00:00:02,646 --> 00:00:05,705

Harald Bauder: Okay, let's get started.

00:00:05,695 --> 00:00:14,052

Harald Bauder: Welcome to the symposium, "Anti-discrimination Policies and Practices in Times of Black Lives Matter and COVID-19,"

00:00:14,042 --> 00:00:24,420

Harald Bauder: and we are comparing two partner provinces – in Canada, the province of Ontario, and in Germany, the Land of Baden-Württemberg.

00:00:24,410 --> 00:00:26,750

Harald Bauder: I should note that this

00:00:26,740 --> 00:00:34,954

Harald Bauder: symposium will be recorded for the next hour and a half, and then we will post it on the RCIS website soon.

00:00:34,944 --> 00:00:39,912

Harald Bauder: My name is Harald Bauder. I'm the Director of the graduate program in Immigration and Settlement Studies

00:00:39,902 --> 00:00:50,909

Harald Bauder: and I'm going to introduce the panelists in just a bit, but I just want to tell you the two reasons why we are organizing this symposium. First,

00:00:50,899 --> 00:01:02,427

Harald Bauder: of course, COVID-19 and Black Lives Matter have occupied the news over the last 12 months like no other events, so it's very important that we talk about this.

00:01:02,427 --> 00:01:12,995

Harald Bauder: And secondly, Ontario and Baden-Württemberg have been partner provinces for quite some time now, so we thought it was a great idea to compare notes

00:01:12,995 --> 00:01:23,524

Harald Bauder: in respect to anti-discrimination policies and practices and have an exchange of how the provinces are handling the issues.

00:01:23,514 --> 00:01:32,553

Harald Bauder: I also have a co-organizer and co-host, Max Bernlochner, and I'm just going to hand it over to Max.

00:01:32,543 --> 00:01:51,552

Max Bernlochner: Good morning to all of you in Canada and good afternoon to all of you in Germany. We are very happy to have this meeting together with people from RCIS from Ryerson. I was lucky enough to go to Toronto, two years ago. So I was a guest

00:01:51,542 --> 00:02:06,421

Max Bernlochner: researcher for three months' time, and there I met a lot of nice people, and from these friendships from them we had an idea to continue working together and to try to

00:02:06,411 --> 00:02:21,513

Max Bernlochner: find some matching ideas. And we are proud to present you our way of doing anti-discrimination work in Southwestern Germany's province Baden-Württemberg because we have a unique approach to organizing

00:02:21,503 --> 00:02:28,834

Max Bernlochner: anti-discrimination work. It's not perfect, but it's – I think it's really good – and I'm happy to have two

00:02:28,824 --> 00:02:55,051

Max Bernlochner: people from our small province, who will tell you about this, Nina and Julia, and also Lara, the third one, who is not a member of the government, but who is a member of an NGO, will present you a really good approach in some minutes' time. And now I'm curious if our official

00:02:55,041 --> 00:03:02,149

Max Bernlochner: person will deliver a speech to us. Harald, you know about it? Well,

00:03:02,140 --> 00:03:12,229

Harald Bauder: I know about it. He is supposed to be here. We're supposed to get a short welcome by the Consul General of the Federal Republic of Germany, Mr. Thomas Schultze.

00:03:12,219 --> 00:03:32,190

Harald Bauder: Unfortunately he's not here yet. Maybe we can bring him in later when and if he can join us, but for now, we will just move ahead in our agenda, skip over that, and move on to the slides. We want to provide the audience and the panelists with just a quick comparison

00:03:32,180 --> 00:03:40,783

Harald Bauder: of the two partner provinces, and we have prepared a few slides.

00:03:40,773 --> 00:03:42,326

Harald Bauder: There they are.

00:03:42,316 --> 00:03:48,546

Harald Bauder: Okay, so these are the two provinces, you see the two maps where they're located.

00:03:48,536 --> 00:04:03,387

Harald Bauder: Ontario has around 14 million. I think, in the meantime, it's closer to 15 million people. It's very, very large in terms of geographical size and in terms of its area. It's much larger than Germany and the whole country.

00:04:03,377 --> 00:04:17,500

Harald Bauder: And the because of that the population density is quite low. But I should also say that most of the population concentrates in the very south of Ontario.

00:04:17,490 --> 00:04:28,518

Harald Bauder: So there are very different regions within Ontario in terms of population density, so the numbers here may be a bit misleading but it's also

00:04:28,508 --> 00:04:37,538

Harald Bauder: a great deal of diversity in that context and population density. Some areas are quite dense and some of them are much less so.

00:04:37,528 --> 00:04:47,833

Max Bernlochner: So I should just add the provinces Baden–Württemberg is throughout, more or less throughout, very densely populated.

00:04:47,823 --> 00:05:02,583

Max Bernlochner: The largest city is Stuttgart where also our Ministry for Social Affairs and Integration is located. Stuttgart has only about 600,000 inhabitants and is famous for the car manufacturers Porsche and Daimler

00:05:02,573 --> 00:05:18,667

Max Bernlochner: and a lot of techniques engineers and so on – engineering – but there are a lot of smaller cities like Heidelberg, Mannheim, and so on, all between 100,000 to 200,000 inhabitants, and

00:05:18,657 --> 00:05:32,202

Max Bernlochner: you won't find many regions where there is no village every three, four, or five kilometres. So, we'll find a people everywhere. That's the reason why we tried to

00:05:32,192 --> 00:05:43,839

Max Bernlochner: base our anti-discrimination work on a country-wide level. So we try to get a connection with every person in Baden-Württemberg and back.

00:05:46,403 --> 00:05:52,453

Harald Bauder: Okay next slide please.

00:05:52,443 --> 00:06:01,130

Harald Bauder: In terms of immigration and asylum claimants and refugees, almost a third – 29.1% – of

00:06:01,120 --> 00:06:05,578

Harald Bauder: inhabitants in Ontario are immigrants.

00:06:05,568 --> 00:06:16,979

Harald Bauder: The numbers here for the asylum claimants, the Ontario's numbers, refer to refugees arriving in Ontario in particular years. So that includes not only the

00:06:16,969 --> 00:06:37,085

Harald Bauder: in-country asylum claimants but also refugees who are arriving. You see that the numbers between the years 2015, 2016, and 2019 have been increasing from just under 20,000 to almost 40,000 in the last five years.

00:06:37,075 --> 00:06:48,517

Max Bernlochner: And if you look at the Baden-Württemberg numbers, we try always to find numbers that match the Ontario numbers, so we only chose the number of immigrants

00:06:48,507 --> 00:06:59,472

Max Bernlochner: who have a personal immigration experience. Normally, in our German context, we talk about people who have an immigration experience in the context of their families.

