



Building Capacity for Anti-Racism in Burnaby

Monday, November 25, 2024

Agenda



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Introduction

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**Addressing Racism & Hate in Burnaby:
Community Supports & Response Protocol**

By Navreen Gill, Co-Chair BIPT, Chair Burnaby Together, Exec. Director Burnaby Family Life presenting on behalf of Sangeeta Subramanian, Chetana Consulting, Burnaby Together Member

03

**Building Belonging in Burnaby for
Racialized Newcomers and Immigrants to
Thrive – Understanding and Dismantling
Systemic Racism**

By Dr. June Francis, CoLAB, SFU

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**Building Inclusion and Anti-Racism in
the City of Burnaby**

By Kai Okazaki, City of Burnaby

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Public Library as an Anti-Racist Space

By Emily Guerrero, Burnaby Public Library

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Q&A

Acknowledging with great respect that I live, learn and work on the unceded territories of the hə́nqəmíḥəm' speaking peoples –, x^wməθk^wəyəm (Musqueam), and se'ílwitulh (Tsleil-Waututh) Nations, and the Sḵwḵwú7mesh-ulh Sníichim speaking peoples - Sḵwḵwú7mesh Úxwumixw (Squamish) Nation whose historical relationships with the land continue to this day





2016

Organizations Against Racism and Hate Established



BURNABY TOGETHER
COALITION AGAINST RACISM AND HATE

Making an Impact

2017 - 2019

Burnaby Family Life becomes Burnaby's OARH host and Burnaby Together (BT) is formed. BT creates the first protocol & reporting form to report incidents of racism and hate.



Resilient through the Pandemic

2020

Resilience BC transitions OARH to spoke model. BT conducts an environmental scan to assess racism and hate in Burnaby.



Building Belonging in Burnaby

2021 - 2023

BT conducts a research "Building Belonging in Burnaby for Racialized Newcomers and Immigrants to Thrive – Understanding and Dismantling Systemic Racism 2021 – 2023".



Building Protocol for Change

2021 - 2022

BT conducts an environmental scan and develops the Immediate Response Protocol 2021-2022.



Reaching the Community

2021

BT works with faith leaders to create the Interfaith Directory, a community tool for people to easily find faith organizations and services provided.



Lasting Impact Leads to Creating Change

2022

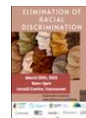
BT leads the creation of anti-racism curriculum and racism research in Burnaby begins.



Forming the Future of Burnaby

2023

Self-Assessment tool created to help organizations identify where they are at as an organization in their racism and discrimination work.



Planning and Implementation

2024

BT revives the Interfaith Network, updates the existing Interfaith Directory, organizes tours of worship places in Burnaby, leads conversations, and facilitates dialogues on racism and discrimination for volunteers and grassroots organizations.



02

Addressing Racism & Hate in Burnaby: Community Supports & Response Protocol

Navreen Gill, Co-Chair BIPT, Chair Burnaby Together, Exec. Director Burnaby Family Life
presenting on behalf of Sangeeta Subramanian, Chetana Consulting, Burnaby Together Member

Community Supports to Address Hate and Racism

Purpose:

- Review data on reported hate crimes and racist incidents in Burnaby
- Identify and confirm existing available local and regional supports (formal and informal)
- Review and update existing protocol of Burnaby Together for supporting victims of racism and hate

Approach:

- Secondary research
- Phone interviews with service providers
- Community conversations
- Community service sector conversations



Challenges Identified

1. Defining “hate crime” or “hate related incident”
2. Data on hate crime not published or easily accessible
3. Disaggregated data is not collected or reported
4. Gaps are hard to identify in the absence of disaggregated data
5. Anecdotal evidence of underreporting but harder to verify or quantify the extent of this
6. Client confidentiality and vulnerability



Community Supports in Burnaby

1. Identified 60 organizations through internet search that offer supports
2. Semi-Structured interviews with 40 organizations
3. Information gathered - Types of services, languages available, free or paid, virtual or in-person
4. Broad range of services available
 - Gender based violence & Sexual assault
 - Family Services
 - Senior services
 - Services for LGBTQ+
 - Legal services
 - Victim support services
 - Health services (including mental health)
 - Counselling



Gaps in Community Supports

1. Services in multiple languages are harder to get
2. Non binary/trans individuals do not fall within eligibility criteria
3. Fragmentation of services – clients re-traumatized
4. Communities with additional vulnerabilities fall through the cracks
5. Access to technology and efficacy of online services
6. Challenges with accessing funding for supports to victims of racism and hate



