



**Human Rights centered Research,
Partnerships, and Transformative Change
supporting Healing Relationships, and
Sustainable Human, Social, and Economic
Development**



**University
of Manitoba**

**ADVANCING EDI TO
R-EDI & ENHANCING
OUTCOMES
THROUGH
UNIVERSAL HUMAN
RIGHTS PRACTICE
THEORY
SYSTEMATIC APPROACH TO
SYSTEMIC BARRIERS
TOWARDS SYSTEMIC
SOLUTIONS**

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INTRODUCTION

Self-Introduction

- **Post-doctoral Human Rights based Research Fellowship and Adjunct Professor, University of Manitoba**
- **Previous Work experience with WHO and SHRC in relation to Universal Declaration of Human Rights (UDHR), 1948**
- **MSW Research on the Meaning and Role of Race in Human Rights work, 2004**
- **2020-2021 series of International Symposiums on Policy and HRs sponsored by CC-UNESCO, plus other research in Western Canada, (2018-2020).**
- **Practice Theory Team (Lead member)– root causes of systemic barriers, systematic approach, towards systemic solutions advancing EDI outcomes**

Context and Outline of the Presentation

- **Focus of the Presentation in relation to Judy William’s proposal late 2023/ early 2024.**
- **Race, Racism and Systemic Racism in relation to systemic barriers**
- **The Meaning, Role and Unique position of Race among other prohibited ground of discrimination (equity groups) and Universal Human Rights (UDHR, 1948)**
- **WHAT is Race and “Race” in Genetic Science and Social Sciences? And WHY this work is important.**
- **“Race”– exposes shared pattern Levels and Forms of oppression/domination... and strategies that supports dismantling and removing systemic barriers – advancing EDI to R-EDI in work with Municipal Governments (July 11,2024 Project Presentation)**



ARTICLE 1: All people are born-free and equal in dignity, worth and deserve equal opportunity

ARTICLE 2: Prohibited ground discrimination – “race”, sex/ gender, religion, ethnic, culture or national origin, political opinion etc.,

ARTICLE 29: Everyone has:

a) duties to the community in which they have the freedom and opportunity for full development..;

b) limits to these rights and freedoms for the purpose of securing the rights of others;

c) human rights and freedom cannot be exercised contrary to their purpose.

SO - WHAT IS “RACE” HISTORY, SOCIAL SCIENCE IN CONTEMPORARY NORTH AMERICA SOCIETY ?

“Race” in History and Social Sciences

- “Race” Identity in History contributed to nation formation in Europe and Colonization
- “Race” Identity in Europe, the holocaust and the end of WWII (1939-1945)
- “Race” the first prohibited ground of Discrimination under the UDHR (1948) affirmation – “we all born free and equal in rights, dignity and worth”
- “Race” identity is time and geographic specific / a global problem
- UNESCO (1978) Declaration on Race and the Elimination of Racial Discrimination
- “Race” in Social sciences is recognized as a HIERARCHICAL and DESTRUCTIVE SOCIAL CONSTRUCT – i. e. a social or shared idea associated with unequal power, rights and access to economic opportunities, and other public services leading to sustained undermined health and well-being etc.

“Race” in Contemporary North American Society:

Fixated hierarchical categorizations of people based on skin-tone variation / “differences” and the work in progress



