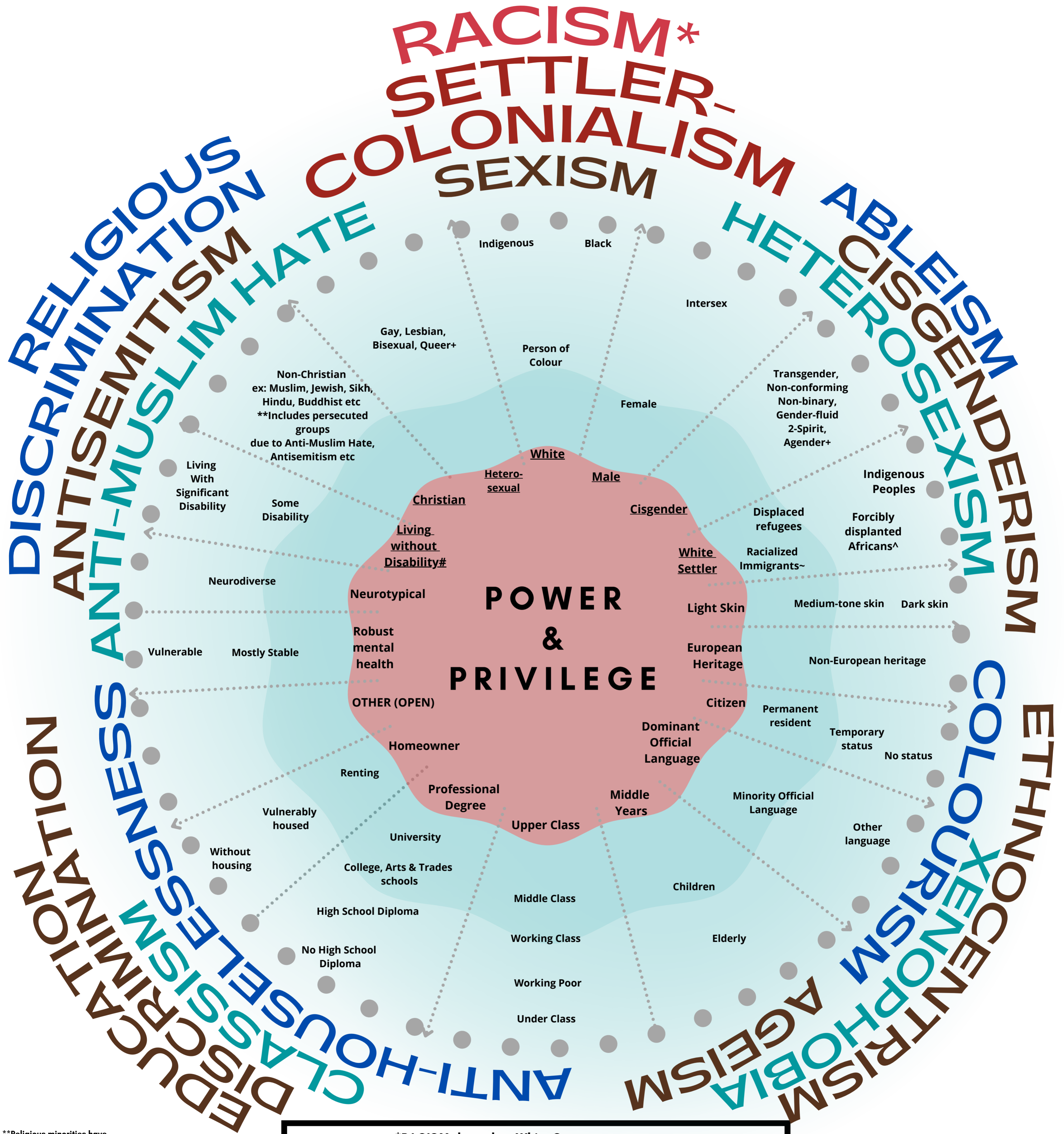


POWER & PRIVILEGE IN CANADA



*RACISM -based on White Supremacy concept, which includes 3 racist ideas: Slaveability (anti-Black), Genocide (anti-Indigenous), Orientalism (anti-Asian/anti-Eastern world)

*RACIALIZED IMMIGRANTS refers to immigration to Canada that shapes identity while settling on Indigenous land & benefitting from colonialism but not being White

^ Descendants of Black slaves

"HOW TO USE THIS TOOL" AND REFERENCES ON NEXT PAGE

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**Religious minorities have specific persecution that overlap with ethnicity & culture such as Anti-Muslim Hate, Antisemitism that can be amplified by its intersection with race, colourism & xenophobia.

Physical disability, disease or illness



HOW TO USE THE POWER & PRIVILEGE IN CANADA GRAPHIC TOOL

Privilege: Unearned advantage given to only a particular group of people in a system/society that is not enjoyed by other groups.

This graphic is meant to show the different ways privilege presents in Canadian society, and how different areas of privilege/oppression intersect with each other. It aims to **create more awareness** about the privilege one might have in Canada because of **arbitrary and unfair hierarchies embedded within society**, rather than to rank people into "categories" that are less privileged. It is not meant to rationalize power and privilege differences because they're not justifiable. It is also not to make one feel bad for seeing where one may have privilege, but to create awareness of how individuals will have different experiences based on their identities due to the differences in privilege they may have.