Recommendations

1. Data gathering and Analysis
2. Definition and Protocols
3. Information campaigns/Awareness
4. Healthcare
5. Multi-lingual services
6. Integration e.g Family Justice Centre model
7. Follow up and Accountability



RESPONSE TOOLKIT FOR RACISM & HATE IN BURNABY



Community Protocol

Type of Incident	Definition	Response
Hate-Motivated Crime	Criminal offences committed against people or property motivated by hate, prejudice or bias toward an identifiable group. This may include assault, threats, harassment, material on social media or damage to property.	<ul style="list-style-type: none"> • Identify immediate needs of victim and respond • Contact police at 911 in cases of emergency • Call the non-emergency police number in non-emergency cases • Refer to appropriate community support if requested • Alert Burnaby Together Coordinator of incident
Hate-Motivated Incident (Non-criminal)	Actions motivated by hate against an identifiable group, based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or on any other similar factor. This could include using aggressive or abusive language in public.	<ul style="list-style-type: none"> • In the event of a non-emergency critical or traumatic incident of hate, identify immediate needs of victim and respond • Listen to the victim, validate their concerns and with their permission, call police non-emergency number • Refer them to appropriate community support if requested
Discrimination	Occurs when prejudice and bias move from a state of opinion or mind to action, leading to inequitable treatment of a person/ group because of a personal characteristic. This can take on many different forms such as unequal pay or benefits, unequal conditions, denial of service at a business	<ul style="list-style-type: none"> • Listen to the victim, acknowledge their experiences and identify immediate needs • Refer to appropriate community support if requested • If the employer or service provider has a protocol for addressing incidents of racism or discrimination, help victim seek justice • If no protocol then look at Human Rights or other options
Graffiti or Vandalism	Damage or defacement of property demonstrating hate, prejudice or bias toward an identifiable group.	<ul style="list-style-type: none"> • For major or ongoing property crime, call 911 immediately • For other incidents, call police non-emergency number • Document: Take photographs or videotape, make note of details (location, time of incident etc) • Graffiti on City of Burnaby property should be reported to the Anti-Graffiti Program at 604-294-7388
Hate Speech or Propaganda	Public statements (verbal or written) in any public space that promote or incite hatred against an identifiable group, or advocate genocide toward an identifiable group.	<ul style="list-style-type: none"> • Call 911 if incident is taking place in real time • Propaganda or materials that advocate genocide or communicate hatred of any identifiable group should be reported to Burnaby RCMP (non-emergency number) and BC Hate Crimes Team
Online Incidents	Incidents of hate taking place on social media or over online platforms (i.e. Online chat rooms, groups, Zoom)	<ul style="list-style-type: none"> • In case of online harassment or threats, call non-emergency police number and report the incident • Report hate speech using social media platform guidelines, or contact webmaster or hosting company • Report on the Crimes Stoppers website
At a local business (client)	Unfair treatment provided by a local business, be it rude comments, discrimination, stereotyping or refusal of service	<ul style="list-style-type: none"> • Report issue to local BIA (Business Improvement Area) or MLA Find your BIA: www.bia.bc.ca Find your MLA: www.leg.bc.ca • Talk about the incident at Community Policing Action Committee (CPAC) meeting. To attend, contact Laura Hirst (laura.hirst@rcmp-grc.gc.ca)
On Public Transit	Incidents encountered on public transit where someone is targeted based on any identifiable characteristics. This includes harassment, uttering threats, racist remarks or denial of service	<p>For non-emergencies contact Transit Police:</p> <ul style="list-style-type: none"> • Call 604.515.8300 • Text 87.77.77

Non-Emergency Local Resources:

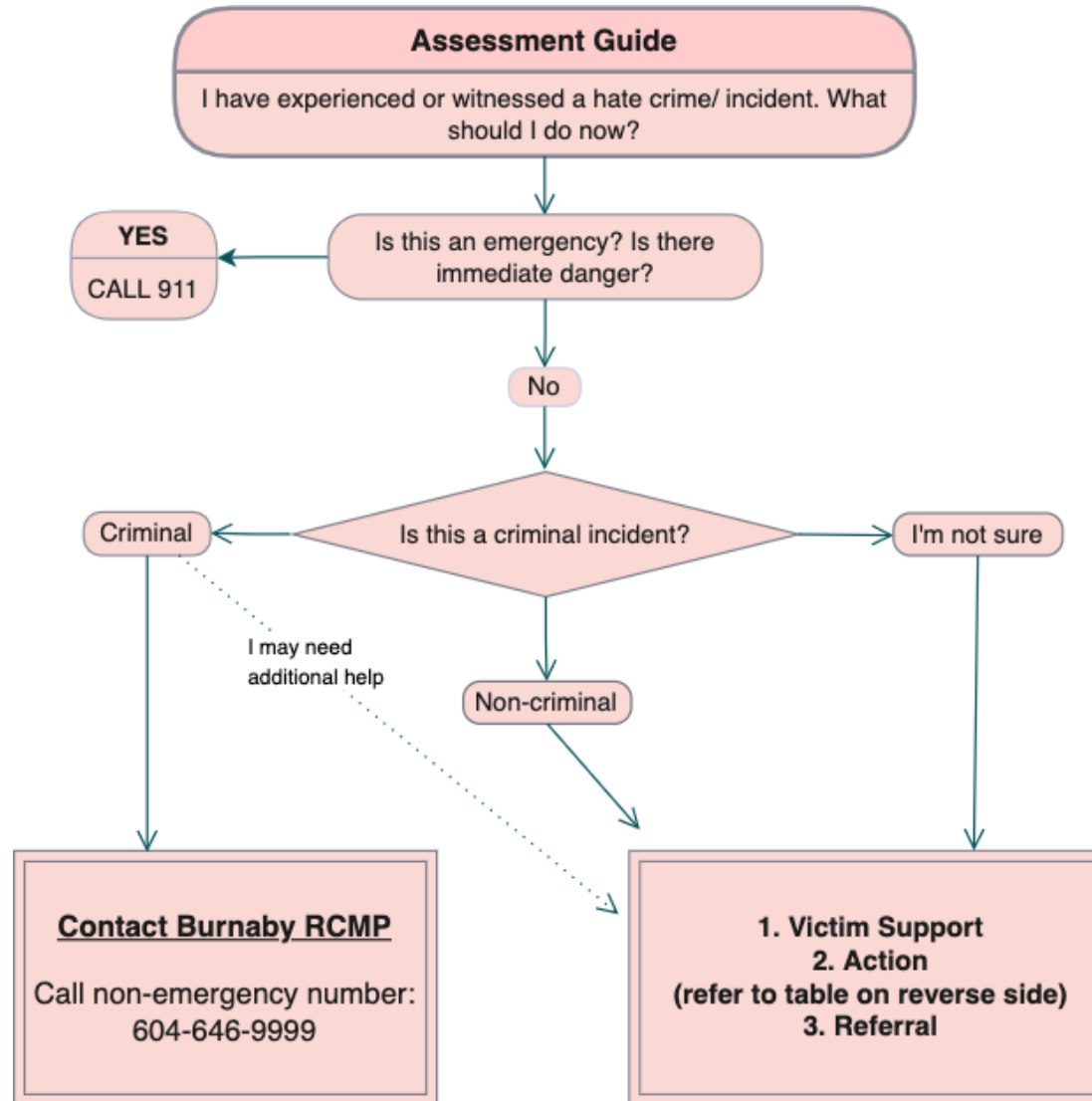
Burnaby RCMP for non-emergencies - **604-646-9999**
 Fraser Health Crisis Line - **604-951-8855 | 1-877-820-7444**
 Residential School Crisis Line - **1-800-721-0066**
 Burnaby Hospital - **604-434-4211**
 Mental Health Line - **310-6789**

Local Community Support Services:

Burnaby Family Life - **604-659-2208**
 FNHA Fraser-Salish Regional Health Liaison - **604-693-6528**
 MOSAIC Multicultural Victim Services - **604-254-9626 ext. 1030**
 Burnaby Interfaith Network - **604-619-0953**

Provincial or National Resources:

Victim LINK (toll free) - **1-800-563-0808**
 BC211 – for a referral to local services - **211** or **www.bc211.ca**
 Youth Against Violence Line - **1-800-680-4264**
 Kids Help Phone **1-800-668-6868**
 Prideline - support for 2SLGBTQQIA - **1-800-566-1170**
 Youth Prideline – support for 2SLGBTQQIA youth – **1-855-956-1777**
 Crime Stoppers **1-800-222-8477** or reporting online hate at **bccrimestoppers.com**
 Crisis Line - Short-term emotional support – **1-800-784-2433**
 BC Hate Crimes - **1-855-462-5733**
 Email: BC_Hate_Crime_Team@rcmp-grc.gc.ca
 Healing in Colour Therapists - healingincolour.com
 Legal Aid BC - **1-866-577-2525**
 Access Pro Bono - **1-877-762-6664**
 Resilience BC Anti-Racism Network - ResilienceBC.ca



