



Newfoundland Aboriginal Women's Network

# *Know Your Rights – Racism*

*Coming Together for a Stronger Future*

## Table of Contents

<b>Who Is This Resource Guide For? .....</b>	<b>2</b>
<b>Statistics: .....</b>	<b>3</b>
<b>Indigenous Groups – Proper Terminology: .....</b>	<b>4</b>
<b>Examples of Racism.....</b>	<b>6</b>
<b>Legal Definitions of Racism:.....</b>	<b>7</b>
<b>Racism in the Workplace .....</b>	<b>9</b>
<b>Racism When Seeking Employment:.....</b>	<b>12</b>
<b>Racism When Seeking Housing .....</b>	<b>15</b>
<b>Can I Be Denied Service Because of Race? .....</b>	<b>19</b>
<b>What If I Experience Racism in a Business? .....</b>	<b>20</b>
<b>Systemic Racism .....</b>	<b>23</b>
<b>What You Can Do When Experiencing Racism: .....</b>	<b>25</b>
<b>Reporting Racism in Newfoundland and Labrador .....</b>	<b>27</b>
<b>Glossary:.....</b>	<b>31</b>
<b>References: .....</b>	<b>33</b>
<b>At a Glance Resource Page:.....</b>	<b>34</b>

## Who Is This Resource Guide For?

If you have experienced racism, you know someone who is experiencing racism, or are curious about your human rights, then this resource guide is for you. This booklet provides valuable information about racism, what it looks and sounds like, examples of racism, a list of supports, and information about your human rights. **This booklet is not intended to be a substitute for legal advice from a lawyer. Information presented in this resource guide is accurate as of the time of publication.**

Project Title:

***Coming Together for a Stronger Future***

Published By:

**Newfoundland Aboriginal Women's Network (NAWN)**

**90 Main Street, Stephenville, NL A2N 1J3**

**Telephone: (709) 643-4563**

**Email: [nawn@nf.aibn.com](mailto:nawn@nf.aibn.com)**

**Website: [nawn-nf.com](http://nawn-nf.com)**

**Funded By: Department of Canadian Heritage**

## Statistics:

According to the Canadian Human Rights Commission, 25% of discrimination complaints they received in 2016 related to race, colour, national or ethnic origin, and/or religion.<sup>1</sup>

According to **Statistics Canada**, in 2018/2019, Indigenous adults accounted for 31% of admissions to provincial/territorial custody and 29% of admissions to federal custody, while representing just 4.5% of the Canadian adult population<sup>2</sup>.

As part of the data collection process for this project, a survey was developed. The survey was hosted online and sent through the mail to community members. The survey received a total of 159 responses. When answering the question “how often do you experience racism?” 35% of respondents said they experience racism sometimes, 8% said they experience racism often, and 2% said they experience racism daily. From these data, it is clear that there is a real need for Indigenous people to be aware of their rights when facing racism.

---

<sup>1</sup> Heritage, Canadian. "Facts And Figures - Canada.Ca". *Canada.Ca*, 2021,.

<sup>2</sup> "Adult And Youth Correctional Statistics In Canada, 2018/2019". *Www150.Statcan.Gc.Ca*, 2021,

## Indigenous Groups – Proper Terminology:

**Indigenous** – Indigenous people are the original inhabitants of the land that is now Canada. Indigenous groups include First Nations, Inuit, and Métis.

**First Nations** – a term describing Indigenous groups in Canada that are not Métis or Inuit. There are more than 630 First Nations communities in Canada, which represent more than 50 nations and 50 Indigenous languages.<sup>3</sup> Mi'kmaq are an example of a First Nation.

**Inuit** – Indigenous people of the Arctic, the word Inuit means “the people” and the word Inuk means “person.”<sup>4</sup> Many Inuit in Canada live in 53 communities across Inuit Nunangat, which is comprised of four regions: Inuvialuit (Northwest Territories and Yukon) Nunavik (Northern Quebec) Nunatsiavut (Labrador), and Nunavut.<sup>5</sup>

---

<sup>3</sup> "Indigenous Peoples And Communities". Rcaanc-Cirnac.Gc.Ca, 2021,.