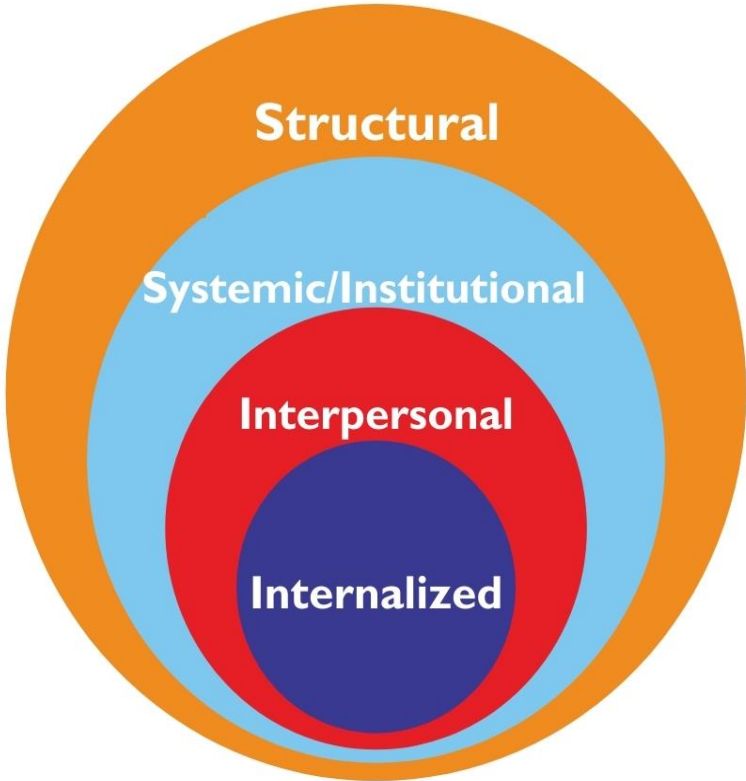
Levels of Racism

Structural racism

Structural racism is the established hierarchy of groups based on perceived “race”. The hierarchy was created to designate superiority to one group in order to benefit from the oppression and exploitation of other groups.

Systemic/Institutional racism

Systemic/Institutional racism is prejudice and privilege embedded in the policies, practices, and programs of systems and institutions, including in the public, private, and community sectors. Representatives may act with or without racist intention.



Interpersonal racism

Interpersonal racism is the beliefs, attitudes, and behaviours of individuals based on bias, stereotypes and prejudice. Expressions may be conscious or unconscious, and range from subtle to violent.

Internalized racism

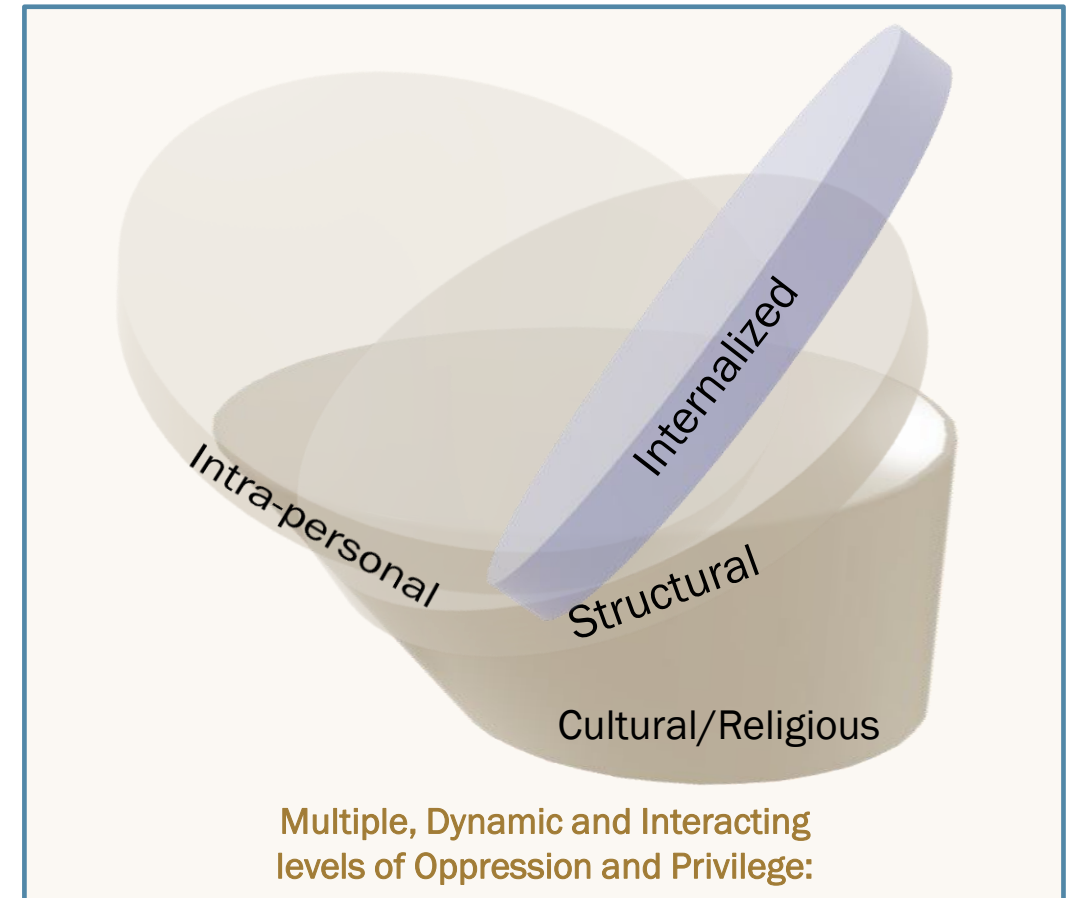
Internalized racism lies within individuals. We absorb the cultural racism ideas of the racial hierarchy and accept inequity as normal. People targeted by racism come to believe that the stereotypes & prejudices of racism are valid. People privileged by racism believe their own superiority.

