

Dismantling Anti-Black Racism and Intersectional Oppression (DABRIO)

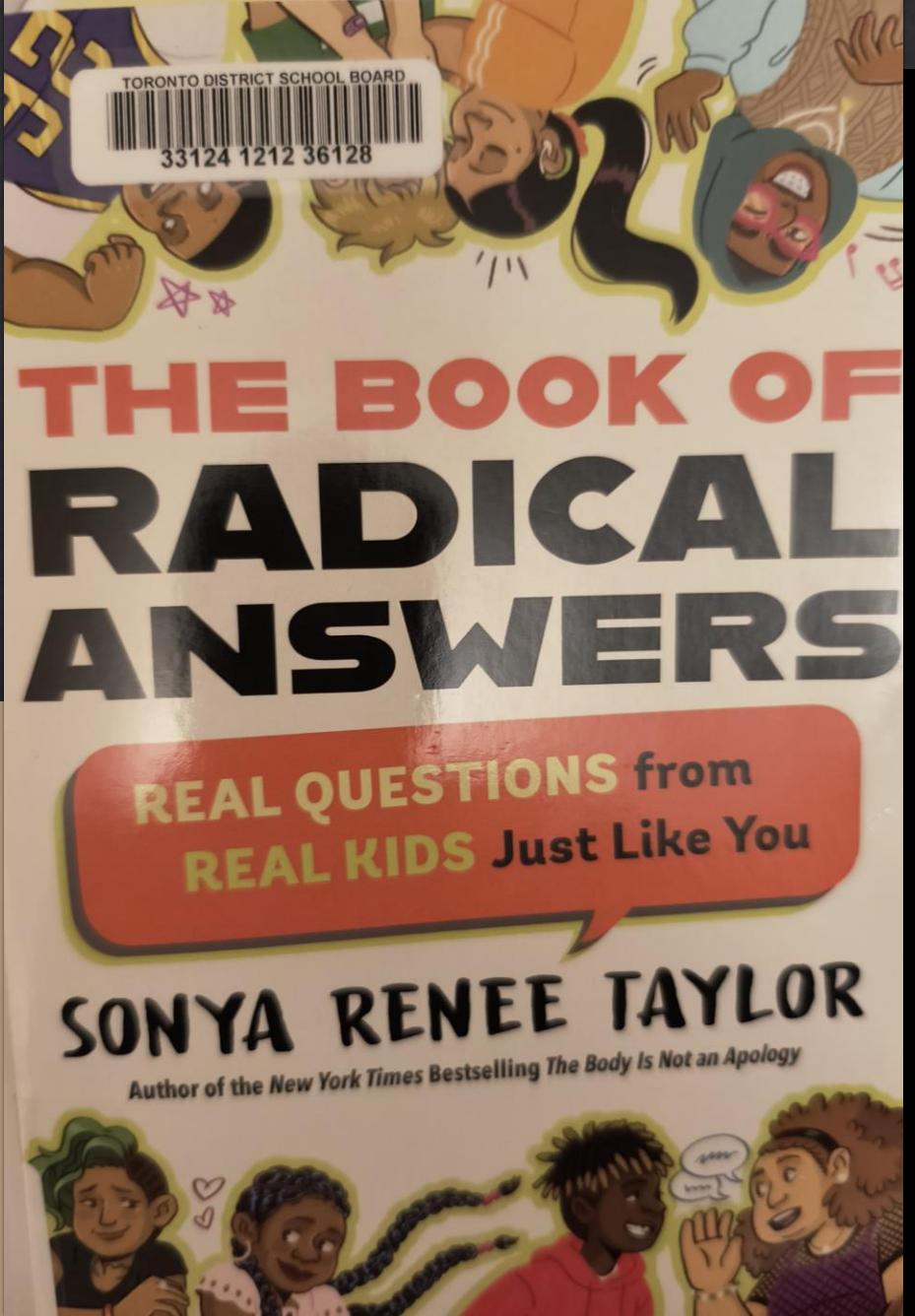
TBU Officers: Vincent Bisasor
Jason Boston

What is Anti-Black Racism?