Thank You



BURNABY TOGETHER
COALITION AGAINST RACISM AND HATE



03

Building Belonging in Burnaby for Racialized Newcomers and Immigrants to Thrive – Understanding and Dismantling Systemic Racism

Dr. June Francis, CoLAB, SFU



04

Building Inclusion and Anti-Racism in the City of Burnaby

Kai Okazaki, City of Burnaby

Burnaby Anti-Racism Framework

Agenda

- Background
- Burnaby Anti-Racism Framework
- Next Steps

About Burnaby



Background

May 2021 – Notice of motion on the feasibility and advisability of creating a special task force on anti-racism

November 2021 – Council endorsed Social Planning Committee's (SPC) recommendation on the formation of an Anti-Racism Sub-Committee instead of a special task force

January 2022 – Committee approved its terms of reference and membership selection

Background

Terms of Reference – Anti-Racism Sub-Committee

- Review the two community-based research projects in the area of anti-racism:
 1. *Environmental Scan of Community Supports to address hate in Burnaby*
 2. *Better understanding of the experience of Racialized newcomers and immigrants to thrive in Burnaby*
- Develop a terms of reference or model (i.e. framework) for a City-led process to address the research findings that pertain to the city
- Recommend safe and inclusive avenues for direct community member participation in the above process

Burnaby Anti-Racism Framework

Key Areas

A. Leadership & Governance



City of Burnaby Social Planning Committee

Burnaby Anti-Racism Framework

Key Areas

Learning & Training



Equity, Diversity and Inclusion needs to be something that every single employee at the City of Burnaby has a stake in. A diverse mix of voices, from across the City and all levels of the organization, leads to better discussions, decisions, and outcomes for everyone. We are building this City and the services we deliver as one inclusive workplace. Invested in an outcome were Equity, Diversity & Inclusion is at the heart of decision-making at our City.



Burnaby Anti-Racism Framework

Key Areas

C. Belonging & Inclusion



Burnaby Anti-Racism Framework

Key Areas

D. Engagement & Evaluation

Chinese Canadian Reconciliation in Burnaby: Community Dialogue

OCTOBER 17, 2023
5:30 PM - 8:00 PM
BONSOR RECREATION COMPLEX

Join us for an evening of learning and conversation about Chinese Canadian reconciliation in Burnaby.

Register online today!

<https://tinyurl.com/3jn57kpb>

You can also contact us by phone or email to register.

604-419-6919

bfl_info@burnabyfamilylife.org



You are invited to attend a community dialogue hosted by Burnaby Intercultural Planning Table. Learn about the history of discrimination against Chinese Canadians, and the City of Burnaby's commitment to acknowledging its own history of discrimination against Chinese Canadians between 1892 and 1947. The event will include dinner, a presentation, and small group conversations. We look forward to connecting with Chinese Canadian community members who were impacted by historic discriminatory policies and their family members, and Burnaby residents interested in this work.



