



Anti-Racism Toolkit

Racism or Allyship?

Understanding the difference between racism, allyship and anti-racism can help Defence Team members recognize and challenge behaviours and practices that reinforce systemic racism and racial discrimination.

RACISM

People who are racist:

- Believe there are inherent significant biological differences across the human spectrum (for example, beliefs of genetic superiority)
- Inflict harm or wish harm to members of racialized groups or do not work to reduce harm to racialized persons
- Do not believe in equality of all persons or believe in equality but not equity (for example, do not support reconciliation efforts)
- Do not believe that racism exists or believe that racism is warranted or justified
- Deny the existence of unconscious bias and refuse to engage in self-reflection and education to address their own biases and racist beliefs

ALLY

People who are allies:

- Align themselves to racialized persons and demonstrate empathy towards the challenges racialized persons face
- Take active steps to understand their own unconscious and conscious biases
- Actively learn about and celebrate cultures other than their own and actively learn about racism in Canada and its continued impacts
- Use their voice to amplify the voices of others and make space at the table for racialized voices
- Call out racial discrimination, bias, bigotry and micro-aggressions when they see it

ANTI-RACISM

People who are anti-racists:

- Use their power and privilege to advance the socio-economic status of racialized persons, and actively work to combat and eliminate racial discrimination
- Take measured and specific steps to ensure marginalized persons feel like they fully belong in the economy and society and its institutions (for example, schools, communities, workplaces, places of worship)
- Work to dismantle systems that were not designed for diverse peoples and which results in their differential treatment
- Create and implement equity granting measures to racialized groups to address equity gaps and achieve equality

Visit the Department of National Defence [Anti-Racism Toolkit](#) on canada.ca for more information and resources.