00:06:59,462 --> 00:07:08,628

Max Bernlochner: Here it's more than 20% who personally immigrated to Germany during the last 50 years.

00:07:08,618 --> 00:07:18,019

Max Bernlochner: If you have a look at the asylum claimants it's very interesting to see how the numbers change during the last five years.

00:07:18,009 --> 00:07:39,458

Max Bernlochner: We had a lot of asylum claimants arriving in Germany in 2015 and 2016. It was almost a million a year, and Baden-Württemberg always gets about 13% or 14% of the overall asylum claimants to Germany. It's just an exact

00:07:39,448 --> 00:07:52,749

Max Bernlochner: percentage for every province in Germany. You see, as numbers dropped to a large extent. So it began with much more asylum claimants in 2015

00:07:52,739 --> 00:08:06,006

Max Bernlochner: in comparison with Ontario, but now it's a number of about 10,000 asylum claimants in 2019, and the 2020 numbers – we have them already –

00:08:05,996 --> 00:08:22,984

Max Bernlochner: it has even dropped below 7,000. So you can see, the European Union is fostering is frontiers, and now we have very little number of asylum seekers in European countries.

00:08:25,561 --> 00:08:28,130

Max Bernlochner: Next slide, that's okay.

00:08:28,120 --> 00:08:44,267

Harald Bauder: Shown on this slide here is the largest immigrant groups. So of all immigrants by place of birth, about just under 10% of all immigrants coming to Ontario are from India or were born in India.

00:08:44,257 --> 00:09:05,545

Harald Bauder: Around 8.2% in China then just around 7% in the UK and 6% in the Philippines. And then there's a range of other immigrant groups, so it's quite diverse. I should also mention what's not on the slide here is an Indigenous population. Of course they're not classified as

00:09:07,502 --> 00:09:22,313

Harald Bauder: immigrants, but it's a significant population in Ontario, especially as a population that also experiences discrimination. So in our discussion that would be very important to consider as well. Max?

00:09:23,683 --> 00:09:28,009

Max Bernlochner: So if you look at Baden–Württemberg, we see, there is no country in common.

00:09:29,412 --> 00:09:38,438

Max Bernlochner: When I went to Canada, I experienced that most immigrants who move to Canada now are not from Europe. That's important for our

00:09:39,778 --> 00:09:42,604

Max Bernlochner: German participants in this symposium to hear.

00:09:44,456 --> 00:09:48,743

Max Bernlochner: In Baden-Württemberg, we have lots of people who have their roots in

00:09:50,580 --> 00:09:59,668

Max Bernlochner: member countries of the European Union, which are, for example, Italy, Poland, Romania, Greece, Spain, Czech Republic.

00:10:00,959 --> 00:10:19,000

Max Bernlochner: Lots of people who moved to Germany from countries in the former USSR, and we have also a long tradition of letting people into the country since the 1950s and 60s from the Balkans and from Turkey.

00:10:18,990 --> 00:10:23,794

Max Bernlochner: So that results in the –

00:10:23,784 --> 00:10:27,569

Max Bernlochner: next slide please – in a differently organized

00:10:29,858 --> 00:10:44,111

Max Bernlochner: setting concerning religions in Baden-Württemberg. If you see on the right hand side, see the number of Christians is quite similar in Baden-Württemberg as it is in Ontario

00:10:44,101 --> 00:11:05,575

Max Bernlochner: but we have, it's more Muslim percentage. And on the other hand, more or less very, very little number of Jewish people. Overall it's about 7,000 Jewish people being organized in Baden-Württemberg. They are

00:11:05,565 --> 00:11:27,807

Max Bernlochner: very good, very well organized – you see them in public, they have schools and universities, but the number is actually very low. And also with Hindus and Buddhists as well, the numbers are not very, very large. You have a large part of our population which has no religious affiliation.

00:11:29,460 --> 00:11:39,396

Harald Bauder: Okay, that has some very interesting parallels to Ontario. In particular, in that the majority is Christian and there's a large

00:11:39,386 --> 00:11:55,492

Harald Bauder: large share of the population that is not affiliated with any religion. And then in terms of the minority religions, if I can say that, are that Muslim religion, Hindu, Jewish, but also Indigenous

00:11:55,482 --> 00:12:00,413

Harald Bauder: traditional religions and belief systems,

00:12:00,403 --> 00:12:05,782

Harald Bauder: and then followed by Buddhist.

00:12:05,772 --> 00:12:16,058

Harald Bauder: That would be just a short introduction and I think, if I'm not mistaken, we have our, we have another guest.

00:12:16,048 --> 00:12:34,222

Harald Bauder: What I just mentioned earlier, that we were also receiving a welcome by the Consul General of the Federal Republic of Germany, Mr. Thomas Schultze. Herr Schultze has joined us now, and I would like to invite him to deliver a few words of welcome.

00:12:34,212 --> 00:12:34,232

Harald Bauder: Please.

00:12:34,222 --> 00:12:50,796

Thomas Schultze: Hello to all of you and it's a pleasure to be part of the meeting, and I welcome all who tuned in for today's virtual symposium from Canada and Germany.

00:12:50,786 --> 00:13:03,616

Thomas Schultze: Obviously my name is in the screen, Thomas Schultze and I'm the German Consul General in Toronto. Today is one of my Home Office days, so no flags in the background.

00:13:03,606 --> 00:13:23,000

Thomas Schultze: It's my great pleasure to welcome you, all of you, to a new edition of the Ontario–Baden-Württemberg symposium. I think it's a very wonderful tradition by the partner provinces to exchange on a policy level and explore what both partners can learn from each other.

00:13:22,990 --> 00:13:32,182

Thomas Schultze: And I also would like to extend a warm welcome to the panelists, Ena Chadha and Cheryl Teelucksingh,

00:13:32,172 --> 00:13:41,904

Thomas Schultze: who will be sharing perspectives from Ontario, and Julia Gysel and Lara Track who join us from Baden-Württemberg in today's exchange of ideas. And, of course,

00:13:41,894 --> 00:13:56,206

Thomas Schultze: a warm thank you to the organizers. Harald, pleasure to see you, at least virtually, from Ryerson, and Max Bernlochner from the Ministry of Social Affairs and Integration in Baden-Württemberg.

