



Conference Goals and Objectives

Goals: To examine racialization, what it is, and its impacts in society, the workplace and the union.

To develop skills to advocate for members experiencing racism in society, at work, and within the union

Objectives:

Know:

- What racialization is, its history and current manifestations
- Key issues confronting racialized people and communities (i.e. policing and profiling, economic inequality; discrimination, how it is experienced differently among racialized communities)
- Different ways to practice and advocate anti-racism
- Understand and incorporate differences in anti-racist practice and advocacy
- How to continue fight back and organize in solidarity with each other
- What normalization of racism looks like
- What is reprisal in a race-based complaint?
- Why a complaint is racism

Feel:

- Confident to claim anti-racism
- Inspired to advocate and practice anti-racism to represent members
- Motivated and empowered to take action

Be able to:

- Empower, support and stand up for racialized people
- Assess the past and current reality to locate the opportunities and threats for advancing the rights of racialized people
- Self-reflect on what racialization means
- Explore strategies for mobilizing greater solidarity and collective power
- Challenge stereotypes and myths surrounding racism



- Recognize a racially poisoned environment?
- Confront social, political and economic inequity and discrimination
- Respect and understand differences in how we do anti-racism
- Use tools presented to engage in anti-racist organizing and activism
- Build solidarity with other racialized members, communities and movements
- Successfully argue a race-based complaint