

Racism and COVID-19

Supporting IBPOC teachers

The COVID-19 pandemic has unfortunately shone a spotlight on the multiple forms of racism that were prevalent in Canada long before the onset of the pandemic. If you are a teacher who identifies as Aboriginal, First Nations, Metis, Inuit, Indigenous, Black or a Person of Colour (IBPOC), your union has multiple support available to you to address both the individual and structural impacts of racism.

1. Know your rights

Every teacher has the right to a workplace safe from harassment. These rights are enshrined in the BC Human Rights Code and the BCTF is committed to the principal that discrimination and harassment must not be ignored and must be challenged and rectified.

Are you experiencing racism in the workplace?

<https://tinyurl.com/y7gyrjwn>

This BCTF brochure provides information to support teachers experiencing racism by outlining teachers' rights and providing a list of supports and services available at the school, local, and Federation level.

Racism and COVID-19: Supporting teachers, students, and their families

teachbc.bctf.ca

This short document provides information about resources and services to support people experiencing racism, as well as resources for teachers and students to build the necessary skills to advocate in support of those impacted by racism.





Image source: Joe Tong

This button was created by Joe Tong, a Richmond home economics teacher currently seconded to the UBC Education faculty.

2. Expand your community

Racism is compounded by the isolation you may experience in schools and locals, where the majority of teachers are White. By connecting with other IBPOC teachers, you can create a community of colleagues who validate your experiences, share strategies to respond to racism, and help you feel less alone.

The Anti-Oppression Educators Collective

www.aoec.ca

This BCTF Provincial Specialist Association focuses on anti-oppression work in both curriculum development and professional growth in order to eradicate systemic barriers and drive the important work of equity, inclusion, and diversity.

Antiracism action group, Committee for Action on Social Justice

bryeburn@bctf.ca

BCTF staff can put you in touch with members of this action group, who support BCTF members by creating resources, advocating for policy change, supporting networks of social justice contacts, and liaising with alliance groups.

Aboriginal Education Advisory Committee

gstromquist@bctf.ca

BCTF staff can connect you with this advisory committee, whose members create resources and workshops and advocate for policy change related to Aboriginal education, decolonization, and reconciliation.

Aboriginal Education Association

bcaboriginaleducation.com/

This BCTF provincial specialist association helps teachers by raising awareness of issues related to Aboriginal Peoples in Canada, sharing Aboriginal education resources and teaching strategies, and hosting a yearly provincial conference.

3. Nurture your mental health

Experiencing overt acts of racism, as well as micro-aggressions in everyday life, can have serious mental health consequences. These may include feelings of frustration, depression, self-doubt, anger, confusion, lack of confidence, isolation, not belonging, exclusion, defeat, helplessness, and minimization.

Starling Program

<https://www.starlingminds.com/>

The Starling Program is an online mental health and wellness tool that is designed specifically for teachers. It helps you assess, monitor, and improve your mental fitness in the privacy of your home. As a BCTF member, it is available to you and your family members to use anywhere and anytime you want, for free.