What do we seek to do?

How do we see that happening?

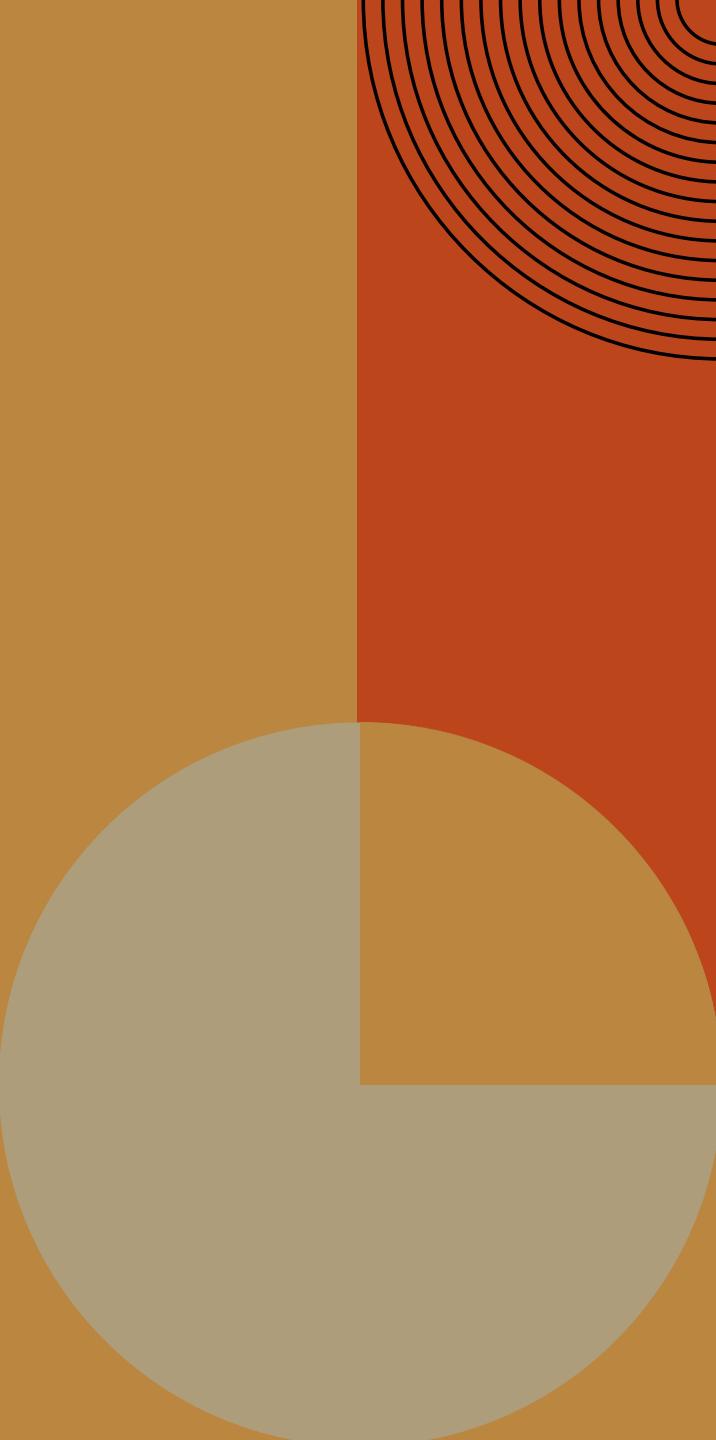
Why do we want to visit your school?



What's up with racism?

Europeans sought free ways to make more money and sell more goods. To justify stealing and enslaving humans they needed to tell themselves that the people they were stealing were beneath them. They created and spread the lie that they were a better category of human and that those they terrorised were less human or not human at all.