<sup>4</sup> "Inuit". Rcaanc-Cirnac.Gc.Ca, 2021.

<sup>5</sup> "Inuit". Rcaanc-Cirnac.Gc.Ca, 2021.

**Métis** – Métis are people of both European and Indigenous ancestry, and is also a specific community of people across Canada known as the Métis Nation which originated in Western Canada.<sup>6</sup>

**Southern Inuit** – Southern Inuit live in communities throughout Labrador's southeastern coast, Central Labrador surrounding Lake Melville, as well as Western Labrador, such as Churchill Falls, Labrador City, and Wabush. The Southern Inuit are largely descended from Inuit ancestors, and some have Innu or Mi'kmaq heritage.<sup>7</sup>

---

<sup>6</sup> "Métis | The Canadian Encyclopedia". *Thecanadianencyclopedia.ca*, 2021.

<sup>7</sup> "Culture Of Southern Inuit Of Nunatukavut". *Heritage.Nf.ca*, 2021.

## Examples of Racism

Racism can take many shapes. Some examples of racism include:

- Racial slurs.
- Denial of services or accommodations based on race.
- Denial of a rental property.
- **Exclusion** from membership in a sport or club.
- Exclusion from membership in a worker's union.
- Denial of employment or advancement based on race.
- **Stereotypes** – Generalisations based on race.
- **Systemic Racism**, such as the overrepresentation of Indigenous people in federal/provincial custody.
- **Racial profiling** – The use of race or ethnicity as grounds for suspecting someone of committing a criminal offence.

## Legal Definitions of Racism:

**The Canadian Human Rights Act of 1977** prohibits **discrimination** based on race, gender, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered. The Canadian Human Rights Act states that:

**“all individuals should have an opportunity equal with other individuals to make for themselves the lives that they are able and wish to have and to have their needs accommodated, consistent with their duties and obligations as members of society, without being hindered in or prevented from doing so by discriminatory practices based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic**



**characteristics, disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered<sup>8</sup>.”**

The definition of discrimination according to the Canadian Human Rights Act includes actions such as the denial of goods, services, facilities, or accommodation, the denial of commercial premises or residential accommodation, denial of employment, or to pay someone reduced wages based any discriminatory factors, such as their race.<sup>9</sup>

Racism can take many forms. Some people may experience racism in the workplace, at school, or at home. Racism can also occur when seeking services such as healthcare, commercial services, and housing.

---

<sup>8</sup> Canadian Human Rights Act (R.S.C., 1985, c. H-6)

<sup>9</sup> Canadian Human Rights Act (R.S.C., 1985, c. H-6)

## Racism in the Workplace

You have the right to work in a workplace free of discrimination and racism. The Canadian Human Rights Act states that:

**“It is a discriminatory practice, directly or indirectly, (a) to refuse to employ or continue to employ any individual, or (b) in the course of employment, to differentiate adversely in relation to an employee, on a prohibited ground of discrimination.<sup>10</sup>”**

This means that an employer cannot refuse to hire you based on your race, gender, or any other factor within the definition of discrimination. After you are hired, you cannot be fired because of your race, gender, or any other factor within the definition of discrimination. Additionally, an employer cannot treat you adversely because of any of the factors listed within the definition of discrimination.

---

<sup>10</sup> Canadian Human Rights Act (R.S.C., 1985, c. H-6)

Being treated adversely means that you cannot be treated in a way that is unfair based on race, such as being denied opportunities for advancement or being forced to work longer hours than other coworkers. You have the right to be treated fairly in your place of work, and racism in a workplace is prohibited under both Provincial and Federal law.

You cannot be barred from entry into a union or employee organization based on your race. The Canadian Human Rights Act states that:

**“It is a discriminatory practice for an employee organization on a prohibited ground of discrimination (a) to exclude an individual from full membership in the organization; (b) to expel or suspend a member of the organization; or (c) to limit, segregate, classify or otherwise act in relation to an individual in a way that would deprive the individual of employment opportunities, or limit employment opportunities or otherwise adversely affect the status of the individual, where the individual is a member of the organization or where any of the**

**obligations of the organization pursuant to a collective agreement relate to the individual.<sup>11</sup>**

An employee organization is defined by the Canadian Human Rights Act as “a trade union or other organization of employees or a local, the purposes of which include the negotiation of terms and conditions of employment on behalf of employees.”