00:13:56,196 --> 00:14:16,630

Thomas Schultze: Well, the Coronavirus pandemic has affected all our daily lives, and I'm sure I speak for all of us, we are very tired of it by now. However, I believe we still need to be patient and observing some rules for some time. But let us not forget that we are all not

00:14:16,620 --> 00:14:37,458

Thomas Schultze: equally affected by the pandemic. No matter whether you live in Toronto, Stuttgart, or in Tann Hausen, or somewhere else, the current crisis has had a disproportionate impact on the vulnerable and disadvantaged groups in both our societies. COVID-19 has put a spotlight on

00:14:37,448 --> 00:15:03,778

Thomas Schultze: sometimes veiled, but yet previously existing systemic discrimination and racist attitudes. At the outbreak of the pandemic, we have seen an ugly wave of racism, mainly directed against people of Asian descent, and xenophobia worldwide as people became afraid of one another.

00:15:03,768 --> 00:15:11,712

Thomas Schultze: More subtle systemic discrimination, which has been brought to life by this pandemic, comes in many forms, I think.

00:15:11,702 --> 00:15:27,664

Thomas Schultze: Whether it's a lost job that was poorly paid to begin with in the hospitality sector, or crowded housing conditions, or a workplace with insufficient distancing protocols, that puts you at a greater health risk, the list is long.

00:15:27,654 --> 00:15:48,080

Thomas Schultze: Let me be very, very clear. While the Black Lives Matter movement started in the US as a response to ongoing and often shocking police brutality, discrimination and its various forms and racism are by no means an exclusive problem of Canada's southern neighbour.

00:15:48,070 --> 00:15:58,013

Thomas Schultze: Our societies are not immune to it, discrimination against People of Colour is happening in Canada and in Germany everywhere, every single day.

00:15:58,003 --> 00:16:14,153

Thomas Schultze: The widespread protests against racial discrimination that we saw in both our countries this year prove that prejudice, discrimination and, yes, even violence, has been a lived reality for far too many people and for far too long.

00:16:14,143 --> 00:16:29,287

Thomas Schultze: The good news is that the debate surrounding discrimination and racism against People of Colour is not static. It has evolved greatly thanks to new impulses from policymakers and voices from academia and civil society.

00:16:29,277 --> 00:16:53,497

Thomas Schultze: Unconscious bias is real. Systemic discrimination occurs. Thanks to educators and vocal activists, such as Amanda Gorman – I loved her poem at the inauguration of President Biden – such statements have found widespread acceptance.

00:16:53,487 --> 00:17:01,352

Thomas Schultze: The COVID–19 crisis is an enormous test for our societies, but it also carries a chance, I believe.

00:17:01,342 --> 00:17:13,630

Thomas Schultze: Canada's government has phrased it nicely. When this is all over, we need to 'build back better.' This includes recognizing and addressing systemic discrimination

00:17:13,620 --> 00:17:21,829

Thomas Schultze: which the pandemic has brought to light, and step up the efforts on a policy level, to combat discriminatory practices.

00:17:21,819 --> 00:17:38,052

Thomas Schultze: Extended paid sick leave for the essential worker, tuition free childcare for frontline employees, all ideas worth discussing. I look forward to today's debate and hope for valuable insights. Well with this

00:17:38,042 --> 00:17:48,295

Thomas Schultze: I would like to give the word back to you Harald. I'm looking forward to the discussion and I will stay with you. Thank you so much.

00:17:48,285 --> 00:18:02,803

Harald Bauder: Thank you very much for delivering your welcome and for making the time for being here and we're very delighted that you could join the panelists eventually after a short delay. Thank you.

00:18:02,793 --> 00:18:23,220

Harald Bauder: But we want to move on to the core part of today, of our symposium, and that is a discussion with the panelists. We ask our panelists to give a few introductory remarks. We have a team from Ontario and the team from Baden–Württemberg. So, the way we organized it,

00:18:23,210 --> 00:18:31,750

Harald Bauder: we are going to hear first the Ontario perspective and I'm going to introduce the two speakers from Ontario,

00:18:31,740 --> 00:18:51,130

Harald Bauder: and then, after they've spoken, Max will introduce the other two speakers. So from Ontario we have Ena Chadha, who is the Chief Commissioner of the Ontario Human Rights Commission. She was born in New Delhi in India and raised in Brampton, Ontario.

00:18:51,120 --> 00:19:04,543

Harald Bauder: She's also a Ryerson alumna and we are very proud of that, and received then after graduating from Ryerson advanced degrees in law from the University of Saskatchewan and Osgoode Hall.

00:19:04,533 --> 00:19:12,241

Harald Bauder: She is an expert on equality rights and appeared on a number of occasions before the Supreme Court of Canada.

00:19:12,231 --> 00:19:19,922

Harald Bauder: And our second speaker is Cheryl Teelucksingh, who is a Professor of Sociology here at Ryerson University.

00:19:19,912 --> 00:19:29,085

Harald Bauder: She has a PhD from York University and her research examines the relationship between environmental justice and social inequality in Canada.

00:19:29,075 --> 00:19:47,107

Harald Bauder: She teaches courses related to race and ethnic relations in our own graduate program – the graduate program in Immigration and Settlement Studies – as well as at the undergraduate level. And now I'm just going to hand it over to Ena for her opening statement.

00:19:47,097 --> 00:19:49,737

Please.

00:19:49,727 --> 00:20:07,174

Ena Chadha: Thank you, Professor Bauder. Thank you everyone. I want to wish a special hello to my friends in Stuttgart. I had the privilege to visit and enjoy your summer beer festival a few years ago. Thank you for inviting me to join this important conversation about the convergence of COVID–19

00:20:07,164 --> 00:20:16,343

Ena Chadha: and the urgent need to eradicate anti-Black racism. I would like to begin by sharing the findings of a recent public health report about Toronto,

00:20:16,333 --> 00:20:29,906

Ena Chadha: the largest city in Ontario. Just a couple of days ago, Toronto Public Health reported that nearly 80% of COVID cases in the month of November in the city involved racialized people.

00:20:29,896 --> 00:20:44,918

Ena Chadha: Nearly half of those cases were among people living in low income households. Many of these people are working in minimum wage, yet essential frontline jobs with no paid sick leave.

00:20:44,908 --> 00:20:56,036

Ena Chadha: We know that many are women, newcomers, or racialized people often relying on public transit and residing in high density neighbourhoods,

00:20:56,026 --> 00:21:16,381

Ena Chadha: and or intergenerational housing where social distancing is a challenge. On a daily basis, we receive the tragic news about the deadly impact of the pandemic on our neglected elders and the deepening marginalization of people living with disabilities.

00:21:16,371 --> 00:21:24,583

Ena Chadha: We now have the numbers that confirm what we have said all along – the pandemic is indeed a human rights concern.

00:21:24,573 --> 00:21:36,557

Ena Chadha: Because each of those groups, racialized, elderly, people with disabilities, are identified by personal characteristics that are protected under Ontario's Human Rights Code.

