

# EDDI Week

Brought to you by Grade 9 Leadership

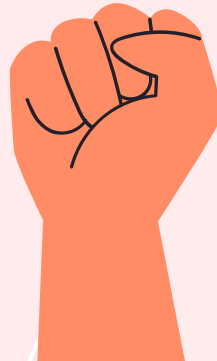
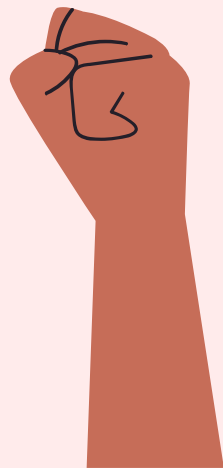
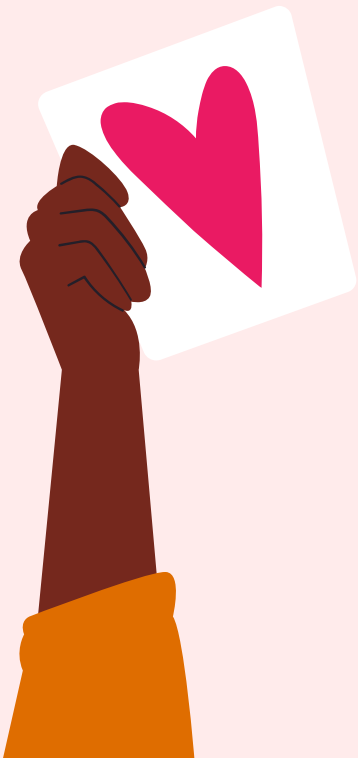
6



## What is EDDI Week?

It is officially EDDI Week at Beurling Academy!

EDDI stands for Equity, Diversity, Discrimination, and Inclusion.



## This week's schedule

Monday: BLM

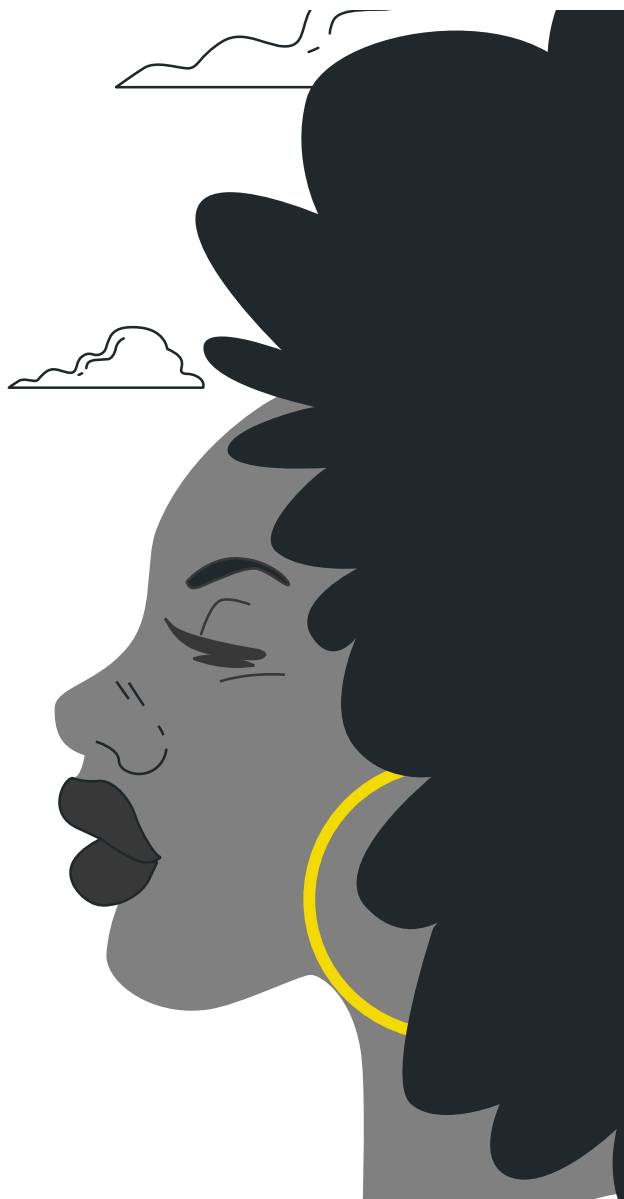
Tuesday: International Women's Day

Wednesday: Neurodiversity

Thursday: 2SLGBTQIA+

Friday: Stop Asian Hate





# BLACK LIVES MATTER



EDDI Week

# BLM Mural





# BLACK LIVES MATTER



## What is BLM?

BLM is an abbreviation for Black Lives Matter. It is a movement to address the violence inflicted on Black communities as well as tackling racism, discrimination, and white supremacy.