Racism in the workplace can come from employers, other employees, or from clients/customers. Depending on your experience, you may wish to report the incident to your employer, or you may choose to report the incident to the Newfoundland and Labrador Human Rights Commission. More information about reporting racism appears later in this resource guide.

---

<sup>11</sup> Canadian Human Rights Act (R.S.C., 1985, c. H-6)

## **Racism When Seeking Employment:**

It is illegal for an employer to advertise a position that limits members of a race from applying. An employer is not allowed to deny a qualified applicant a position based on their race, or any other basis of discrimination. The Canadian Human Rights Act states that:

**“It is a discriminatory practice (a) to use or circulate any form of application for employment, or (b) in connection with employment or prospective employment, to publish any advertisement or to make any written or oral inquiry that expresses or implies any limitation, specification or preference based on a prohibited ground of discrimination.<sup>12</sup>”**

This means that anyone advertising a position within their organization **cannot** advertise that they have a preference or limit based on race, ethnicity, or any other prohibited ground of discrimination in their

---

<sup>12</sup> Canadian Human Rights Act (R.S.C., 1985, c. H-6)

advertisement. It is illegal to refuse to hire someone based on their race, gender, or any other factor listed in the definition of discrimination.

An employer, employee organization, or employer organization cannot deprive individuals of any employment or training opportunities based on race. They cannot enact a policy of not hiring a specific group of people. The Canadian Human Rights Act states that:

**“It is a discriminatory practice for an employer, employee organization or employer organization (a) to establish or pursue a policy or practice, or (b) to enter into an agreement affecting recruitment, referral, hiring, promotion, training, apprenticeship, transfer or any other matter relating to employment or prospective employment, that deprives or tends to deprive an individual or class of individuals of any employment opportunities on a prohibited ground of discrimination<sup>13</sup>.”**

---

<sup>13</sup> Canadian Human Rights Act (R.S.C., 1985, c. H-6)

Section 15 of the **Canadian Charter of Rights and Freedoms** states “(1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.” Section 15 of the Charter guarantees that everyone must be treated the same regardless of race, ethnicity, religion, sex, age, or mental or physical disability. Federal and Provincial Governments cannot discriminate against anyone in any programs, laws, or law enforcement.

## Racism When Seeking Housing

When searching for a rental property, you cannot be denied as a tenant based on race. Section 6 of the Canadian Human Rights Act states that:

**“It is a discriminatory practice in the provision of commercial premises or residential accommodation (a) to deny occupancy of such premises or accommodation to any individual, or (b) to differentiate adversely in relation to any individual, on a prohibited ground of discrimination.”**

Section 6(a) means that a landlord is prohibited from denying you a lease because of any grounds of discrimination, including race. Section 6(b) means that a landlord cannot give you inferior service because you are Indigenous. A building or a landlord cannot provide inferior accommodations to a group of people based on their race or their ethnicity. Everyone is entitled to fair and equitable treatment when seeking housing.



Further protections for housing exist in the Newfoundland and Labrador Human Rights Act of 2010. The Newfoundland and Labrador Human Rights Act of 2010 states that:

**“A person, directly or indirectly, alone or with another, by himself or herself, or by the interposition of another, shall not, on the basis of a prohibited ground of discrimination, (a) deny to a person or class of persons occupancy of a commercial unit or a self-contained dwelling unit; or (b) discriminate against a person or class of persons with respect to a term or condition of occupancy of a commercial unit or a self-contained dwelling unit.”<sup>14</sup>**

This means that a landlord may not deny a tenant from renting a property based on race, and may not impose conditions onto a rental agreement that restrict a tenant based on their race. For example, a

---

<sup>14</sup> SNL2010 CHAPTER H-13.1, Human Rights Act, 2010

landlord may not charge a higher security deposit for an Indigenous tenant than they would for a non-Indigenous tenant.

