

Q&A – Nadine Compton

As a non-Black POC, what steps can you take to confront anti-Black racism in your church and family?

- Identify your own biases
- Speak up about anti-Black practices
 - Praising light skin, small noses
 - Considering dark skin as inferior
 - Viewing Black people as criminals
 - Being a “culture vulture” (engaging in Black culture like dance and music, but not supporting Black people)
- Educate yourself
- Decentre yourself and resist the urge to compare
- Listen to and lift up Black voices (pay them for their work when appropriate)
- Have conversations with your loved ones

Non-Black POC, how can you show up for Black lives in meaningful ways that make sense for you?

- Protest
- Donate
- Use skills or share resources to help activists and organizations

For Asian Canadians and Americans, how has the “model minority” myth affected your ministry and identity? How can you dispel it, both as an internalized belief and among your non-Asian colleagues, friends, etc.?

- Proximity to whiteness does not make you better
- Non-white people will always be viewed as “other” by white people

How can your congregation move beyond just reciting a territorial acknowledgement (if it uses one), and incorporate other steps towards reconciliation with indigenous communities?

- Often, territorial acknowledgments characterize non-Indigenous peoples as ‘guests.’ Finding out what’s expected for guests involves having discussions with First Nations, Metis, and/or Inuit communities, saying things like “we want to be better guests, how do we do that according to your laws and hey by the way, what ARE your laws” and being prepared to hear the answers, even those that are uncomfortable like “give us the land back.” ([âpihtawikosisân](#))

Is it time to update or review your anti-racism training to acknowledge police brutality in Canada?

- There is no nation-wide database that records the number of people killed in encounters with police. Statistics are available from news outlets and human rights organizations.
- In November 2019, the Globe and Mail [reported](#) that between 2007 and 2017 more than 1/3 of people shot to death by the RCMP were Indigenous. Indigenous people make up less than 5% of the population.
- In Toronto, Black people accounted for 37% of victims. They make up slightly more than 8% of the population. ([CBC](#))

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