



# Understanding power, privilege, and anti-racism in municipalities

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# Menti-



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We stand here, in full acknowledgement that this is a land that has born witness to genocide and occupation. Newfoundland, as it is known colonially, Ktaqmakuk (uk-dah-hum-gook) is the unceded and unsurrendered land of the Mi'kmaq (mee-gah-mah) Peoples and the Beothuk (bee-otuk) Peoples. We also wish to acknowledge the Innu [in-new] and the Inuit [in-new-eet] of the land colonially called Labrador.

With this acknowledgement we commit to resisting genocide and occupation everywhere: in Canada, in Palestine, in Congo, in Sudan and beyond. We acknowledge the demand, land back.

**We also acknowledge that the colonial nation of Canada was built, and continues to thrive on colonialism, imperialism, the enslavement and labour theft of people of African descent, the subjugation of women and gender diverse people, and the exploitation of waves of migrant and racialized peoples.**

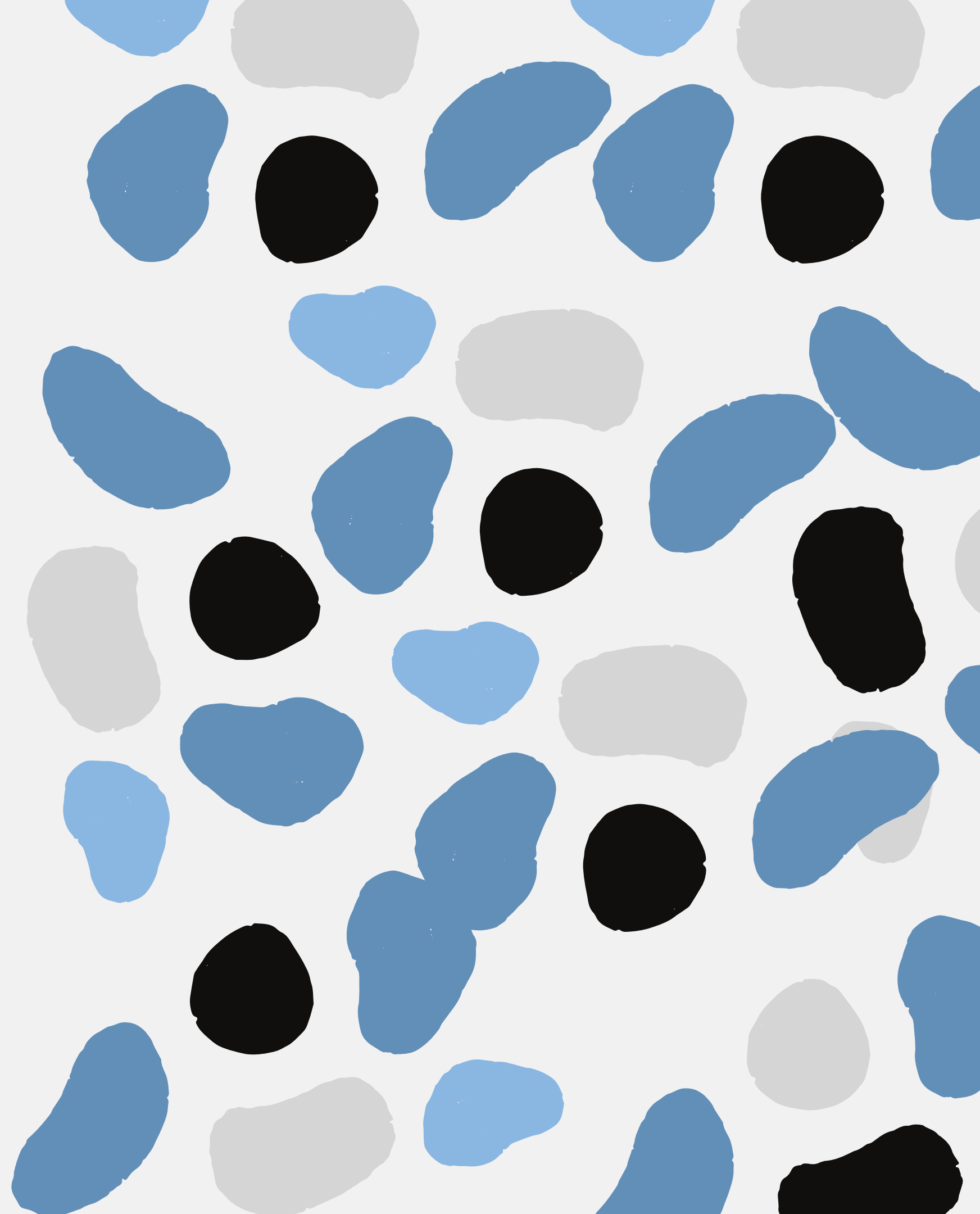


We acknowledge that we must work together to end occupation, settler colonialism, imperialism, racialized capitalism, sexism, genocide, and all forms of racism, here on this land and everywhere.

We acknowledge that we will never be free until all people are free.

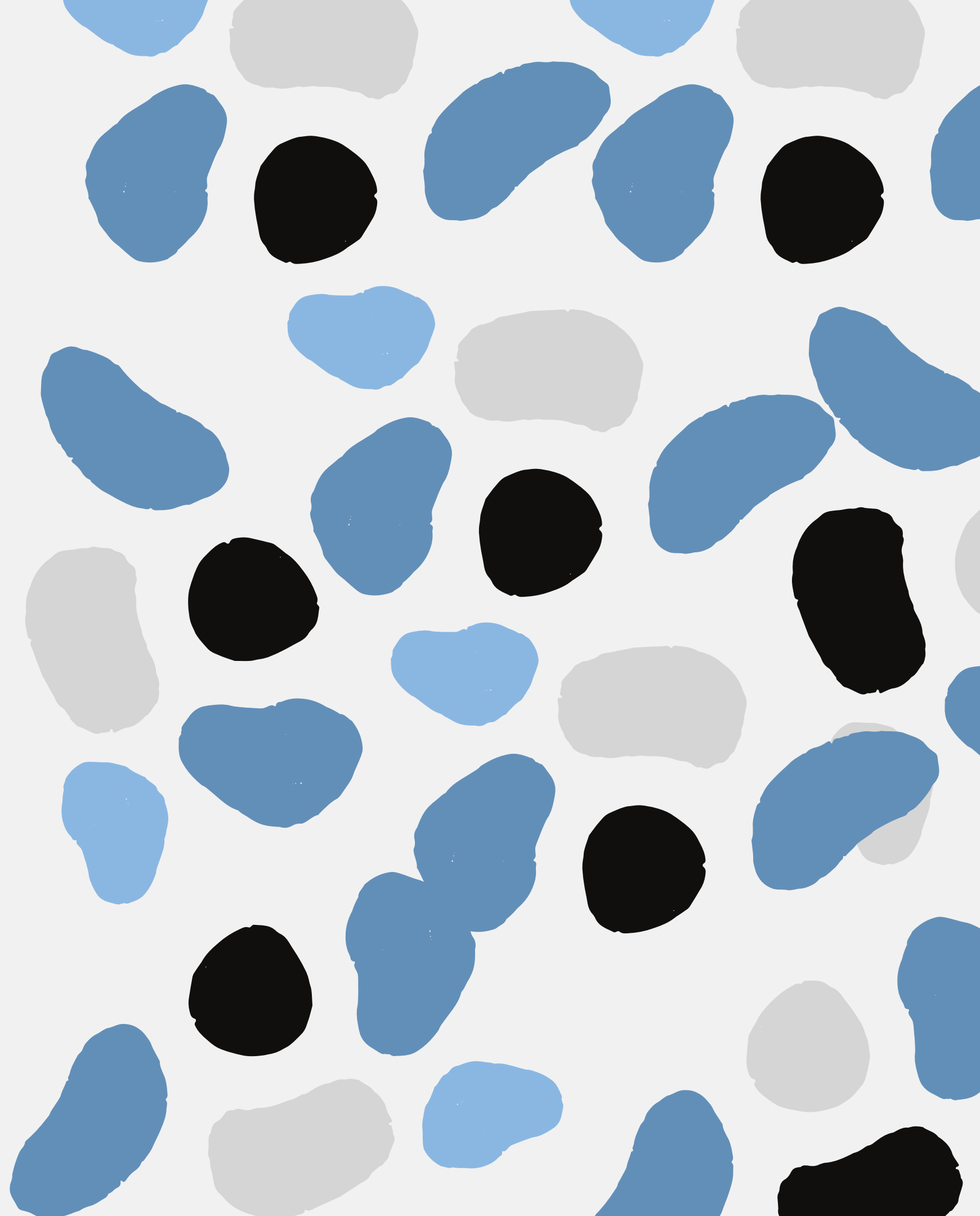
# Reflection Question 1:

Why is it important to acknowledge the land we are on?



# Reflection Question 2

How does thinking about the legacy of enslavement and labour theft of people of African descent be important to ground this work?



# Systems of Oppression



# FOUR I'S OF OPPRESSION

## IDEOLOGICAL



cultural beliefs  
values, norms,  
ideas and  
assumptions- often  
unexamined

## INTERPERSONAL



actions,  
language &  
behaviors that  
show up in  
relationship

## INSTITUTIONAL



policies,  
procedures,  
structural &  
systems: laws,  
healthcare,  
education, etc

## INTERNALIZED



beliefs, thoughts, &  
feelings about  
ourselves that can  
have a 'positive',  
'negative' or  
'neutral' tint

**Working towards racial equity & our collective liberation from all forms of oppression involves examining and creating change in all these spaces.**

# Reflect:

3. How does **institutional** oppression appear in your municipality?

4. How does **interpersonal** oppression show up in your municipality?

# Definitions Game

\*this term\* focuses on creating a positive image rather than making meaningful change. It centers the actor rather than the community they claim to support.

**Ally**

**Performative Ally**

**Inclusionist**

**Power**

The ability to influence or control people, resources, systems, or decisions. \*This term\* is shaped by historical and social forces and can uphold inequity or drive systemic change.

**Inclusion**

**Equity**

**Privilege**

**Power**

Subtle, unconscious biases and discriminatory actions such as microaggressions, implicit biases, and systemic inequalities.

**Covert racism**

**Overt racism**

**Interpersonal Oppression**

**Power**

Unearned advantages that individuals receive based on identity (e.g., race, gender, class). Often invisible to those who hold it.

**Privilege**

**Power**

**Systemic Oppression**

**Implicit bias**

Rather than simply avoiding racist behaviour, it is an active process of identifying, challenging, and dismantling racism that perpetuates inequality and oppression based on race.

**Anti-Racism**

**Privilege**

**Anti-Opression**

**Ally**

A practice of domination that involves the subjugation of one people to another. \*this term\* actively seeks to assimilate Indigenous populations and extinguish their cultures, traditions, and ties to the land.

**Racism**

**Power**

**Colonialism**

**Privilege**

refers to unconscious attitudes that operate automatically and influence decisions and behavior.

This can contribute to inequitable treatment, even with good intentions.

**Explicit bias**

**covert racism**

**Implicit bias**

**Privilege**

A framework and ongoing practice that seeks to identify, challenge, and dismantle the systems, structures, and behaviours that create and sustain inequity and oppression.

\*This term\* examines how power operates across institutions, policies, and everyday interactions, and involves taking deliberate action to shift conditions so that marginalized groups can experience justice, dignity, and full participation in society

**Inclusionism**

**Anti-Oppression**

**Power**

**Equity**

Someone who advocates for the inclusion and equal representation of marginalized communities for the benefit of humanity on the whole through intentional and positive efforts. \*This term\* is not an identity but a state of being that continues to support people or groups outside of themselves.

**Performative Ally**

**Ally**

**Inclusionist**

**Power**

# Please give us your feedback!



Or email it to us:

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or

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<https://forms.gle/S6huHfuWFGb3vRqN7t>

**Thank  
you!!**