The Newfoundland and Labrador Human Rights Act protects you from harassment based on race from your landlord. The act states that:

**“A person, directly or indirectly, alone or with another, by himself or herself only, or by the interposition of another, shall not harass a person or class of persons who occupies a commercial unit or a self-contained dwelling unit on the basis of a prohibited ground of discrimination.”**

The Newfoundland and Labrador Human Rights Act defines harassment as “to engage in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.<sup>15</sup>” A landlord cannot speak or act in a way to cause you discomfort or distress. Examples of harassment that a landlord cannot do include making jokes about your heritage, making unwanted comments, or any other actions that

---

<sup>15</sup> SNL2010 CHAPTER H-13.1 Human Rights Act, 2010

the landlord could reasonably know to be unwelcome. Comments or conduct that the landlord could reasonably know to be unwelcome are prohibited under the Newfoundland and Labrador Human Rights Act.

## Can I Be Denied Service Because of Race?

Both the Canadian Human Rights Act and the Newfoundland and Labrador Human Rights Act prohibit the denial of goods, services, accommodation, and facilities that are customarily offered to the public based on any grounds of discrimination, including race. This means that any place of business whether it's a grocery store, hotel, or restaurant cannot deny you service because of your race.<sup>16</sup>

Section 5(b) of the Canadian Human Rights Act states that it is a discriminatory practice to “differentiate adversely in relation to any individual on a prohibited ground of discrimination.” This means that a place of business cannot offer you inferior service on any basis of discrimination, including race. For example, a hotel cannot accommodate you in a room that is of poor quality because you are Indigenous.

---

<sup>16</sup> SNL2010 CHAPTER H-13.1 Human Rights Act, 2010

## What If I Experience Racism in a Business?

Section 17 of the Newfoundland and Labrador Human Rights Act states that “A person in an establishment shall not harass another person in the establishment on the basis of a prohibited ground of discrimination.”

The Act defines an establishment as “a place of business or the place where an undertaking or a part of an undertaking is carried on.” This means that you have the right to be free from harassment based on race in a place of business, from both the staff as well as other patrons of the establishment. Harassment is prohibited under the Canadian Human Rights Act, which states that:

**“It is a discriminatory practice, (a) in the provision of goods, services, facilities or accommodation customarily available to the general public, (b) in the provision of commercial premises or residential accommodation, or (c) in matters related to employment, to harass an individual on a prohibited ground of discrimination.”**

This means that if you are being harassed based on race in any place of business, whether it is a commercial store or residential accommodation, and regardless of if you are a consumer or an employee, you have the right to be free of harassment. If you experience racism, you may report the experience to staff or the management. If the experience was due to the actions of staff or management, you can report the experience to the Newfoundland and Labrador Human Rights Commission. The Newfoundland and Labrador Human Rights Commission is detailed later in this resource guide.

A business is not allowed to display that they intend to discriminate against anyone. The Canada Human Rights Act states that:

**“It is a discriminatory practice to publish or display before the public or to cause to be published or displayed before the public any notice, sign, symbol, emblem or other representation that (a) expresses or implies discrimination or an intention to discriminate, or (b) incites or is calculated to incite others to discriminate. If the discrimination expressed or**

**implied, intended to be expressed or implied or incited or calculated to be incited would otherwise, if engaged in, be a discriminatory practice described in any of sections 5 to 11 or in section 14.”**

This means that a business or an organization cannot overtly state or subtly imply that they will refuse to serve people of certain races. Furthermore, a business cannot **incite** discrimination.

You have the right to be free of racism and discrimination. If you experience racism in a business, you may wish to report the incident to the management or the owner of the establishment. If the incident came from the owner or the management, you may wish to report the incident to the Newfoundland and Labrador Human Rights Commission. Further information on the Newfoundland and Labrador Human Rights Commission can be found in this booklet under the heading “Reporting Racism.”

