

Anti-Racism Resource Guide for Grenfell Campus: Students and Staff

This guide provides practical tools to recognize racism, resources for those affected, actionable steps for allies, and strategies to foster an anti-racist community.

How to Spot Racism

Individual Racism

- **Obvious acts:** Racial slurs, derogatory jokes, and overt discrimination.
- **Subtle acts:** Microaggressions like backhanded compliments or stereotypical assumptions.

Institutional/Systemic Racism

- Policies or practices that exclude or disadvantage racialized individuals.
- Unequal access to opportunities in education, hiring, or promotions.

Cultural Racism

- Favouring one cultural norm over others.
- Lack of diverse representation in curricula, events, and decision-making bodies.

If You Are a Victim of Racism

Immediate Steps

1. **Ensure Safety:** Remove yourself from threatening situations.
 - Contact Campus Enforcement and Patrol (CEP): (709) 637-6210
 - Emergency line: (709) 637-2888
 - Dial 911 for emergencies.
2. **Document the Incident:** Record key details (date, time, location, and people involved). Save screenshots of online interactions.

Reporting Racism

- **Campus Resources:**
 - [Student Code of Rights and Responsibilities](#): Review policies to support your claim.
 - Student Services: Guidance and formal complaints.
 - AS271, gcstudentservices@mun.ca
 - [Sexual Harassment Office](#): For cases of sexual harassment and sexual assault.
 - shoffice@mun.ca
 - svprevention@mun.ca
 - EDI-AR Office: Guidance and formal complaints.
 - viceprovostediar@mun.ca
- **Community Resources:**
 - **Anti-Racism Coalition NL:** Non-crisis peer support at antiracismcoalitionnl@gmail.com.
 - [Affordable Therapy Network](#): Access low-cost counselling.

Self-Care After Experiencing Racism

- Access [Counselling Services](#) at Grenfell Campus
 - Contact the [First Nations and Inuit Hope for Wellness Help Line](#): 1-855-242-3310.
 - Join supportive spaces like [First Light Friendship Centre](#) or [CHANNAL Peer Support Centre](#).
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How to Be an Active Ally

Educate Yourself

- Learn about systemic racism in Canada.
- Explore cultural competency and anti-oppressive practices.

Take Action

- **Intervene Safely:** Challenge harmful remarks, e.g., “That comment is inappropriate.”
- **Support Victims:** Ask how you can assist or direct them to resources.
- **Report:** Document incidents and share details with Student Services or HR.

Amplify Marginalized Voices

- Advocate for representation in leadership and decision-making.
- Promote open discussions about racism and equity.

Participate in Training

- Attend workshops and initiatives offered both on- and off-campus.
- Consider getting involved with the [Culture-to-Community Program](#)

How to Be an Anti-Racism Interrupter

- **Challenge Stereotypes:** Respond with facts or personal insights.
- **Address Implicit Bias:** Reflect on biases and commit to unlearning them.
- **Promote Policy Change:** Collaborate with campus groups to revise discriminatory policies.
- **Foster Inclusive Spaces:** Ensure all voices are respected and valued.

Support Resources

Campus

- **Campus Enforcement and Patrol:** (709) 637-6210, (709) 637-2888 (emergency line)
- **Counselling and Psychological Services (CPS):** AS243, gcps@mun.ca
- **Student Services:** AS271, gcstudentservices@mun.ca
- **International Student Services:** AS271, gcinternational@mun.ca
- **Indigenous Resource Centre:** AS278, gcindigenous@mun.ca

Newfoundland and Labrador

- **First Light Friendship Centre:** (709) 726-5902.
- **Labrador Friendship Centre:** (709) 896-8302.
- **CHANNAL Peer Support Centre:** (709) 753-7710.
- **Doorways Walk-In Clinic:** (709) 752-4903.

Nationwide

- **Hope for Wellness Help Line:** 1-855-242-3310.
- **National Association of Friendship Centres:** 1-877-563-4844.

By combining these tools with individual and collective action, Grenfell Campus can cultivate an environment that prioritizes equity, diversity, and inclusion for all.