# BLACK LIVES MATTER



## BLM Origins

BLM was created in 2013 by Patrisse Khan-Cullors, Alicia Garza, and Opal Tometi. They started the movement in response to the death of Trayvon Martin. The movement expanded in 2014 after another police killing of two unarmed Black men. Ever since, the movement has continuously played a huge role in demonstrations against police brutality and racism.



# BLACK LIVES MATTER



## The Rise of BLM In 2020

BLM started to regain lots of attention after the death of George Floyd. George Floyd was murdered on May 25, 2020 by police officer Derek Chauvin. After his death, many people took to the streets to protest justice for Floyd. Along with Floyd, many people fought for the justice of Breonna Taylor, Elijah McClain and many others who suffered from police brutality.

George's case became worldwide and many other countries apart from America participated in the BLM protests.



# HOW TO CELEBRATE, HONOUR, AND RESPECT BLACK HERITAGE

The first step to celebrating, honouring, and respecting Black Heritage is education. You need to learn about Black history and heritage before you can properly respect it. Easy ways to start are by reading books, watching movies, following educational Instagrams/Tik Toks, and listening to Black voices.

*Take the first step and educate yourself!*

## **Instas you should follow to learn about Black heritage, and things going on in the Black community**

@girltrek  
@blackfutureslab  
@grassrootslaw  
@ckyourprivilege

## **Movies you can watch that represent racism- past and present**

American Son  
When They See Us  
If Beale Street Could Talk  
A Time To Kill  
Selma

# “HARMLESS” THINGS YOU ARE DOING, THAT ARE ACTUALLY VERY HARMFUL

## Making jokes out of racist situations

Joking about racist situations like George Floyd or the BLM protest is harmful, despite it being a “joke”. This could be triggering and it is insensitive to laugh at the injustices the Black community faces. Think twice before liking a TikTok that makes a joke out of Black injustices or reposting something on your story. It isn't funny, it is harmful.

## Saying slurs

Saying a racist slur is never okay, no matter the circumstances. It is still harmful and racist to say a slur even if you get a “pass”, even if you're online with your friends, even when following the lyrics of a song. When you say a slur, you are participating in its harmful history and normalizing the word.

## Asking to touch Black hair

When you ask to touch a Black person's hair, it is harmful. Seemingly an innocent question, it projects the idea that Black hair is not normal/the beauty standard. Try to say things like “Your hair is beautiful” and stray away from things like “You're so lucky you can change your hair all the time” or “Your hair is so exotic/kinky/different.”

# “HARMLESS” THINGS YOU ARE DOING, THAT ARE ACTUALLY VERY HARMFUL

## The “I don’t see colour” mentality

- It allows you to ignore the complexities of racial issues
- You’re not actively dismantling your own prejudices
- It minimizes the struggles of POC in today’s society
- It limits your ability to appreciate individuality
- Skin colour is something one should be proud of

## Ignoring the fight for equality

People may feel uncomfortable exercising their support for BLM.

Unfortunately, hoping things will change is not enough, you need to take action.

Actions get things done. Active participation in the fight for justice includes: protesting, educating, speaking out against racism, curbing internalized biases (we all have them).

## Tokenism/Tokening

Tokening is essentially just virtue signaling. It’s when you use a POC you may know/be related to as a *token* or *free pass* to claim you aren’t racist despite your actions. “I’m not racist, I have a black friend!!”

-A racist.

They’re effectively using that black person as a “get-out-of-jail-free” card.

# “HARMLESS” THINGS YOU ARE DOING, THAT ARE ACTUALLY VERY HARMFUL

## The “I don’t see colour” mentality

- It allows you to ignore the complexities of racial issues
- You’re not actively dismantling your own prejudices
- It minimizes the struggles of POC in today’s society
- It limits your ability to appreciate individuality
- Skin colour is something one should be proud of

## Ignoring the fight for equality

People may feel uncomfortable exercising their support for BLM. Unfortunately, hoping things will change is not enough, you need to take action.

Actions get things done. Active participation in the fight for justice includes: protesting, educating, speaking out against racism, curbing internalized biases (we all have them).