00:21:36,547 --> 00:21:47,771

Ena Chadha: It is through this lens, we can see that as a society we have systematically failed to equitably protect our most vulnerable communities. And how do we know this?

00:21:47,761 --> 00:21:58,219

Ena Chadha: Through human rights-based data. When the world first learned about COVID-19, governments regarded the virus as primarily a simple health issue.

00:21:58,209 --> 00:22:11,844

Ena Chadha: We at the Ontario Human Rights Commission recognized it as a major human rights concern. As early as July, we published a statement condemning the anti-Asian xenophobia that permeated the airwaves.

00:22:11,834 --> 00:22:21,712

Ena Chadha: In the Spring, we released two policy documents urging the government to adopt a strong human rights-based approach to managing the pandemic.

00:22:21,702 --> 00:22:33,366

Ena Chadha: Most importantly, from the beginning, we called on the government to collect disaggregated social economic data on who is affected by the pandemic.

00:22:33,356 --> 00:22:44,111

Ena Chadha: However, initially, the response wasn't favourable. Primarily because of the erroneous myth that the pandemic didn't discriminate.

00:22:44,101 --> 00:22:59,765

Ena Chadha: However, and fortunately, in June, the province announced a regulatory change that required all public health units to do what we had been asking for months, namely to collect socio-demographic data.

00:22:59,755 --> 00:23:12,689

Ena Chadha: Since then, the Ontario Human Rights Commission has been leading the call to analyze disaggregated data to give health authorities the information they need to target their response for those most at risk.

00:23:12,679 --> 00:23:24,959

Ena Chadha: Concerns about unequitable services and unfair treatment of racialized people are even more urgent now in the second wave, which is entrenching inequitable social structures.

00:23:24,949 --> 00:23:38,373

Ena Chadha: We need reliable data to identify the conditions, the factors, the dimensions that heighten risk of infection or transmission to better ensure equal access to health and public services.

00:23:38,363 --> 00:23:48,400

Ena Chadha: Let me give you an example. When Ontario was dealing with the first wave, the province

00:23:48,390 --> 00:23:56,482

Ena Chadha: issued a ban against evictions. Landlords were no longer allowed to evict tenants.

00:23:56,472 --> 00:24:07,394

Ena Chadha: Then, at the end of the first wave, the province lifted this moratorium on evictions, and we saw an epidemic of evictions across Ontario.

00:24:07,384 --> 00:24:15,864

Ena Chadha: Again, the data showed that there were higher number evictions in Black neighbourhoods, leading to homelessness.

00:24:15,854 --> 00:24:23,574

Ena Chadha: This, combined with already high COVID rates in Black populations, accelerated dangerous inequities.

00:24:23,564 --> 00:24:29,538

Ena Chadha: So, while the government was trying to adopt evidence-based approaches to analyzing the pandemic,

00:24:29,528 --> 00:24:40,610

Ena Chadha: what it has done is fail to correlate this with the necessary consultations to better understand systemic discrimination where it actually lives and operates.

00:24:40,600 --> 00:24:53,126

Ena Chadha: Take, for example, the case of Brampton, which I call home. Brampton is 75% racialized, with South Asian and Black communities being the largest populations.

00:24:53,116 --> 00:25:13,338

Ena Chadha: Public Health has known for months upon months now, that Brampton is a hotspot because of the large number of people working essentially frontline service jobs, such as healthcare, manufacturing, transportation, including being at the airport here, and trucking.

00:25:13,328 --> 00:25:21,312

Ena Chadha: It has been common knowledge that COVID testing was crucially needed in Brampton, as one of the hardest hits cities in Ontario,

00:25:21,302 --> 00:25:36,901

Ena Chadha: and already in a healthcare crisis, with only one hospital for over 700,000 residents. Yet, Brampton had only one drive-in testing centre despite being a commuter city.

00:25:36,891 --> 00:25:53,740

Ena Chadha: Community consultations cross-referenced with data would have revealed that neighbourhoods in Brampton with the highest positivity rates also had some of the lowest rates of per capita testing. Why is that?

00:25:53,730 --> 00:26:05,864

Ena Chadha: Had the government consulted, they would have realized that the greater proportion of people in those neighbourhoods were, in fact, those people working long and even harder hours in the pandemic.

00:26:05,854 --> 00:26:14,043

Ena Chadha: At the OHRC we promote data-driven action. We're applying a quantitative, qualitative, evidence-based approach to all our work,

00:26:14,033 --> 00:26:24,913

Ena Chadha: including our inquiry into racial profiling of Black people by the Toronto Police. This work has involved engaging with hundreds upon hundreds of Black individuals, groups, and communities

00:26:24,903 --> 00:26:35,541

Ena Chadha: in the GTA to learn about their experiences with police in Toronto, and then we married that information with our quantitative data on key police practices.

00:26:35,531 --> 00:26:47,835

Ena Chadha: We found that between 2013 and 2017, a Black person was nearly 20 times more likely than a White person to be a victim of a fatal shooting by Toronto police,

00:26:47,825 --> 00:26:55,980

Ena Chadha: and nearly four times more likely than a White person to be subjected to police use of force that resulted in serious injury.

00:26:55,970 --> 00:27:07,805

Ena Chadha: The data not only showed that Black people were significantly overrepresented and being targeted with serious use of force, but also grossly overrepresented in lower use of force cases.

00:27:07,795 --> 00:27:27,049

Ena Chadha: What do I mean by that? I mean the punches, the kicks, the lacerations that don't land the victim into the hospital. The grossly overrepresented in being abused that way. These overrepresentations could not be explained by factors such as patrol zones, crime rates, or average income.

00:27:27,039 --> 00:27:36,905

Ena Chadha: As I mentioned, in addition to the data, we also conducted extensive consultation with Black community groups and citizens to better understand their experiences.

00:27:36,895 --> 00:27:47,553

Ena Chadha: And what they told us was borne out by that data I just referenced. Black, people bear the disproportionate burden of law enforcement in our communities.

00:27:47,543 --> 00:28:00,049

Ena Chadha: In summary, the important lessons learned are that we must engage with communities who are being affected by the decisions. We must collect data to gauge the effects of those decisions.

00:28:00,039 --> 00:28:15,022

Ena Chadha: Without taking these steps, there's no way to understand the impact on people who are forced to live with the consequences of decisions made by government for them, supposedly in the name of preventing or alleviating a crisis.

00:28:15,012 --> 00:28:24,699

Ena Chadha: In conclusion, I hope my remarks today have emphasized that collecting and analyzing race-based data has to be placed in the context of lived experiences.