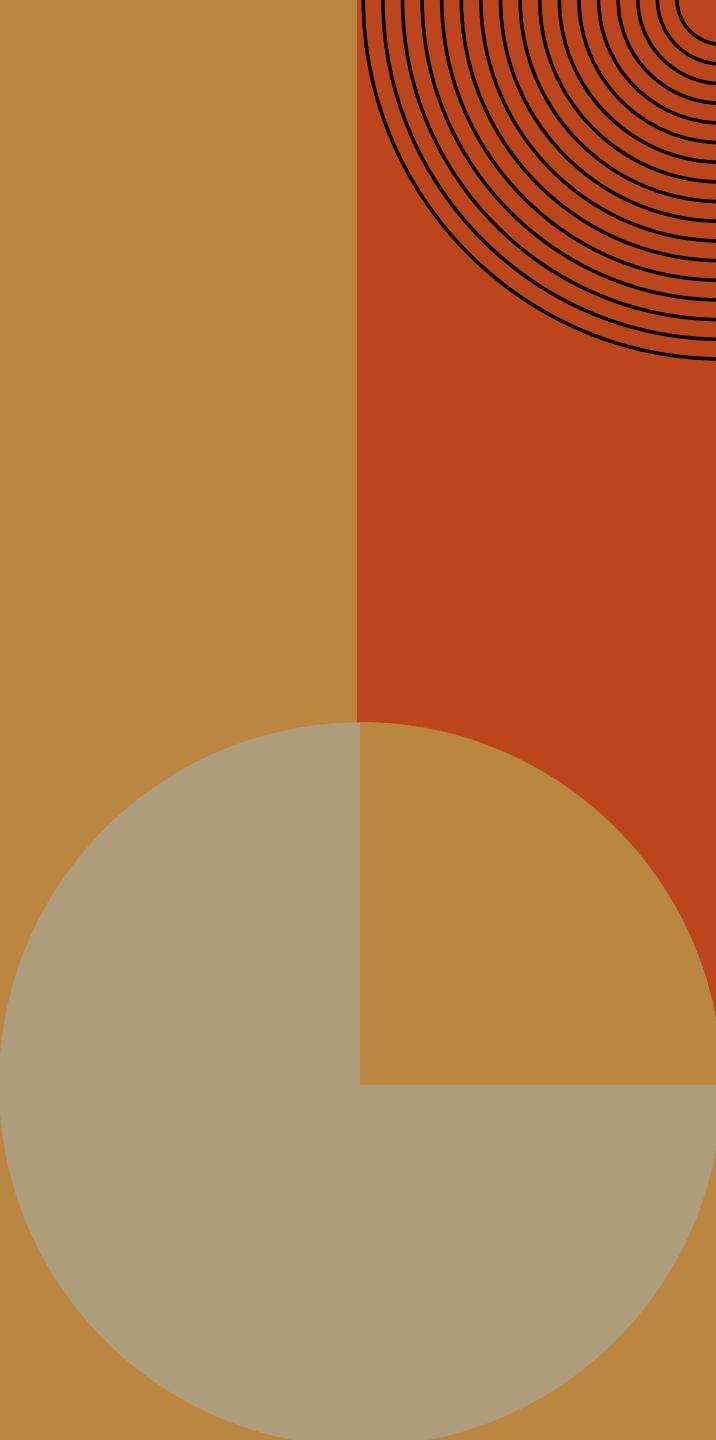
“As a result of colonization, slavery and centuries of racist social ideas, many people today are still taught the lie by their families and white-dominated societies that Black people and anyone with darker skin are less than them. These ideas are reinforced by additional messages saying racism isn’t a big deal anymore: that it doesn’t exist if no one talks about race.



What is our goal?

To dismantle Anti-Black Racism and
Intersectional Oppression in

OSSTF Toronto



Wow!! Racism in OSSTF Toronto ⁶

People must actively work to dismantle the beliefs and ideas they may not even realize they have about Black people-understanding that all folks in Western countries internalize anti-Black racism in one way or another because it has become part of the very air we breathe.”

Many Racists are ignorant that they are racist

The TDSB ecosystem...

Appendix E

May 2022 is Staff Census Month!
Complete the questionnaire online today!



Count Yourself In Every Voice Matters

The Staff Census is anonymous and takes approximately 5 minutes to complete. Please check your TDSB email account for the link to complete a Staff Census.