Chinese Canadian History in Burnaby RESOURCE GUIDE



Burnaby Anti-Racism Framework

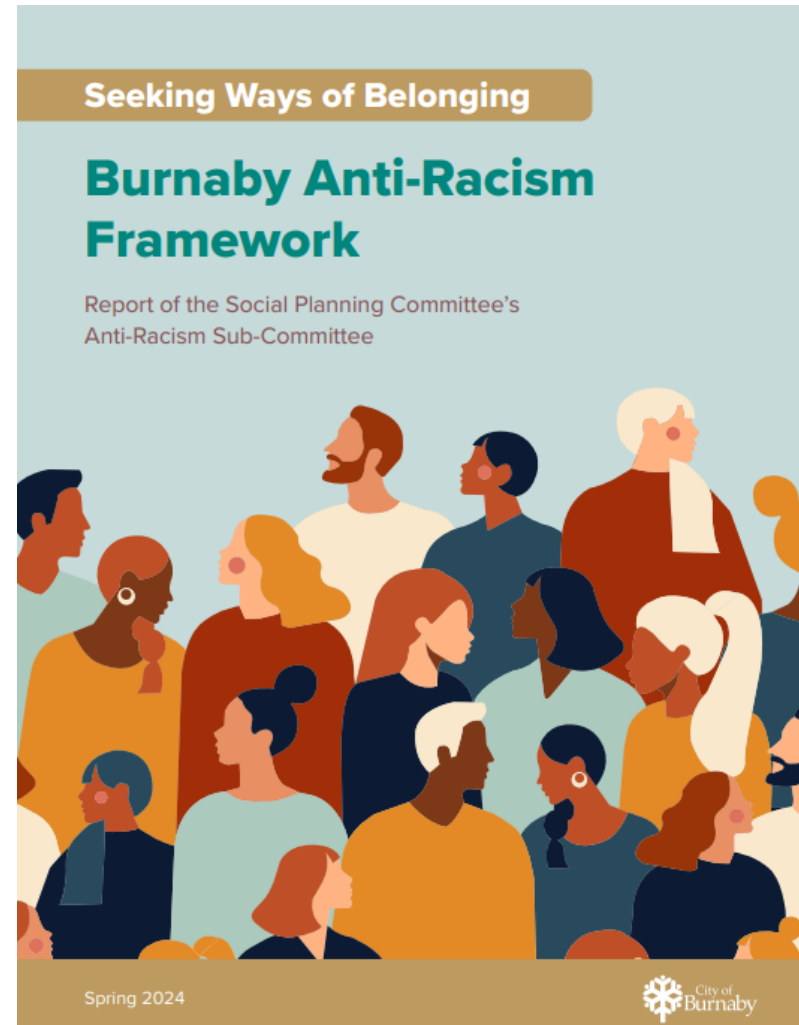
Summary

Key Areas	# of Actions Already Underway at the City	# of Actions for Future Consideration	Total # of Actions
1. Leadership and Governance	4	5	9
2. Learning and Training	3	3	6
3. Belonging and Inclusion	2	3	5
4. Engagement and Evaluation	1	9	10
Total	10	20	30

Next Steps

July 2024 - Council approved the Burnaby Anti-Racism Framework

Staff be authorized to undertake the development of an Anti-Racism Implementation Plan



Thank you

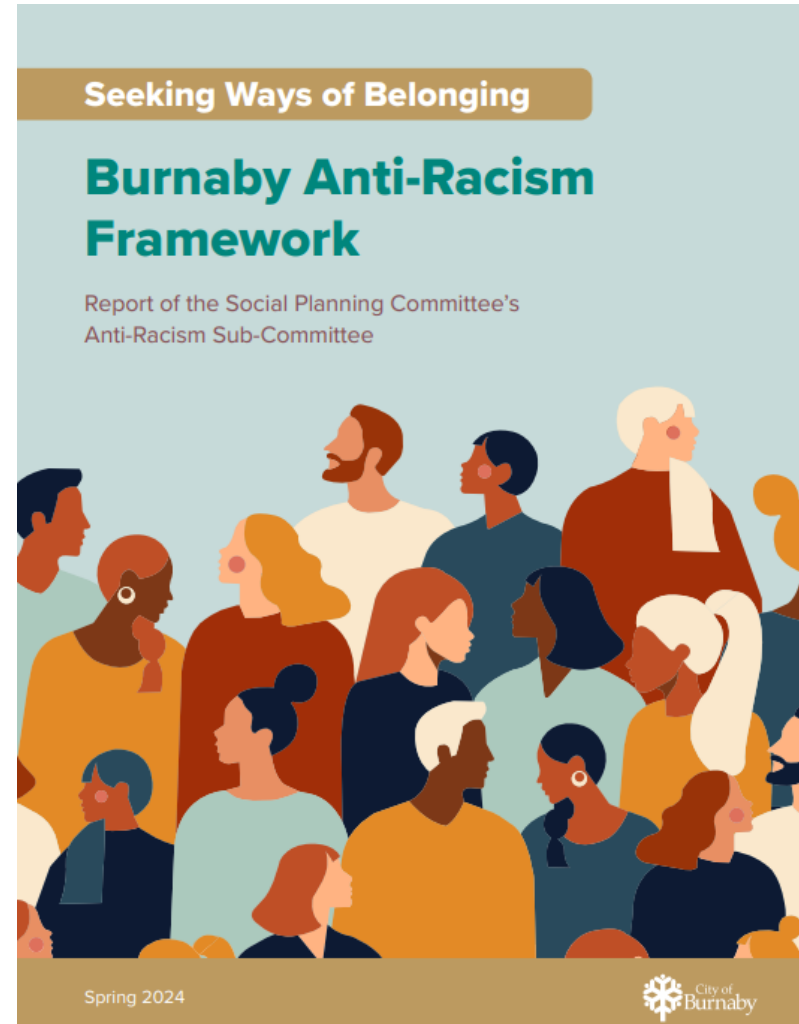
For more information on the framework:



Kai Okazaki

Social Planner

kai.okazaki@burnaby.ca





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Q&A



Thank you!