00:28:24,689 --> 00:28:35,320

Ena Chadha: Only those with the lived experience are uniquely positioned to identify and draw attention to the indirect and out-of-sight barriers that hold them back or push them down.

00:28:35,310 --> 00:28:41,507

Ena Chadha: Only with this backdrop, can you be informed and be guided the best way to use the data.

00:28:41,497 --> 00:28:49,344

Ena Chadha: Whether it's for combating anti-Black racism in policing, or discrimination against marginalized communities trying to survive the pandemic,

00:28:49,334 --> 00:29:01,593

Ena Chadha: collecting and analyzing data through a 'lived' lens of human rights, provides us with the evidence we need to advocate social justice for all. Thank you so much for having me.

00:29:01,583 --> 00:29:10,634

Harald Bauder: Thank you very much, Ena, for these remarks. We have lots of questions for you, but we're going to hold them because we're going to

00:29:10,624 --> 00:29:27,391

Harald Bauder: have the panel. The panel is giving their introductory remarks first and then at the end we're going to have two rounds of discussions. So we look forward to that, but for now we're going to move on to Cheryl's remarks, please.

00:29:27,381 --> 00:29:33,134

Cheryl Teelucksingh: Is everybody able to see to see my slides.

00:29:33,124 --> 00:29:44,206

Cheryl Teelucksingh: Okay, so in terms of the ideas that I'm interested in talking about and sorry for a bit of a glitch there, something seems to happen to my screen.

00:29:44,196 --> 00:29:53,957

Cheryl Teelucksingh: I'm really sort of interested in what these issues from the perspective of the lived experience that Ena started to say is really important.

00:29:53,947 --> 00:30:04,882

Cheryl Teelucksingh: It's important that we are also taking a look at statistics and the collection of race-based data to better understand the impact of

00:30:04,872 --> 00:30:12,784

Cheryl Teelucksingh: COVID and the pandemic on the lived experience of the Black Community.

00:30:12,774 --> 00:30:35,138

Cheryl Teelucksingh: One of the things I started to do as soon as the pandemic started was to collect images and to start to think about the diversity of experiences connected to the Black Experience. This image here that I have, and I hope that you're able able to see it,

00:30:35,128 --> 00:30:56,531

Cheryl Teelucksingh: highlights two themes that I'm going to encourage you to think about as part of our discussion, and that has been an important catalyst for the research that I'm doing that looks at the diversity of the Black Experience. As Harald highlighted, within Canada, people

00:30:56,521 --> 00:31:06,590

Cheryl Teelucksingh: who identify as Black within Canada are a significant immigrant group, but it's important to also think about the fact that

00:31:06,580 --> 00:31:28,376

Cheryl Teelucksingh: Blacks in Canada have also been living within Nova Scotia for long periods of time, in addition to people coming from the Caribbean and Africa and other parts of the world. So it's a very diverse community, but as of May 25th, 2020, with the death of George Floyd,

00:31:28,366 --> 00:31:46,489

Cheryl Teelucksingh: a lot more discussion has sort of focused on the Black Community. And the whole notion of 'breathing' has been an important symbol to sort of think about what it is that the Black Community has always known in terms of issues

00:31:46,479 --> 00:32:09,003

Cheryl Teelucksingh: of exclusion. So we now use the term 'systemic racism' quite a bit more, but these are issues that Blacks have always been sort of aware of. So what the Black Community is looking for in terms of things that I'm just beginning to do in terms of a study focusing on

00:32:08,993 --> 00:32:26,004

Cheryl Teelucksingh: Blacks across the Toronto region is that they're often sort of talking about the need for a reckoning. And what they're looking for is for something to significantly change. And, within the context of Canada, a lot of what is being expressed

00:32:25,994 --> 00:32:48,609

Cheryl Teelucksingh: within the community perspectives and bridging that to policy is the recognition that a lot of times there is this assumption of what I'm going to highlight as being 'race-neutrality' and 'colour blindness.' And these are things that tend to sort of hide people's experiences of racism.

00:32:48,599 --> 00:32:51,696

Cheryl Teelucksingh: So the assumption that

00:32:51,686 --> 00:33:01,365

Cheryl Teelucksingh: the health care system, which is a subsidized health care system – which is maybe very different, and I'm interested in the discussion of as to how that compares to

00:33:01,355 --> 00:33:15,481

Cheryl Teelucksingh: my colleagues in Germany – so everyone assumes that because there's a subsidized health care system, when they present to their physicians or they go to the hospital that they're going to be treated the same. While

00:33:15,471 --> 00:33:29,607

Cheryl Teelucksingh: the COVID pandemic has highlighted that certain groups are more affected and, as a result, the need for recognizing how this plays out in distinct ways. So one of the things that has has been an important

00:33:29,597 --> 00:33:52,157

Cheryl Teelucksingh: characteristic has been a spatial analysis. So, as Ena was nice enough to highlight, particular parts in particular neighbourhoods within the Toronto region have seen that, because of the construction of their housing, it has been a lot harder for them to physically distance.

00:33:52,147 --> 00:33:58,800

Cheryl Teelucksingh: So, the assumption of race-neutrality within the healthcare system is something that

00:33:58,790 --> 00:34:17,219

Cheryl Teelucksingh: is sort of showing its cracks. Also in in Canada, we have Multiculturalism Policy. And a lot of immigrants were drawn to coming to Canada because they assumed that they would be coming to a country that would be fairly open to them and that they would be experiencing

00:34:17,209 --> 00:34:19,531

Cheryl Teelucksingh: a welcome.

00:34:19,521 --> 00:34:35,820

Cheryl Teelucksingh: They would be welcomed in a wide variety of contexts. But, as has been highlighted by the various speakers already, what we are seeing is that since so many of them are marginalized as part of the labour market, what has happened then

00:34:35,810 --> 00:34:43,493

Cheryl Teelucksingh: they don't have the same sort of choices in terms of being able to stay home when they're sick. So,

00:34:43,483 --> 00:34:58,692

Cheryl Teelucksingh: policy like Multiculturalism doesn't play out in terms of the everyday. And what we need, then, and what I'm going to encourage, is a more robust discussion of what

00:34:58,682 --> 00:35:09,303

Cheryl Teelucksingh: policy should be shifting towards. This image here is another image that I've often been highlighting in in my teaching and

00:35:09,293 --> 00:35:24,014

Cheryl Teelucksingh: in my discussions of what I've been looking at in regards to the Black Community, because, what has come out of the last sort of eight months or so is

00:35:24,004 --> 00:35:34,904

Cheryl Teelucksingh: a kind of politic. So a politic by which Black Lives Matter, which started in 2013 and over a relatively short space of time