Canada is built on a colonial Euro-ethnocentric foundation, which centres on the idea that **White Christian cis-gender heterosexual able-bodied men with European ancestry** are the most powerful and "superior" group of people. **Settler-Colonialism** means that white settlers forcibly took away the land & resources from the Indigenous people inhabiting the land (Turtle Island) that Canada is situated upon, while subjugating and trying to assimilate them into Christian European culture, resulting in devastating injustices that continue to this day. Invest in learning about the work required to be done towards Truth and Reconciliation with First Nations, Inuit & the Métis Nation: <https://nctr.ca/>.

Laws, policies and institutions in Canada were built with these concepts as the central focus.

This graphic is a work in progress. The language regarding the types of stigma, discrimination & systemic racism faced by people in Canada are always being refined. There is NO scale; this tries to show the socially-constructed hierarchies that exist in society, relative to each other.

The categories that I've included in this graphic to illustrate areas of privilege so as to try to make them **more visible to people** are:

RACE, SEX, GENDER IDENTITY, SEXUAL ORIENTATION, RELIGION, ABILITIES/HEALTH, INDIGENITY (SETTLER STATUS), SKIN TONE, HERITAGE, CITIZENSHIP, LANGUAGE SPOKEN, AGE, CLASS, EDUCATION LEVEL, HOMEOWNER STATUS, MENTAL HEALTH, NEURODIVERSITY.

The OTHER/OPEN space can be used for your individual needs such as: Seniority status, Disease state, Nuclear family, Union Status.

The identities in the middle red area are closest to **Power & Privilege** in Canadian society because these are considered the "normal standard" in Canada as outlined above. The underlined categories match the underlined statement above regarding who was deliberately advantaged for power and privilege since the founding of Canada. As we move out in each category towards the margins, these are the identities that are oppressed in society due to colonialism and racist policies. Institutions & organizations maintain oppression of those in the margins by upholding these arbitrary hierarchies, and keeping people in the red area in mind in policy-making, which reinforces the red area's power & privilege.

By intersections, I mean that each area of privilege or oppression intersects with other areas to create a new layered identity. It's **not** just simply that a person can add up all the areas where they may have more privilege and then subtract the areas where they may have less privilege. We are all 3-dimensional human beings. How our different areas of identity overlap and are related to each other influences our individual lived experience, and any discrimination/inequity we may face in Canada. Many of the areas of privilege/oppression are deeply intertwined with other areas and can amplify or influence oppression. For example, I will always walk into a room and be seen as an Asian female of colour. I can't make either of these invisible or separate. Being a woman of colour is different than being a white female, or a male of colour. That's why the lines are dotted between the different "categories" as there are intersections & overlaps. Another key point is that having one area of oppression does **not** cancel privilege in another area. This means that someone is never justified in oppressing other people in other areas, or to oppress others in the same area in which they are oppressed. As a Person of Colour, despite being subjected to racism myself, it is unacceptable for me to perpetuate racism against other racialized persons.

This graphic is not meant to be wholly exhaustive or to oversimplify things, but rather to be a tool for reflection & discussion for more nuanced critical thought about identity (visible & invisible) plus complicated & interrelated power dynamics of privilege & oppression. I hope it is used to think about how we can dismantle all the systems of inequities (the large words around the circle) so that the margins and the red centre are brought together, every person has the *true* freedom to live their authentic and diverse identities without fear of safety or discrimination.

Only when these hierarchies are actually abolished will everyone in Canada have more equitable lived experiences in the future.

Some questions to ask as you look at this graphic are:

When you picture a "standard" person in Canadian society, who do you see in your head? How do you picture they will act/behaviour?

Who is my organization (customers, employees, marketing audience etc) built around? Why and How?

How are policies used to define what is expected behaviour? Do these policies give a certain group unearned advantage?

Who or in what areas do people need to ask for accommodation to be able to function as fully as they can in a given setting? Why?

Which identities can a person choose to not disclose if they don't want to in a given setting? Which ones can't be hidden?

Why are Christian holidays like Christmas and Easter statutory holidays in Canada, but not other religions' major holidays?

How can systems that uphold unearned advantages to only certain group(s) be disrupted by those who have privilege?

How can different equity-seeking groups work in solidarity with each other given that every anti-oppression fight is inter-related?

With immense gratitude to my colleagues who kindly reviewed the tool and provided essential feedback. They are acknowledged by name in the accompanying website post available at www.amytanmd.com

<https://www.awis.org/intersectionality/>; <http://www.lgbtiqintersect.org.au/learning-modules/intersectionality/>;
[https://bcff.ca/uploadedFiles/Public/SocialJustice/EquityInclusion/2019%20Privilege%20\(Power%20Wheel\)%20Poster-REVISED\(1\).pdf](https://bcff.ca/uploadedFiles/Public/SocialJustice/EquityInclusion/2019%20Privilege%20(Power%20Wheel)%20Poster-REVISED(1).pdf)
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