | 0%  | 0%   |
| Hungary                   | 18/04/2020 | Confirmed                    | 172                                    | 33   |                                | 19%   |  |
| Ireland                   | 30/04/2020 | Confirmed + Probable         | 1,232                                  |  | 735                            | 60%   |  |
| Israel                    | 29/04/2020 | Confirmed                    | 202                                    | 65   |                                | 32%   |  |
| Norway                    | 02/05/2020 | Confirmed                    | 211                                    |  | 127                            |   | 60%  |
| Portugal                  | 23/04/2020 |                              | 820                                    | 327  |                                | 40%   |  |
| Singapore                 | 03/05/2020 | Confirmed                    | 18                                     | 2  |                                | 11%   |  |
| Sweden (Stockholm region) | 30/04/2020 | Confirmed                    | 1,406                                  | 630  |                                | 45%   |  |

Sources: as per the data described in this document

- As of May 3, there have been 9,746 cases in long-term care homes or other residential care settings (including retirement homes and assisted living facilities).
- The care fatality rate among residents in long-term care homes is 25%. This is roughly 5-10% higher than the global case fatality rate among people over the age of 80.
- At least 6 staff members have died.

# COVID-19 & Class



**NO MORE LOCKDOWNS**  
economic rights movement

MAY 10 NO MORE LOCKDOWNS - PROTEST IN VANCOUVER  
Public · Hosted by Bob Wiles and FLAT EARTH VANCOUVER

★ Interested    Share    ...

If you want to get active and standing up for you right and freedoms come out this Saturday and show your support. Fear of consequences enslaves us! Lets show we are one , that we are powerful and that we will not allow them to take away our freedom. - Love to all ❤️



THIS SATURDAY AT 12:00  
**TORONTO PEACEFUL PROTEST**  
Queen's Park · Toronto, ON

★ Interested

# Poll

1. Have you applied an intersectional lens in your professional work or personal life
  - a. I was not familiar with intersectionality before today
  - b. No, but I plan to
  - c. No and I do not plan to in the future
  - d. Yes, but I didn't realize I was until now
  - e. Yes
2. Are you an essential worker or do you know any essential workers?
  - a. Yes
  - b. No
  - c. Prefer not to say



Image by LoveYouAll from Pixabay



# Continued Learning & Accountability

Photo by Aaron Burden on Unsplash

**aaisa**

# What is Accountability?

“Accountability means being responsible to oneself and each other for our own words. It means entering a space with good intentions but understanding that we all screw up and need to accept responsibility for our mistakes. It means being OK with and open to being called out. It means acknowledging when others are triggered and when we feel pain and working to learn and grow from this experience. And it requires something incredibly difficult, a trust in those we share a space with that their intentions are good, that they mean well just like we do, that we are all in a process of learning and growing and that making mistakes is part of how this happens.”

- Joss Truitt

Source: <http://feministing.com/2009/08/12/there-are-no-safe-spaces/>





# Calling “in” vs. Calling “out”

**Calling in** is to gently and empathetically encourage someone to engage in learning and self-reflection on problematic behaviour they exhibited. Calling in is especially useful in situations where you will have a continued relationship with the person. It also has the potential to reduce intense backlash and intolerant radicalization.

**Calling out** is to abruptly put a stop to someone’s behaviour and directly challenge them. Calling out is useful when calling in hasn’t worked or when someone is a threat to a space. Calling out has the potential to let someone know that their behaviour is unacceptable but also poses a risk to exacerbate a situation.

# Actions to take when being called “in” or “out”

1. Apologize
  - a. If appropriate
2. Invite them to explain:
  - a. Do not force them to
3. Let them be emotional
  - a. Listen to understand
4. Give them some space
  - a. Don't rush a resolution
5. Take responsibility
6. Do some research
  - a. Change and adjust behaviour



Adapted from: Don't Get Defensive: 6 Ways to Respond to Being Called Out Despite Your Good Intentions  
<https://thebodyisnotanapology.com/magazine/dont-get-defensive/>

# Continued self-care during COVID-19

1. Take breaks from the news
  - a. mute technology
  - b. reduce screen interaction
2. Practice mindfulness
3. Have a routine
  - a. get fresh air
  - b. get ready everyday
  - c. take breaks during the day
4. If reopening, take it slowly
5. Do a mental health self-assessment
  - a. allow yourself to feel your emotions
  - b. have a self-care plan ready
  - c. Is there anything you can incorporate into your day that you are currently missing?