More Information: Visit <http://tdsbweb/Staff-Census>

Questions? Please contact staffcensus@tdsb.on.ca



17 Months later the Report is ready
Share with OSSTF January 2024
General Accessibility??

The DABRIO team considers the census and the report for the most part INVALID? Invalid because 9 of the 17 questions relate directly or tie back to racial demographics. Deliberate attempts were made by racist staffers to skew the results and make a sham of the process. Notice only 55% of staff identify as white-NOT in OUR reality, show me the school that has staff 45% of whom are racialized. These groups that I have taken out (in the next slide), I regard as visible minorities or visibly racialized, adding up to 34.3%-show me those schools where we can clearly see that more than 1/3 of the staff is racialized. It gets even more twisted-29.4% identify with more than one ethnicity. 3.7%-1200+ of responses to this question was coded as missing data-selecting an impossible large number of options, some taking the time to check all 87 ethnicities.

**Count Yourself In
Every Voice Matters**

**TDSB Staff Census Final Report
October 2023**



VISIBLE MINORITIES

TDSB Population 2022

Black-10.5%

East Asian-8.3%

South Asian-13.2%

Southeast Asian-2.3%

Total = 34.3%

Toronto's Population 2021 Census

Statistics Canada

Black-9.6%

East Asian-18.9%

South Asian-14%

Southeast Asian-2%

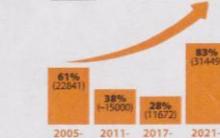
Total = 44.5%

Appendix F

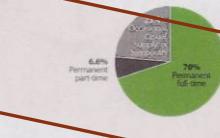
2022 TDSB Staff Census Count Yourself In Every Voice Matters



STAFF CENSUS RESPONSE RATES



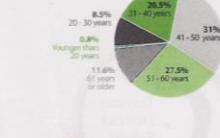
CURRENT EMPLOYMENT STATUS



YEARS OF WORK EXPERIENCE AT THE TDSB (and Predecessor Boards)



AGE GROUPS



RELIGION/CREED AND/OR SYSTEM OF BELIEF(S)



71.1% of staff resided within the City of Toronto.

1.3% Self-Identify as Indigenous

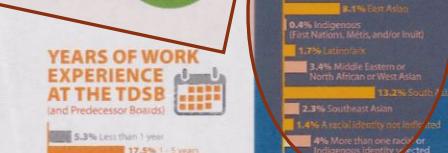


Over 221 ethnicities were represented among TDSB staff.

29.4% of staff identifying with more than one ethnicity.

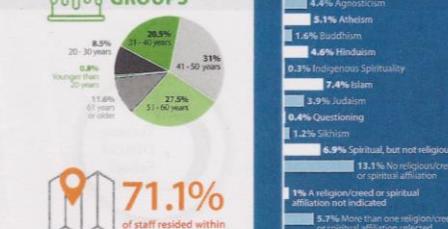
RACIAL AND INDIGENOUS IDENTITY(IES)

55.1% Identify as White

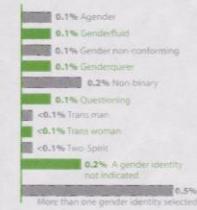


RELIGION/CREED AND/OR SYSTEM OF BELIEF(S)

44.4% Responded Christianity



GENDER IDENTITY(IES)



SEXUAL ORIENTATION(S)



50% of TDSB staff indicated they are able to Communicate Fluently in a Language besides English.

Over 153 language varieties, including creoles and dialects, were spoken among TDSB staff.

31% of staff indicated they are able to communicate in more than three languages.

6.4% of staff identified as a person with a disability.

How do we proceed to Dismantle Anti-Black Racism in D12

Black and
Racialized People
must be

- ❖ Welcomed
- ❖ Accepted
- ❖ Respected

And afforded
opportunities for

- ❖ Growth
- ❖ Development
- ❖ Leadership

Why Visit Schools? Engaging the membership

- ❖ Engage the unengaged
- ❖ Re-engage the disengaged
- ❖ Map our membership

Call to Action

Sign up for a
School Visit
today



Thank
you

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