MULTIPLE DYNAMIC FORMS OF RACISM, SYSTEMIC RACISM = OPPRESSION & DOMINATION



- Dehumanization of the 'Other'
- Domination/ Social Dominance
- Exploitation
- Marginalization
- Powerlessness
- Cultural imperialism
- Violence:
Psychological
and/or Physical

THE INTERSECTIONALITY OF OPPRESSION BASED ON PERCEIVED “RACE”, GENDER & RELIGIOUS “DIFFERENCES” & THE MULTIPLE LEVELS OF OPPRESSION



**CRITICAL SOCIAL
THEORY AND SCIENCE
EXPOSE TWO DISTINCT
MEANINGS OF RACE:**

**HUMAN RACE (ONE
HUMANITY/ HUMAN
JOURNEY / LIFE)**

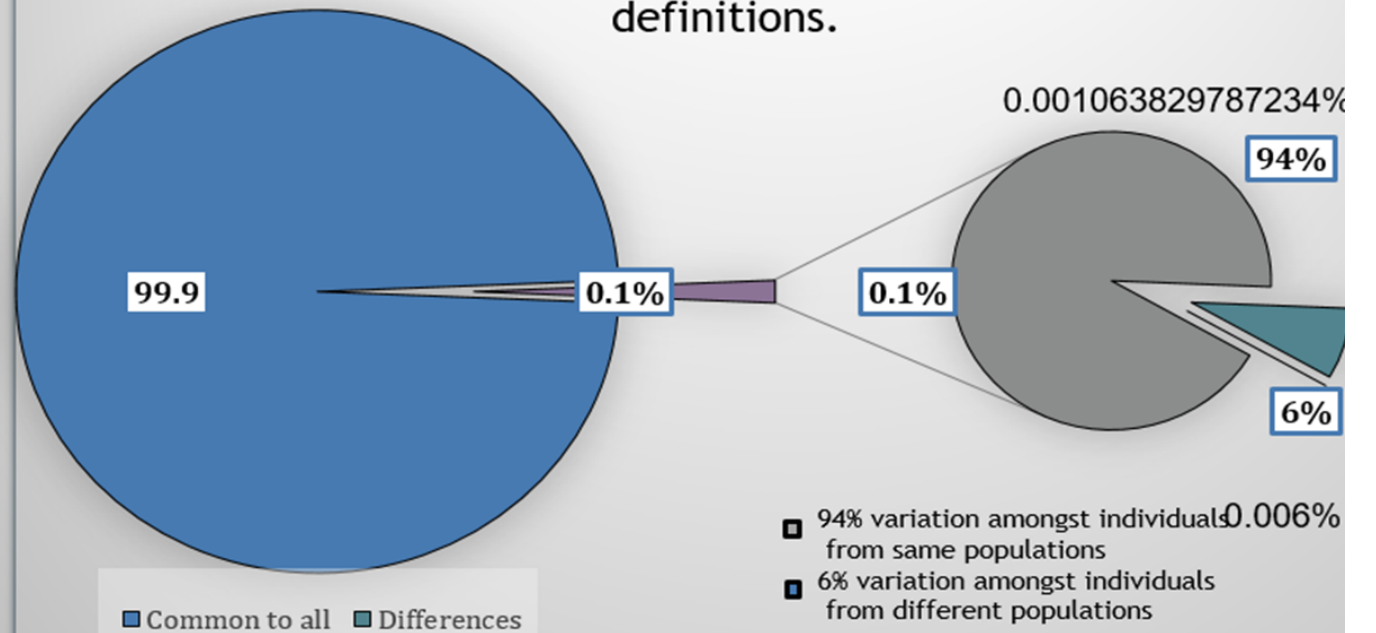
VS

**“RACE” AS A SOCIAL
CONSTRUCT – I.E. “RACE”
IDENTITY, RACISM AND
SYSTEMIC RACISM ARE
INTER-RELATED**

What is Race?

Genetic Characteristics

The concept of race has only superficial basis in biological reality, and, as such, has no meaning independent of its social definitions.



Adapted from: American Association of Physical Anthropologist. Biological Aspects of Race. AAPA Statistical Aspects of Race. Published in the *American Journal of Physical Anthropology*, vol. 101, pp 569-570, 1996. <https://doi.org/10.1002/ajpa.1331010408>

THE MEANING & ROLE OF “RACE” HISTORY, IN HUMAN AND SOCIAL SCIENCE, IN CONTEMPORARY SOCIETY & IT’S IMPACT (I.E.WHY)

“Race and Science”

UNESCO (1978) Declaration on Race and the Elimination of Racial Discrimination; “Race” has no biological meaning .

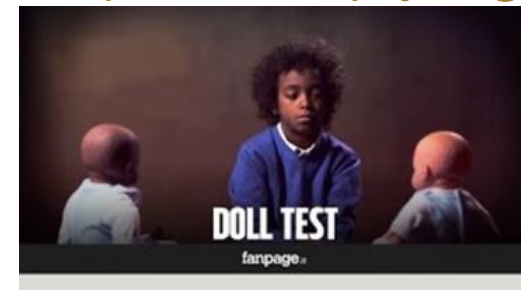


The Science of Racism (4:16)

<https://www.youtube.com/watch?v=o8GolfvnurY>

“Race” is a Social, Economic and Political Construct & Its Impact in Human Life

- 1960’s Research in psychology among young children exposed the impact of “race” ideology on the human psyche.
- See the Doll Test video:
<https://www.youtube.com/watch?v=tkpUyB2xgTM>