00:35:34,894 --> 00:35:48,687

Cheryl Teelucksingh: has gone from being a fairly marginalized and almost heavily seen as a kind of an extreme new movement to being something that when we had protests this past summer

00:35:48,677 --> 00:36:04,103

Cheryl Teelucksingh: people from diverse communities were willing to come out to protest. So, when I was collecting photos and doing some document analysis it wasn't simply

00:36:04,093 --> 00:36:17,844

Cheryl Teelucksingh: people in the Black Community who were willing to come out recognizing that protests and participating in the Black Lives Matter required people to assume a particular risk, everybody had to put on masks,

00:36:17,834 --> 00:36:34,088

Cheryl Teelucksingh: challenges for physically distancing during the protests were also there. But what was highlighted was the 'positionality' and the differences of the issues. So, as we see here with the image with the

00:36:34,078 --> 00:36:52,338

Cheryl Teelucksingh: young Black girl, she is articulating the perspectives that needed to be sort of brought to the forefront, and the fact that people in the Black Community were very afraid that they were more likely to get it,

00:36:52,328 --> 00:37:05,361

Cheryl Teelucksingh: their abilities to be able to care for other people within their families, and the fact that they were looking to question and ask

00:37:05,351 --> 00:37:11,249

Cheryl Teelucksingh: for significant change. And a lot of this required an engagement with

00:37:11,239 --> 00:37:21,945

Cheryl Teelucksingh: looking at how privilege plays out within institutions. So there's a lot more discussion now about things like White privilege that otherwise wasn't part of the everyday discourse.

00:37:21,935 --> 00:37:41,487

Cheryl Teelucksingh: Which brings us to the other young woman who's in this picture, and she's carrying a sign that says, 'I understand that I will never understand, however, I stand.' So, as part of the politics of the change,

00:37:41,477 --> 00:37:54,256

Cheryl Teelucksingh: there's the recognition of how privilege is there, but that there's a place for allyship. So the Black Community as well as the mainstream White community within

00:37:54,246 --> 00:38:06,136

Cheryl Teelucksingh: Toronto and across Canada has very much been sort of questioning what does it mean to have other communities participate as part of the protests.

00:38:06,126 --> 00:38:22,742

Cheryl Teelucksingh: And Black Lives Matter highlighted the fact that what we needed was very much an intersectional analysis, right, to start to think about how race, class, gender, disability all comes together.

00:38:22,732 --> 00:38:35,535

Cheryl Teelucksingh: So, what becomes important is to sort of think about the multiple ways where we need intervention and to take the perspectives...

00:38:35,525 --> 00:38:43,235

Cheryl Teelucksingh: To bring the perspectives that happen at the individual level and think about how that relates to the systemic level.

00:38:43,225 --> 00:38:57,388

Cheryl Teelucksingh: So, if you're a Black individual, you are being challenged in all of these different sectors. So the same person who is having problems in terms of finding housing, if they

00:38:57,378 --> 00:39:21,938

Cheryl Teelucksingh: are also trying to send their children to schooling, if they're trying to go to find a physician, and then their vulnerability in terms of engaging with the police. And the big challenge here is the fact that we tend to address all of these issues as separate,

00:39:21,928 --> 00:39:39,199

Cheryl Teelucksingh: in separate silos, and what I'm encouraging, or what is being pushed and asked for in my work where I'm looking at the the micro-level, individual perspectives and trying to think about what this means for policy,

00:39:39,189 --> 00:39:50,170

Cheryl Teelucksingh: is the need for a more complex systems approach which challenges governments and municipal governments that often have very separate government

00:39:50,160 --> 00:40:06,659

Cheryl Teelucksingh: departments dealing with each each of these issues. So, constantly looking at the different scales of analysis, as well as looking to connect what is often really different sorts of issues. So

00:40:06,649 --> 00:40:16,862

Cheryl Teelucksingh: that's what I'm sort of hoping as part of our discussion we're going to be able to talk about. Thank you very much.

00:40:16,852 --> 00:40:25,576

Harald Bauder: Thank you very much Cheryl. Again, we're going to hold our questions, and I'm going to hand it over to to Max for the Baden-Württemberg perspective.

00:40:25,566 --> 00:40:48,260

Max Bernlochner: Thank you so much to Ena and to Cheryl for your remarks on your approaches to Ontario-based anti-discrimination work. I am happy to introduce you now to Julia Gysel, who is an active member of our so-called 'Landesantidiskriminierungsstelle Baden-Württemberg,' our

00:40:48,250 --> 00:40:55,421

Max Bernlochner: province-wide anti-discrimination office, which is located in the Ministry for Social Affairs and Integration in Stuttgart.

00:40:55,411 --> 00:41:11,140

Max Bernlochner: Julia has a Master's from Zurich University and she was working at the University of Michigan in Ann Arbor until she moved to Stuttgart supporting our province-wide anti-discrimination efforts since 2019.

00:41:11,130 --> 00:41:13,180

Max Bernlochner: Second

00:41:13,170 --> 00:41:24,321

Max Bernlochner: remarks will come from Lara Track. She is a member of MOSAIK Germany. This organization hosts a local anti-discrimination office in the city of Heidelberg,

00:41:24,311 --> 00:41:34,699

Max Bernlochner: which is being funded half by the province and half by the local authorities. Lara studied at the universities of Heidelberg, Newcastle-upon-Tyne and Freiburg

00:41:34,689 --> 00:41:48,364

Max Bernlochner: and she is currently working on her PhD thesis about the US Women’s Peace Movement after World War II. So, we are looking forward to your presentation, Julia.

00:41:48,354 --> 00:41:58,560

Julia Gysel: Good morning, good afternoon. So, in the next few minutes I'd like to give you a brief

00:41:58,550 --> 00:42:06,541

Julia Gysel: introduction about our work at the agency for anti-discrimination in Baden-Württemberg.

00:42:06,531 --> 00:42:14,347

Julia Gysel: So, we focus on developing strategies to fight all forms of discrimination,

00:42:14,337 --> 00:42:24,546

Julia Gysel: and we cooperate with regional and national networks and we support people who face discrimination by closely collaborating with

00:42:24,536 --> 00:42:46,436

Julia Gysel: local anti-discrimination counselling centres in Baden-Württemberg. So, our overarching aim of our efforts is to provide low threshold access to anti-discrimination counselling throughout Baden–Württemberg.

00:42:46,426 --> 00:42:58,843

Julia Gysel: So as you can see on the map, there are many anti-discrimination offices in various counties in Baden-Württemberg and

00:42:58,833 --> 00:43:10,546

Julia Gysel: establishing non-governmental counselling centres in urban but also in rural areas is a unique approach in Germany.