## Systemic Racism

Some racism can be due to systemic factors. For example, according to Statistics Canada, in 2018/2019, Indigenous adults accounted for 31% of admissions to provincial/territorial custody and 29% of admissions to federal custody, while representing just 4.5% of the Canadian adult population<sup>17</sup>. In the provinces and territories in 2018/2019, Indigenous females accounted for 42% of female custody admissions, while Indigenous males accounted for 28% of male custody admissions<sup>18</sup>. In federal corrections, Indigenous males accounted for 29% of male admissions to custody whereas Indigenous females represented 41% of female admissions to custody.<sup>19</sup>

---

<sup>17</sup> "Adult And Youth Correctional Statistics In Canada, 2018/2019". *Www150.Statcan.Gc.Ca*, 2021,.

<sup>18</sup> "Adult And Youth Correctional Statistics In Canada, 2018/2019". *Www150.Statcan.Gc.Ca*, 2021,.

<sup>19</sup> "Adult And Youth Correctional Statistics In Canada, 2018/2019". *Www150.Statcan.Gc.Ca*, 2021,.



In 2019, 18.0% of Indigenous peoples aged 16 and older living off-reserve were below the **poverty line**<sup>20</sup>. Among Indigenous peoples, 22.1% of First Nations peoples and 13.0% of Métis lived in poverty in 2019.<sup>21</sup>

In 2020, there were 743 homicide victims in Canada. Of those, 201 (27%) of those victims were Indigenous.<sup>22</sup> There is a similar disparity between Indigenous Canadians and non-Indigenous Canadians accused of homicide. 621 people were accused of homicide in 2020, and of those 218 (35%) were Indigenous<sup>23</sup>.

In 2016, 18.3% of the Indigenous population nationwide lived in housing that was considered unsuitable, according to the National Occupancy Standard<sup>24</sup>.

---

<sup>20</sup> "The Daily — Canadian Income Survey, 2019". *Www150.Statcan.Gc.Ca*, 2021,

<sup>21</sup> "The Daily — Canadian Income Survey, 2019". *Www150.Statcan.Gc.Ca*, 2021,.

<sup>22</sup> Statistics Canada. [Table 35-10-0060-01 Number of homicide victims and persons accused of homicide, by Indigenous identity, age group and gender](#)

<sup>23</sup> Statistics Canada. [Table 35-10-0060-01 Number of homicide victims and persons accused of homicide, by Indigenous identity, age group and gender](#)

<sup>24</sup> "The Daily — First Nations People, Métis And Inuit And COVID-19: Health And Social Characteristics". *Www150.Statcan.Gc.Ca*, 2021,

## What You Can Do When Experiencing Racism:

If you experience racism, remember that it is not your fault.

Everyone has the right to be in an environment free of racism. If you experience racism, you have several options.

**If you feel safe to do so**, you can tell the person that is being racist that you would like them to stop the behaviour.

**It is not your responsibility to educate someone who is being racist**. If you do not feel safe to confront the behaviour, you can leave the situation without saying anything.<sup>25</sup>

You could report the situation to a trusted person or an authority.

The next section of this resource guide discusses your options for reporting racism.

Racism can be a traumatic experience. It is important to take care of yourself and your mental health. Take some time for self care, and if

---

<sup>25</sup> "Understanding Racism And How To Spot It". *Au.Reachout.Com*, 2021,

you feel that you need to speak to someone about your experience with racism, the following supports can help.

**First Nations and Inuit Hope for Wellness Help Line:** 1-855-242-3310

**Sexual Assault Crisis Hotline:** 1-888-737-4668

**CHANNAL Warm Line:** 1-855-753-2560

**Newfoundland Mental Health Crisis Line:** 1-888-737-4668

**Kids Help Phone:** 1-800-668-6868

**24 Hour Residential School Crisis Line:** 1-866-925-4419

## **Reporting Racism in Newfoundland and Labrador**

If you have experienced racism, you have several options in reporting your experience. One of those options is to report to the Human Rights Commission of Newfoundland and Labrador. Section 25 of the Human Rights Act of Newfoundland and Labrador states that:

**“A person who has reasonable grounds for believing that a person has contravened this Act may file with the executive director a complaint in a form acceptable to the commission.**