- The fixated thinking about “White” and “Black” people sustains “yellow” and “red” people - even though it may be silenced/ subtle.
- Sustained “race”, racism, and systemic racism, racialization - has negative impact in people’s lives – contributing to undermined Mental Health and other health issues.

WHY

WORK TOWARDS THE ELIMINATION SYSTEMIC RACISM & SYSTEMIC BARRIERS

UNDERSTANDING THE IMPACT OF RACISM IN PEOPLE'S LIVES & ITS COST TO SOCIETY

- Research studies on the **meaning and role of “race” identity in Human Rights Work** exposed as **elusive and insidious** and cannot support equality of human dignity (Partsch, J. F. (1982) and Lwanga, C.S. K. (2004)
- An Australian research study estimated the mental health cost of racial discrimination at **\$ 37.9 BILLION PER YEAR** between 2001 and 2011. Elias, A., & Paradies, Y. (2016).
- The persisting “race” based culture and racist policies –establish negative impacts of systemic racism and systemic barriers in the lives of First Nations Canadians, other racialized communities, and society -lack of social cohesion, undermined holistic development.
- **Participatory action research:** A study among African descent Canadians in Western Canada, on their experience of racism, sexism and religious intolerance documented negative health, social, and economic impacts. Lwanga, C., Hassan, O., Van De Merwe, C. (2019).

**INVITATION TO JULY 11, 2024, PROJECT PRESENTATION
ADVANCING EDI TO R-EDI AND ENHANCING OUTCOMES**



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Saskatoon



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WIP AND PROCESS – RESEARCH, INNOVATION, AND R-EDI PRACTICE THEORY TOWARDS HOLISTIC AND SUSTAINABLE DEVELOPMENT

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