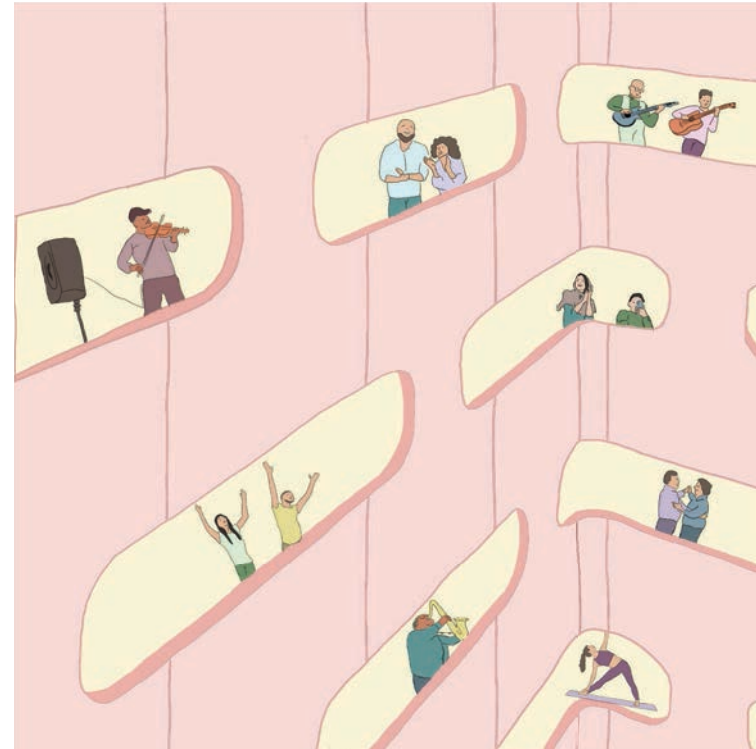


Image created by Shua Baber

# Opportunities for further learning



- Professional development courses
- Upcoming anti-discrimination series



- Spring webinar series
- 2020 rural homelessness estimation



- Upcoming Stress Management for Youth (by CMHA)
- Regular anti-racism webinars



# Opportunities for further learning

**ACCT Foundation**  
ACTION! CHINESE CANADIANS TOGETHER

UNIVERSITY OF TORONTO  
OISE | ONTARIO INSTITUTE  
FOR STUDIES IN EDUCATION

WEBINAR

**ADDRESSING  
ANTI-BLACK RACISM  
IN EDUCATION**

**WHEN:**  
**May 26 (Tuesday), 2020**  
**5:30-7:30pm**

**Domestic Violence x COVID-19** 

**WEBINAR**

May 19, 2020  
9:00 AM Mountain Time  
(US and Canada)

**REGISTER TODAY!**



 **mental health  
WORKS**

Mental Health at Work:  
Compassion fatigue  
during COVID-19  
May 22, 2020

 **CENTRE FOR RACE AND CULTURE**

Free Webinar: Understanding Newcomer Experiences of  
Inclusion  
May 27, 2020 | 1 pm MDT

  
**aaisa**



# Poll

1. Are you likely to use any of the resources that we shared?

- a. Yes
- b. No
- c. Unsure

1. Are you likely to take any of the actions that we shared?

- a. Yes
- b. No
- c. Unsure

1. Which method of delivery do you prefer for an anti-discrimination course?

- a. Self-paced online
- b. Blended delivery - self-paced/facilitated online
- c. Four live sessions
- d. No preference

# Self Care Activity: Can/Can't control list

For this activity you will need:

- Pen and paper

To begin, take a moment to reflect on how you are feeling right now.

Next, begin your list thinking about what you can and can't control at this moment

**Example:**

I *can* control my at-home workspace. (I *can't* control when I can go back to the office)

You can post this list somewhere visible to help with your own self care.



Photo by energpic.com from Pexels

# Questions?



# Contact info

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Website: [www.ardn.ca](http://www.ardn.ca)

**AAISA**

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Website: [aaisa.ca](http://aaisa.ca)





# Thank you



For more information on the upcoming anti-discrimination virtual workshop, including dates and registration, please visit the “Professional Development” page on AAISA’s website at [www.aaisa.ca](http://www.aaisa.ca)

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# Surveys

- Response to COVID-19 survey:  
<https://www.surveymonkey.com/r/DRK5XZB>
- COVID-19 Related Racism and Xenophobia Poll:  
<https://www.surveymonkey.com/r/JRJJ65J>