**(2) A complaint made under subsection (1) shall be made within 12 months after the alleged contravention occurs or, in the case of a continuing contravention, within 12 months after the last incidence of the alleged contravention. (3) Where a complaint is made by a person other than the person who it is alleged was dealt with contrary to this Act, the executive director may refuse to accept the complaint unless the person alleged to be offended against consents. (4) The executive**

**director shall serve each person who is alleged to have contravened this Act with a copy of the complaint unless the complaint is dismissed by the executive director or the commission under section 32. (5) A person who makes a complaint under this section may withdraw the complaint at any time before the beginning of a hearing under section 35.”**

If you believe that someone has violated your human rights, you may file a complaint with the Newfoundland and Labrador Human Rights Commission. A complaint must be filed within twelve months of the incident. However, if the incident is a period in a pattern of behaviour, the report may be filed within twelve months of the most recent encounter. A complaint that is filed on your behalf may be refused, unless you give your consent to have the complaint reported. If the complaint is accepted, then the person(s) who violated your rights will receive a copy of the complaint, unless the complaint is dismissed. If at any point you wish to withdraw your complaint, you may do so any time before the beginning of a hearing.

The Human Rights Commission may be able to take action if you can answer yes to these five questions:

1. Were you treated unfairly?
2. Did the unfair treatment happen in Newfoundland and Labrador?
3. Did the unfair treatment happen within the last 12 months?
4. Did the unfair treatment happen in a protected area? (Work, school, housing, hospital, etc.)
5. Was the unfair treatment based on a protected personal characteristic? (Prohibited grounds, such as race, gender, sexuality, religion, etc.)<sup>26</sup>

There are three steps in the application process. The first step is to fill out an application form, the second step is a review of your application by the Human Rights Commission of Newfoundland and Labrador, and the final step is the Human Rights Commission will contact to you let you know if they are able to accept an official human rights complaint.

---

<sup>26</sup> "Human Rights Application Form - Newfoundland And Labrador Human Rights Commission". *Newfoundland And Labrador Human Rights Commission*, 2021.

(Usually within three to five business days, wait times may vary.)<sup>27</sup> If a complaint is dismissed, you may seek judicial review of the decision in the General Division of the Supreme Court of Newfoundland and Labrador.<sup>28</sup>

Racism can be reported to others as well. If your experience with racism happens at work, you could report it to your work's human resources department, or a manager. If you are a member of a union, you could report the experience to your union representative. If your experience with racism happens in a rental property, you could report it to your building or to your landlord. If you experienced discrimination from your landlord, you can report the experience to the Newfoundland and Labrador Human Rights Commission.

---

<sup>27</sup> "Human Rights Application Form - Newfoundland And Labrador Human Rights Commission". *Newfoundland And Labrador Human Rights Commission*, 2021.

<sup>28</sup> "Complaint Process - Newfoundland And Labrador Human Rights Commission". *Newfoundland And Labrador Human Rights Commission*, 2021,

**Newfoundland and Labrador Human Rights Commission**

Natural Resources Building, 5th floor

50 Elizabeth Avenue

P.O. Box 8700

St. John's, NL

A1B 4J6

**Phone:** 709-729-2709

**Toll-Free:** 1-800-563-5808

**Fax:** 709-729-0790

**E-mail:** [humanrights@gov.nl.ca](mailto:humanrights@gov.nl.ca)



## Glossary:

**Canadian Charter of Rights and Freedoms** - Part of the Canadian Constitution. A set of Rights and Freedoms guaranteed to all Canadian citizens.

**Canadian Human Rights Act of 1977** – Legislation that protects Canadians from discrimination based on sex, gender, sexuality, race, and other factors within the definition of discrimination.

**Discrimination** - actions such as the denial of goods, services, facilities, or accommodation, the denial of commercial premises or residential accommodation, and denial of employment. It is also a discriminatory practice to pay someone reduced wages based on race.

**Exclusion** – To be excluded, left out.

**Incite** – To urge or convince someone to undertake an action or behaviour.

**Newfoundland and Labrador Human Rights Act** – Legislation that protects Newfoundlanders and Labradorians from discrimination based on gender, sexuality, race, and other factors within the definition of discrimination.

**Newfoundland and Labrador Human Rights Commission** - an independent government agency responsible for promoting and protecting human rights in Newfoundland and Labrador.