## Tokenism/Tokening

Tokenism can also be when any kind of group of predominantly one race includes a person of colour to seem politically-correct and/or racially diverse. And whilst including marginalized groups in places where they usually aren’t found isn’t inherently wrong, tokening becomes wrong when they are solely being used by the group to put up a righteous front.



# International Women's Day

**EDDI Week**





# Why Feminism is Important

Women can vote, get jobs in any industry, and receive an education; so, why do we need feminism?

Well, because sexism and other injustices are still very prominent today. Feminism helps us uncover the injustices and strive for change.

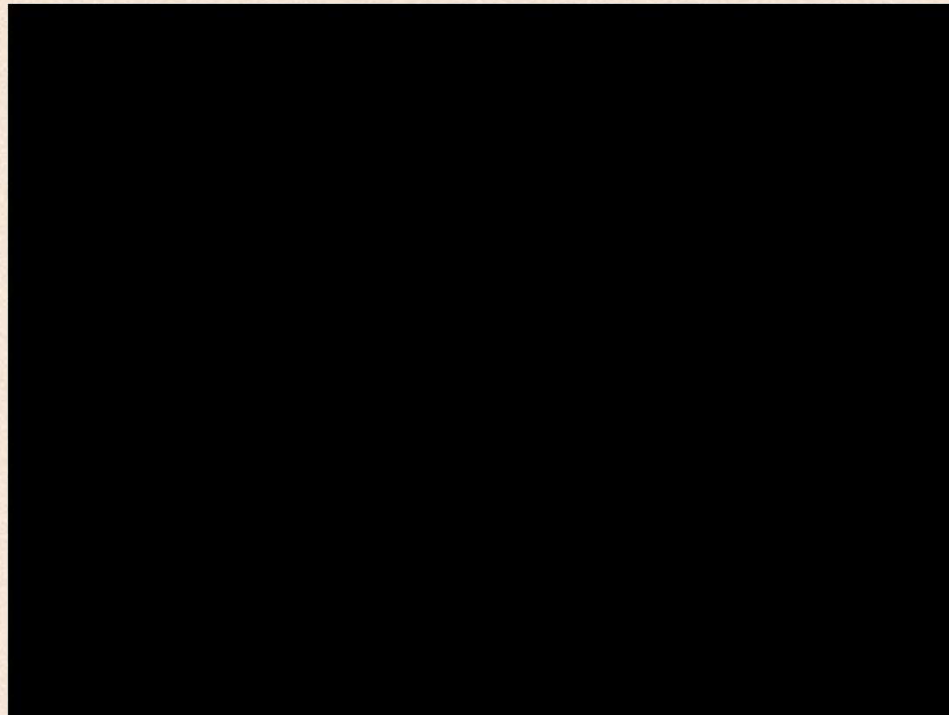
Here are some "small" things that actually play a huge role in sexism...

# Why Feminism is Important

- Criticizing what a woman does/doesn't do with her body
  - The idea that catcalling is supposed to be flattering
- Although you may not notice it, dress codes usually target the appearance of women. Reflect on the dress codes around you and you might see that the rules target the clothes that women primarily wear.
  - The idea that men are not supposed to cry
- The fact that “taking care of the home” is still seen as a woman's job.
- The thought that men cannot be victims of domestic abuse or sexual assault.

# Question Of The Day

Can you solve this riddle?






# Getting Rid of the Stigma Around the Word “Feminist”

## What are feminists?


- Someone that believes in the equality of all sexes
- Wishes to deconstruct the patriarchy that hinders men and women alike
- Someone who fights for the rights of all people no matter race, religion, ethnicity, etc

## What feminists aren't!

- Angry misandrists
- Misandrists seeking to strip men of their rights
- Trying to rule the world
- Force femininity upon men



Remember a feminist is a person  
who fights for the equality of ALL  
genders. If you only fight for the  
rights of one gender then you are not  
a feminist.





# The History Of The Day





**66%**

of the world's work is done by women

**75%**

of people living in poverty are women and girls



# Neurodiversity



EDDI Week

# What is Neurodiversity?

Click [here](#) to answer poll!



# Neurodiversity

If you chose answer A, then you are correct! Neurodiversity is a viewpoint that suggests brain differences are natural rather than deficits. This concept helps reduce the stigma surrounding learning and thinking differences.

The concept of neurodiversity isn't new. Judy Singer, a sociologist on the autism spectrum, started using the term "neurodiversity" in the 1990s. She didn't believe in the idea that people with autism are disabled. Her view was that their brains just worked differently from others.

# Learning Difficulty Activity

For today's EDDI activity, try to read the Reading Sheet below!