00:43:10,536 --> 00:43:12,721

Julia Gysel: And,

00:43:12,711 --> 00:43:15,280

Julia Gysel: as I said before,

00:43:15,270 --> 00:43:23,061

Julia Gysel: close collaboration with the local anti-discrimination officers and for the players in this field is very important, of course, to

00:43:23,051 --> 00:43:28,611

Julia Gysel: help people who are affected by discrimination.

00:43:28,601 --> 00:43:30,976

Julia Gysel: So,

00:43:30,966 --> 00:43:35,290

Julia Gysel: as you have mentioned before, we are also facing

00:43:35,280 --> 00:43:50,942

Julia Gysel: several challenges now during the pandemic. And so, first, policies which aim to control the pandemic in Germany, for example, lockdown measures, school and daycare closures,

00:43:50,932 --> 00:43:54,157

Julia Gysel: disproportionately impacts

00:43:54,147 --> 00:43:59,528

Julia Gysel: people who are vulnerable to discrimination.

00:43:59,518 --> 00:44:02,607

Julia Gysel: As has been mentioned before,

00:44:02,597 --> 00:44:17,821

Julia Gysel: people who are affected by racism disproportionally work in low wage jobs and live in poor and cramped housing conditions without outdoor space

00:44:17,811 --> 00:44:23,919

Julia Gysel: where actually social distancing is difficult.

00:44:23,909 --> 00:44:30,447

Julia Gysel: What we have also encountered is that people who, for example,

00:44:30,437 --> 00:44:48,600

Julia Gysel: suffer from harassment due to, or homophobic harassment, racist harassment, cannot escape the situation, because now they have to work from home or they cannot meet friends due to curfew regulations or to social distancing regulations.

00:44:48,590 --> 00:44:53,479

Julia Gysel: And now, another very important

00:44:53,469 --> 00:44:57,257

Julia Gysel: issue that we currently work on is

00:44:57,247 --> 00:45:19,619

Julia Gysel: the mandatory use of face masks. So, this is of course one of the most effective measures to slow the spread of the Coronavirus. However, people with disabilities and chronic diseases face multiple forms of discrimination if they are not able to wear masks.

00:45:19,609 --> 00:45:35,148

Julia Gysel: So, for example, they are harassed by other customers in shops, or by other passengers when they're using public transport. They are sometimes even barred from entering stores by the shopkeepers, on the grounds of

00:45:35,138 --> 00:45:54,286

Julia Gysel: infection control laws, because they argue that they have to protect the other customers and their employees from COVID–19. However, this can constitute an indirect discrimination.

00:45:54,276 --> 00:45:58,339

Julia Gysel: So,

00:45:58,329 --> 00:46:12,397

Julia Gysel: Now the challenge is, of course, to find a solution that can accommodate both the needs of people with disabilities and the need of the general public to be protected from COVID-19.

00:46:12,387 --> 00:46:18,057

Julia Gysel: One of the difficulties in this context is that

00:46:18,047 --> 00:46:41,272

Julia Gysel: Corona skeptics or deniers refuse to wear masks and they are very vocal about it, and this contributes to the perception that most people who obtain a medical certificate which exempts them from wearing a mask are, in fact, people who just refuse to wear masks out of ideological reasons.

00:46:41,262 --> 00:47:03,022

Julia Gysel: And so, what we are trying to do is we provide other government agencies with information about the problems people with disabilities face, and we are counselling the team that drafts regulations so that they are taking into account these difficulties.

00:47:03,012 --> 00:47:14,863

Julia Gysel: So, moving on to the Black Lives Matter movement. So Black Lives Matter raised the awareness about systemic institutional racism and everyday racism in Germany.

00:47:14,853 --> 00:47:26,403

Julia Gysel: Many people actually realized, for the first time, that this is not only a problem in the United States. It's not far away, it's actually prevalent here too.

00:47:26,393 --> 00:47:43,588

Julia Gysel: Also, people who are affected by racism sometimes realize that experiences that they had that sometimes even date back many years ago when in school are in fact discriminations

00:47:43,578 --> 00:47:47,234

Julia Gysel: due to racism.

00:47:47,224 --> 00:47:51,752

Julia Gysel: The number of people who have contacted us

00:47:51,742 --> 00:47:58,702

Julia Gysel: due to racial discrimination during the summer has tripled.

00:47:58,692 --> 00:48:07,572

Julia Gysel: So, Black Lives Matter has also initiated a public debate about strategies to fight

00:48:07,562 --> 00:48:10,909

Julia Gysel: structural racism.

00:48:10,899 --> 00:48:17,275

Julia Gysel: One of the controversial issues that we had is research on

00:48:17,265 --> 00:48:24,891

Julia Gysel: structural racism in the police force. As we know, it is really important

00:48:24,881 --> 00:48:31,087

Julia Gysel: to know more about the various forms and extent of

00:48:31,077 --> 00:48:43,179

Julia Gysel: discrimination by the police about racial profiling, but a lack of data also here impedes progress in this area.

00:48:43,169 --> 00:49:07,488

Julia Gysel: So now the federal government in Germany agreed to conduct a survey about everyday racism in the German civil society, as well as in public institutions. They will also conduct a survey about the everyday experience of police officers as well as violence against police officers.

00:49:07,478 --> 00:49:13,942

Julia Gysel: Unfortunately they rejected to do research on structural racism

00:49:13,932 --> 00:49:18,025

Julia Gysel: within the police force.

00:49:18,015 --> 00:49:19,929

Julia Gysel: And

00:49:19,919 --> 00:49:24,887

Julia Gysel: in Baden–Württemberg there won't be any

00:49:24,877 --> 00:49:41,329

Julia Gysel: research on structural racism in the police force. From now on, they will include accusations of racial profiling in their statistics, so that's a start, I guess.

00:49:41,319 --> 00:49:45,899

Julia Gysel: Another very important

00:49:45,889 --> 00:50:00,492

Julia Gysel: difficulty in this context is the fact that there is not an anti-discrimination law on the state level, but this is something I think Lara Track will elaborate on.

00:50:00,482 --> 00:50:10,753

Julia Gysel: Yeah this brings me to the end of this very brief introduction. I'm looking forward to discussing our work in more detail.