**Poverty Line** – Canada’s official poverty line is the market basket measure. A family lives in poverty if they do not have enough income to purchase a specific basket (collection) of goods and services in their community

**Racism** – discrimination against someone for their race or ethnicity.

**Stereotypes** – generalizations about a group of people.

**Statistics Canada** - A Canadian government agency that collects data and statistics.

**Systemic Racism** – a form of racism that is embedded in laws of a society.

## References:

"Adult And Youth Correctional Statistics in Canada, 2018/2019". *Www150.Statcan.Gc. Ca*, 2021, <https://www150.statcan.gc.ca/n1/pub/85-002-x/2020001/article/00016-eng.htm>.

Heritage, Canadian. "Facts And Figures - *Canada.Ca*"., 2021, <https://www.canada.ca/en/canadian-heritage/campaigns/federal-anti-racism-secretariat/facts-figures.html>.

Canadian Human Rights Act (R.S.C., 1985, c. H-6)

SNL2010 CHAPTER H-13.1, Human Rights Act, 2010

"Complaint Process - Newfoundland And Labrador Human Rights Commission". *Newfoundland And Labrador Human Rights Commission*, 2021, <https://thinkhumanrights.ca/the-complaint-process/>.

"Human Rights Application Form - Newfoundland And Labrador Human Rights Commission". *Newfoundland And Labrador Human Rights Commission*, 2021, <https://thinkhumanrights.ca/the-complaint-process/human-rights-application-form/>.

"The Daily — Canadian Income Survey, 2019". *Www150.Statcan.Gc. Ca*, 2021, <https://www150.statcan.gc.ca/n1/daily-quotidien/210323/dq210323a-eng.htm>.

Statistics Canada. Table 35-10-0060-01 Number of homicide victims and persons accused of homicide, by Indigenous identity, age group and gender

<https://www150.statcan.gc.ca/n1/daily-quotidien/200417/dq200417b-eng.htm>

<https://thinkhumanrights.ca/the-complaint-process>

"Understanding Racism And How To Spot It". *Au.Reachout.Com*, 2021, <https://au.reachout.com/articles/what-is-racism-and-how-to-spot-it>.

## At a Glance Resource Page:

**First Nations and Inuit Hope for Wellness Help Line:** 1-855-242-3310

Sexual Assault Crisis Hotline: 1-888-737-4668

**The Journey Project:**

[support@journeyprojectnl.com](mailto:support@journeyprojectnl.com)

1-883-722-2805

**Victim Services:**

**Stephenville:** (709) 643-6588 / 643-6618

**Corner Brook:** (709) 637-2614

**Port Saunders:** (709) 861-2147

**Gander:** (709) 256-1028 / 256-1070

**Grand Falls-Windsor:** (709) 292-4508 / 292-4548 / 292-4544

**CHANNAL Warm Line:** 1-855-753-2560

**Newfoundland Mental Health Crisis Line:** 1-888-737-4668

**Kids Help Phone:** 1-800-668-6868

**24 Hour Residential School Crisis Line:** 1-866-925-4419

**Newfoundland and Labrador Human Rights Commission**

**Phone:** 709-729-2709

**Toll-Free:** 1-800-563-5808

**RCMP:**

**Stephenville:** (709) 643-2118

**Corner Brook:** (709) 637-4433

**Deer Lake:** 709-635-2173

**Gander:** (709) 256-6841

**Grand Falls-Windsor:** (709) 489-2121

**Rocky Harbour:** (709) 458-2222

**St. Anthony:** (709)-454-3543

**Port Saunders:** (709) 861-3555

**RNC:**

**Corner Brook:** 709-637-4100

**Labrador City:** 1-709-944-7602

**Churchill Falls:** 1-709-925-3524

**In an emergency, dial 911.**



Created and distributed by the project *“Coming Together for a Stronger Future”*, with funding from the Department of Canadian Heritage, and brought to the community by the Newfoundland Aboriginal Women’s Network. This booklet is not intended to be a substitute for legal advice from a lawyer. Information presented in this resource guide is accurate as of the time of publication.