## READING

It is difficult to learn to read when  
the words don't stand still. Can  
you imagine what it is like to read  
when words and letters move up and  
down on the page? Reading is not  
my favorite school activity.

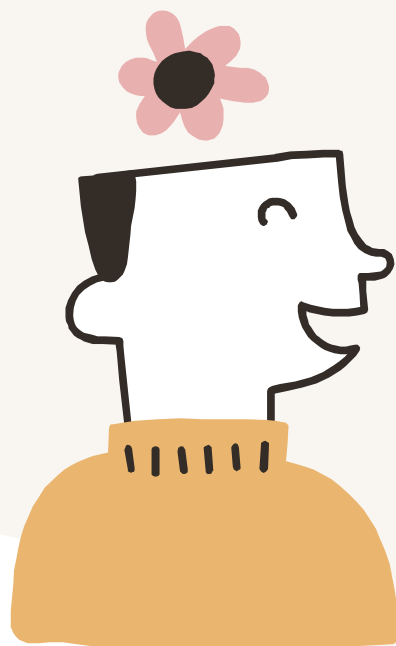
It helps to use my finger or  
ruler to keep my place so I  
can read.



# Reflection

How did you feel after trying to read this? This is an example of what reading might be like for people who have a different learning profile.

We live in a world where different learning profiles are not accepted. How could Beurling Academy improve their resources for those with learning differences?



Did you know that Tom cruise, Albert Einstein, Walt Disney and many other celebrities all have/had a learning difficulty?

If you think you are alone, you are not.

If you are struggling, you can always talk to Ms. Alex, Ms. Laura, or any other staff member you feel comfortable with.



# “Harmless” Things You Are Doing, That Are Actually Very Harmful

## Acting disabled

Pretending you have an intellectual delay is not harmless it is hurtful. This “joke” isn’t funny at all and is perpetuating the stigma around neurodivergence.

Be an ally, not an ableist.

## Using outdated terms

The r-slur is not a way to refer to those with neurodivergence. If you look in any dictionary you will see that it is considered offensive. This word has a history of demeaning and harming autistic people, it is considered a slur and shouldn’t be used. Simple as that!

## Making fun of disabled persons

Laughing at the idea of special-ed or using “crippled” in a derogatory connotation is harmful. Like watching a peer getting bullied and not doing anything to help, you’re actively siding with the oppressor. Remember that people that differ from you are still human, not aliens. *Check your privilege* and put yourself in their shoes. The world is finally beginning to be more inclusive to people that aren’t able-bodied.

**ZSLGBTQIA+**

EDDI Week



## The History of the 2SLGBTQIA+



## What is the ZSLGBTQIA+



The ZSLGBTQIA+ (commonly abbreviated as the LGBT or LGBTQ+) is a community that serves to welcome those that differ from heterosexuality. We're in the preliminary phases to erase global injustices and the ZSLGBTQIA+ community wishes to celebrate their pride and comfort those that must face the hardship that follows with their identity.

# What does each letter represent?

2S

**2-spirited** is an important term within some Indigenous cultures and for some Indigenous people. It describes a person with both a feminine and a masculine spirit living in the same body

L

The first letter in LGBTQIA+ stands for **Lesbian**, a term for women who are sexually and romantically oriented toward other women

G


The second letter stands for **Gay**. **Gay** is a term for any person that is attracted to the same gender

B

The third letter of the acronym stands for **Bisexual**. This is a term for those who are sexually and romantically attracted both to men and women



## What does each letter represent



The fourth letter stands for **Transgender**, **Trans**, and **Transsexual**. Trans is an inclusive term for anyone who doesn't identify with their sex assigned at birth

T

Q

Q is the fifth letter of the acronym. It stands for **Queer**. **Queer** is a term referring to anyone who is not straight or cisgender. Was originally a slur for gay men but was reclaimed by the 2SLGBTQIA+, for the 2SLGBTQIA+

I

The sixth letter in the acronym stands for **Intersex**. Intersex is a term used for individuals who don't fit into specific gender norms of woman or man

A

The seventh letter stands for **Asexual** and ally. **Asexual** is a term used for people who don't feel sexual attraction to either sex or don't feel romantic attraction in a typical way





## What does each letter represent?



*The + (plus) is a term to include additional sexual orientations and gender identities under the 2SLGBTQIA+ umbrella*



**Gender fluid** is a term for individuals whose gender identity and gender expression are not static, and can shift with time and or circumstance

