

Anti-Racism Policy

This document is the parent policy for any College or Divisional procedures. Questions regarding this policy are to be directed to the identified Policy Administrator.

Functional category	Operations
Approval date	October 18, 2023
Effective date	October 18, 2023
Policy owner	President & CEO
Policy administrator	Director, Equity

Objective

NorQuest College (college) recognizes that racism has been embedded in Canadian society and social institutions. NorQuest College also acknowledges the legacy of colonialism through the Residential Schools system and its impact on Indigenous People today. As a public institution, the college recognizes the right of members of the college community to have an educational institution that is free from racism. The purpose of this policy is to identify, define, address, and work towards eliminating all forms of racism at NorQuest College.

This policy aligns with the [Canadian Charter of Rights and Freedoms](#), Alberta Human Rights, and NorQuest policies.

Authority to establish this policy is derived from the [NorQuest College Board of Governor's Policies No. 5](#), which delegates authority to the President and CEO to establish policies and procedures for the college's management and operation.

Policy

NorQuest College is committed to combatting and working towards eliminating all forms of racism and racial discrimination and ensuring that everyone in the college community is free from all forms of racism, whether committed students, employees, or any member of the NorQuest College community. To work towards our goal of becoming an inclusive, anti-racist and decolonized organization, the college commits to creating a college community that is free from all forms of racism and unlawful discrimination.

Examples of racism include but are not limited to:

Interpersonal:

- Any form of harassment, discrimination, or microaggressions based on a person's religious beliefs, ancestry, colour or place of origin.
- Racial slurs or negative comments based on someone's race, ethnicity, colour or place of origin.
- Stereotyping and racial profiling.
- Disproportionate disciplinary actions for racialized individuals.

Institutional:

- Policies, practices, and procedures that lead to negative outcomes based on race.
- Excluding the perspectives of Black, Indigenous, and racialized scholars from curriculum and learning content, and from research.
- Excluding racialized individuals from receiving the same opportunities and networks as non-racialized individuals.
- Practices that lead to racial inequalities in hiring, recruitment, promotion, education, training, and selection processes.

- Excluding the input and consultation of racialized groups within decision making processes of the college.

Additionally, in support of creating an anti-racist college environment, the College commits to:

- Develop learning pathways to increase awareness and education, and to help create an inclusive college environment.
- Collecting demographic data to measure and address inequities.
- Engaging and involving the broader community in the work of combatting racism, including partnerships with community organizations, hosting public events or forums on anti-racism, and creating opportunities for community members to provide feedback and input on the college's anti-racism initiatives.
- Providing resources and supports for those who have experienced racism.
- Creating and reviewing policies and procedures using an anti-racist lens.
- Providing clear pathways for reporting racism and accessing supports.

Roles and Responsibilities:

The college recognizes and acknowledges that racism may be both intentional and unintentional. However, intention has no bearing on the impact of racism as it is experienced by Indigenous and racialized members of the college community. Therefore, and as per the [Code of Conduct Policy](#), the college expects all members of the college community to engage in appropriate behaviour in all aspects of college related activities, and to help to create a college environment that is free from racism, discrimination and harassment.

Understanding that anti-racism is a collective responsibility, NorQuest College also acknowledges that college leadership plays a significant role towards becoming an anti-racist organization. Leaders, including but not limited to manager, chairs, deans, directors, vice-presidents, and the President and CEO are responsible for:

- Exemplifying and supporting anti-racism practices in their day-to-day conduct.
- Creating a psychologically safe space for employees, students, or other members of the college community to share any form of racism they experience or witness and to support in accessing resources.
- Ensuring that employees, students, or other members of the college community adhere to NorQuest's anti-racism policy and other relevant policies.
- Ensuring that any breach in policy is thoroughly investigated and appropriate action is taken in accordance with the college's established policies and procedures for misconduct for students and employees.

