

## What to Do if You Experience Racism:

1. Document what happened: time, place, people involved
2. Contact the Equity & Human Rights Office (EHRO)
3. Explore support options: restorative process, formal complaint, or advocacy
4. Access mental health and academic supports

***You're protected from retaliation.***

## Community Action

What You Can Do:

- Listen to racialized peers; believe their experiences
- Interrupt racist jokes or stereotypes
- Report racist behaviour
- Challenge your own assumptions
- Join anti-racism workshops, events, or advocacy groups


Bystander Intervention Tips:

- Speak up: "That's not okay."
- Support the targeted person: "Do you want me to go with you?"
- Report the incident if it feels safe


## GET INVOLVED & GET SUPPORT

*Together, we're creating a culture of care and courage.*

### Equity & Human Rights Office (EHRO)

 705-748-1011, extension 6602.

 <https://www.trentu.ca/ehro>

 **PETERBOROUGH CAMPUS**

Otonabee College  
Rooms 121-124  
Trent University  
1600 East Bank Drive  
Peterborough, ON  
K9L 0G2

**DURHAM CAMPUS**

A101.6  
Durham Trent campus  
55 Thornton Rd S,  
Oshawa, ON  
L1J 5Y1

 [humanrights@trentu.ca](mailto:humanrights@trentu.ca)



## ANTI-RACISM & ANTI-HATE AT TRENT

***A Collective Commitment to Equity at Trent***

TRENT UNIVERSITY 

EQUITY & HUMAN RIGHTS OFFICE

## What Is Racism?

Racism is any belief, action, or system that treats people unfairly or unequally based on their race, ethnicity, or cultural background.

**It shows up in many ways:**

- **Individual racism:** harmful words, stereotypes, or actions toward someone based on race.
- **Systemic racism:** unfair policies or practices in institutions like schools, workplaces, or governments that disadvantage racialized people.
- **Internalized racism:** when people believe negative messages about their own racial or ethnic group.

## Your Rights & Our Responsibilities

*Under the Ontario Human Rights Code, you are protected from:*

- **Racial discrimination and harassment**  The Code guarantees equal treatment in education without discrimination or racial harassment.
- **Racial profiling by campus staff or security**  Treating someone unfairly based on race or background is a form of discrimination under the Code.
- **Retaliation after reporting racism**  The Code protects you from punishment or mistreatment for speaking up about racism.

## Racial Profiling & Bias

Racial profiling is when someone is unfairly singled out, treated differently, or suspected of wrongdoing based on their race, ethnicity, religion, or perceived background; rather than on individual behavior or evidence.

**Examples:**

- Someone is stopped or questioned based on race, not behaviour
- Security or staff act on stereotypes instead of evidence

**Implicit bias:**

Unconscious assumptions about people that influence how we treat others, make decisions, and react without realizing it.

**Microaggressions:**

Small, often unintentional comments or actions that disrespect or hurt others, especially based on their identity.

**Trent's Legal & Ethical Duties:**

- Provide a safe, respectful, and equitable environment
- Investigate incidents thoroughly and confidentially
- Deliver anti-racism and anti-bias training
- Evaluate policies for racial impacts

## Intersectionality & Anti-Hate

Racism often intersects with: Gender identity, Disability, Religion, Sexual orientation, Immigration status.

**Anti-hate work includes addressing:**

- **Islamophobia** → Recognized as a growing form of hate, especially post-9/11 and in recent years across Canada.
- **Anti-Semitism** → One of the oldest and most persistent forms of hate globally, and still a major concern in Canada.
- **Anti-Black racism** → Systemic and deeply rooted in Canadian institutions, recognized by government bodies and advocacy groups.
- **Anti-Asian hate** → Intensified during COVID-19, but has long historical roots in Canada.
- **Anti-Indigenous racism** → Ongoing issue connected to colonial history and systemic injustice in education, health care, and policing.
- **Anti-2SLGBTQIA+ Hate** → Bias or violence targeting queer, trans, and gender-diverse communities.
- **Xenophobia** → Fear or hatred of people perceived as outsiders or newcomers.

**Restorative Justice Options**

- Voluntary dialogue with trained facilitators
- Focus on repair, accountability, and healing