**Non-binary** is a term for people who don't accept a society that only acknowledges the gender binary of man and woman. They define their gender outside of those norms. People who are non-binary may identify as having no gender, feel in between genders or have a gender that's not always the same



**Pansexual** is a term for a person that experiences sexual, romantic, physical, and emotional attraction to people regardless of gender identity

**Agender** is a term for individuals who don't identify with any gender, or identify as being genderless. Their gender identity may live outside of the gender binary

# What Sets Us Apart?

## A Short AMEP activity about systemic homophobia

In this short activity, everyone will be given a label from your teacher. Place the label on your back. The labels will say simple things like “Say Hi to me”, “High five me”, “Turn away from me.” Walk around your class and perform the action the label asks. After five minutes sit back down.

### Reflection

For the people with labels that said “Turn Away From Me”, how did that feel? Do you think that everybody has an invisible label on themselves? If so, what could those labels be? What do you think the point of this activity was?





## Resources

It's important to remember that no one can decide what you identify as, except you. We encourage you to use the language/terms that feel best for you. There is no rush in figuring out your sexuality, and remember that your sexuality and preferences can change as you grow.

If you are struggling with your sexuality, gender identity or want more information about the 2SLGBTQIA+  
LGBT YouthLine,

Call: 1-800-268-9688 Text: 647-694-4275

**Unapologetically be yourself**



**Asian**  
**Hate**  
**Stop**



# Preface



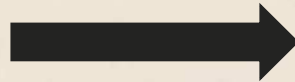
# *What brought about this movement*

It's only natural to have a distaste towards the global pandemic. This pandemic has completely flipped the world upside down. What isn't natural, is enacting your racist ideologies onto innocent civilians out of frustration/hate. There have been numerous counts of Asian hate crimes happening all over the world including harassment and even shootings. The Stop Asian Hate movement exists to combat the hate crimes Asian people are faced with each day.




# Asian Representation

When you watch  
T.V, do you think  
you see enough  
Asian  
representation?



A lack of representation  
is a huge part of racism.  
Did you know that in  
2019, Asian characters  
with speaking parts only  
accounted for 8.4% of  
Hollywood films?



# *Asian Representation*







# How To Be An Active Participant In The Stop Asian Hate Movement

- Educate yourself
- Speak up when you hear microaggressions
- Spread Awareness.
- Talk about what you've learned with your friends and family.
- Support Asian businesses, Asian media, and Asian organizations

Follow these  
Instagrams:


@DearAsianYouth

@StopAsianHate

@sikhprof

To educate yourself






# Stop Asian Hate Activity

## Identifying Racism

Racism takes on many different shapes and forms. Whether it be verbal insults, physical harm, sly remarks etc, it is all racism. We classify these forms of racism as micro-aggressions, hate crimes, segregation, discrimination, hate speech, racial profiling, and more. For this activity, we will present a situation. You must determine what kind of racism it would be classified as.






# Identifying Racism

## Scenario One


On a Monday evening, an Asian woman was walking down the street when a man approaching from the opposite direction swung his left arm wide, hitting her in the face. The woman was taken to a hospital in a stable condition.





# Identifying Racism

*What would you consider this act?*

- A) An accident
  - B) An act of anti-semitism
  - C) A hate crime
- 




# Identifying Racism

The answer is C. That act was a hate crime.

*But what exactly is a hate crime?*

A hate crime is when someone hurts another person because of their sex, ethnicity, religion, nationality, gender identity, class, sexual orientation, age, etc.

Typically, a hate crime is not caused in any way by something the victim did or said, but just because of who they are. Hate crimes are often in the form of physical violence, but can also be vandalism and damage to property, insults or other hurtful words, or other violations of human rights.






# Identifying Racism

## Scenario two


An Asian boy is in school and trying to learn. His teacher cannot pronounce his name, therefore calling him “KimChi” instead of his real name. Even though he expresses that that is not his name, the teacher continuously calls him this despite his protest.





# Identifying Racism

*What would you consider  
this act?*

- A) A mistaken pronunciation
  - B) A form of discrimination
  - c) A micro-aggression
- 





# Identifying Racism

The answer is C. That act was a micro-aggression.

## *What is a micro-aggression?*

A microaggression is a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority. Oftentimes, microaggressions hold a different message than what is being conveyed. The teacher calling the Asian boy "KimChi" not only invalidates this boy's identity, but also demonstrated their ignorance and insensitivity to the diverse cultures of Asia. She's obtuse.