Complaints and Reporting:

NorQuest College does not tolerate racism committed by any member of the college community and will address all reported instances. Regarding individual racism, complaints related to this policy from students will be investigated using the [Student Complaint Procedure](#). Employee complaints related to this policy will follow the [Code of Conduct & Respectful Workplace & Learning Environment Complaints & Investigation Procedure](#). Complaints of institutional racism should first be reported to a NorQuest people leader (for example, managers, deans, directors). Leadership will work with internal partners to resolve the reported issues. Violation of the law will be reported to the appropriate college and law enforcement authorities and may result in dismissal.

Definitions

Anti-Racism: The practice of actively identifying and opposing racism. The goal of anti-racism is to change policies, behaviours and beliefs that perpetuate racist ideas and actions.

College Community: Any student, faculty, administrative or staff member of the college, member of the public serving in a recognized capacity for the college, and employee of an agency contracted by the college.

Decolonization: the process of freeing an institution, sphere of activity, etc. from the cultural or social effects of colonization.

Individual racism: Means an individual's racist assumptions, beliefs, or behaviours and is a form of racial discrimination that stems from conscious and unconscious, personal prejudice. Individual racism is connected to/learned from broader socio-economic histories and processes and is supported and reinforced by systemic racism.

Institutional Racism: Policies, rules, or practices that are a usual part of the way an organization works, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race.

Microaggressions: A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.

Racial Discrimination: Any discrimination against any individual based on their skin color, or their racial or ethnic origin.

Racialized: Racialized persons and/or groups can have racial meanings attributed to them in ways that negatively impact their social, political, and economic life. This includes but is not necessarily limited to people classified as “visible minorities” under the Canadian census and may include people impacted by antisemitism and Islamophobia.

Racial Profiling: The use of race or ethnicity as grounds for suspecting someone of having committed an offense.

Racial Stereotyping: A preconceived and oversimplified idea of the characteristics which typify a person, race, or community which may lead to treating them in a particular way.

Racism: Prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people based on their membership in a particular racial or ethnic group, typically one that is a minority or marginalized within society.

Systemic racism: Patterns of behaviour, policies or practices that are part of the structures of an organization, and which create or perpetuate disadvantage for racialized persons.

Related information

NorQuest College

- [Code of Conduct Policy](#)
- [Code of Conduct & Respectful Workplace & Learning Environment Complaints & Investigations Procedure](#)
- [Non-Academic Misconduct Procedure](#)
- [Public Interest Disclosure Act \(PIDA\) Procedure](#)

- [Respectful Workplace and Learning Environment Policy](#)
- [Safe Disclosure Policy](#)
- [Safe Disclosure Procedure for NorQuest Community Members \(Non-Public Interest Disclosure Act\)](#)
- [Student Judicial Affairs Policy](#)
- [Workplace Harassment and Violence Policy](#)

External

- [Alberta Human Rights Act](#)
- [Canadian Charter of Rights and Freedoms](#)
- [Canadian Human Rights Act](#)

Next review date

October 2024

Revision history

Date	Version Number	Action
October 2023	V1	New.

Appendix: Definitions

This appendix contains a longer list of definitions to support the Anti-Racism Policy by defining different forms of racism and discrimination.

Anti-Asian racism: Historical and ongoing discrimination, negative stereotyping, and injustice experienced by peoples of Asian heritage, based on others' assumptions about their ethnicity and/or nationality.

Anti-Black racism: Prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy.

Anti-Indigenous racism: Historical and ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain, and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada.

Anti-Semitism: Racism, hostility, prejudice, vilification, discrimination or violence, including hate crimes, directed against Jews, as individuals, groups or as a collective – because they are Jews. Its expression includes attributing to Jews, as a group, characteristics or behaviours that are perceived as dangerous, harmful, frightening or threatening to non-Jews.

Racialization: The act of being categorized and/or seen as someone belonging to a particular race

Xenophobia: Dislike of or prejudice against people from other countries or cultures.