00:50:10,743 --> 00:50:13,994

Max Bernlochner: Thank you so much, Julia, for your remarks, and just before

00:50:13,984 --> 00:50:23,957

Max Bernlochner: Lara will add some information about anti-discrimination work in Baden–Württemberg, I should add one sentence. We are now in the

00:50:23,947 --> 00:50:35,176

Max Bernlochner: two months ahead of our elections on our province-wide elections, and that is really a difficult situation also for anti-discrimination work, because

00:50:35,166 --> 00:50:50,577

Max Bernlochner: we realize that politicians are very, very sensitive concerning mask wearing, concerning anti-discrimination laws, and so on. They say, 'yes, let us change something, but we

00:50:50,567 --> 00:51:02,863

Max Bernlochner: don't want to lose votes.' So, they do not know yet what to do. Helping people on the one hand side, on the other hand side you have

00:51:02,853 --> 00:51:12,226

Max Bernlochner: economic issues. It's really difficult, and we experienced a lot of difficult questions during the last weeks and months. It's a balancing act

00:51:12,216 --> 00:51:27,112

Max Bernlochner: for our this anti-discrimination office, and also for our political system. So now it's up to Lara, who is very much experienced in anti-discrimination work in the local office in Heidelberg. Lara, over to you.

00:51:27,102 --> 00:51:35,315

Lara Track: Thanks very much, and thanks in general for having me. I hope you can all hear me all right. If not, now is the time to say so.

00:51:35,305 --> 00:51:37,838

Lara Track: Perfect. Thank you.

00:51:37,828 --> 00:51:48,177

Lara Track: I would like to, well, I'm going to speak as a counsellor, as Max kind of pointed out, not much from a research perspective, but more from the perspective of, you know, what what it's been like

00:51:48,167 --> 00:52:08,274

Lara Track: working through the pandemic, how are the issues that Julia Gysel has already mentioned affecting us, and I'm going to try not to repeat too much of what she's already said. So, I want to make three points and I'm going to make them separately but they're

00:52:08,264 --> 00:52:16,610

Lara Track: kind of intertwined. So, the first thing is actually the first point about intersectionality in the counselling process.

00:52:16,600 --> 00:52:37,787

Lara Track: I think one of the strengths of the anti-discrimination office system that Julia has already described is that they provide a haven for any kind of discrimination. So people who have experienced discrimination because of their sexual identity or because of racism or anything else

00:52:37,777 --> 00:52:46,916

Lara Track: can come in, or call, or email, and they they will find someone to consult with. Sometimes they will be referred to

00:52:46,906 --> 00:53:02,317

Lara Track: other specialized counselling services. So, I think that is a very easy way to get in touch and to speak about the experiences that they have and then try and find a way to deal with them.

00:53:02,307 --> 00:53:10,286

Lara Track: In Heidelberg, the majority of cases actually do revolve around the category of race and ethnicity.

00:53:10,276 --> 00:53:17,079

Lara Track: So, what Julia said about racial profiling being a topic in Baden–Württemberg,

00:53:17,069 --> 00:53:31,408

Lara Track: that's not so much what we experience in Heidelberg specifically, but we've had a lot of other kinds of discrimination that, for instance, at work, that's a typical thing, or in the housing market.

00:53:31,398 --> 00:53:40,465

Lara Track: What we've seen in Heidelberg too is the connection to the Black Lives Matter movement, particularly in the US, of course, that

00:53:40,455 --> 00:54:00,207

Lara Track: this has really inspired people or maybe empowered them to report cases of discrimination based on race or ethnicity, and we've also seen demonstrations here in Heidelberg which has actually been – well, I was happy to see them anyway.

00:54:00,197 --> 00:54:20,937

Lara Track: I would like to move on to challenges during the pandemic. So, oh, first of all, of course, on a day-to-day level, the counselling process is different now. We used to have people, you know, we used to meet face-to-face, and now people phone or we offer video chat.

00:54:20,927 --> 00:54:31,976

Lara Track: All in all, I think that people have adapted well to this. I think they're happy to phone in and speak about their experiences.

00:54:31,966 --> 00:54:45,424

Lara Track: As Julia mentioned, we're seeing a rise in cases of people who are refused services or entrance because they cannot wear a mask based on health grounds or on disabilities.

00:54:45,414 --> 00:54:58,157

Lara Track: And we definitely want to help these people, but the other thing that Julia has mentioned kind of is a challenge, because, while there are undoubtedly people who cannot wear masks,

00:54:58,147 --> 00:55:12,012

Lara Track: there's also this movement of people who refuse to wear masks based on political grounds, and some of the segments of this movement are actually made up of people who

00:55:12,002 --> 00:55:19,421

Lara Track: carry symbols of the extreme right, who combine the current anti–COVID measures with conspiracy myths,

00:55:19,411 --> 00:55:38,941

Lara Track: for instance, draw on anti-Semitic stereotypes... So while we absolutely do want to support the former – the people who really can't wear masks – we do not want to be made an instrument of the latter. So this is, well, it's a challenge to find a balance or to handle this well,

00:55:38,931 --> 00:55:45,071

Lara Track: you know, to be able to distinguish between the two.

00:55:45,061 --> 00:55:54,079

Lara Track: So when we counsel people who've been refused entrance or service, and sometimes quite drastically,

00:55:54,069 --> 00:56:06,020

Lara Track: it is a bit hard to give advice, at times, because, while there are regulations, of course, there's also a lot of misinformation going around. So, it shows that

00:56:06,010 --> 00:56:14,286

Lara Track: contacting different places of authority or expertise can bring different information actually.

00:56:14,276 --> 00:56:33,697

Lara Track: And there's some ambiguity which will have to be ruled out by court decisions. And while there are some verdicts right now, they still don't answer all of the questions. So that is one of the challenges that from the ground when it comes to these new regulations during the pandemic.

00:56:33,687 --> 00:56:42,042

Lara Track: I think one of the other speakers has already mentioned too that crisis increases inequality in general.

00:56:42,032 --> 00:57:02,063

Lara Track: So we've seen a surge of anti-Asian racism at the beginning of COVID, we've seen that domestic violence has been on the rise, and also that in structural terms that poverty and financial inequality are becoming

00:57:02,053 --> 00:57:09,284

Lara Track: more apparent. And this kind of brings me to my last point

00:57:09,274 --> 00:57:14,986

Lara Track: which is about federalism and legal protection against discrimination.

00:57:14,976 --> 00:57:36,764

Lara Track: Because, the last component, you know, financial inequality, that's quite interesting because in Germany the Federal legislation that we use most often in anti-discrimination cases – it's called the 'General Act on Equal Treatment' – does not cover discrimination based on class or social background.

00:57:36,754 --> 00:57:49,075

Lara Track: It has a rather narrow, in my opinion, a rather narrow definition of discrimination, and social background, or class, or whatever you want to call it, is not in it.

00:57:49,065 --> 00:58:00,619

Lara Track: So that's one of the reasons for some states in Germany to push for state legislation that extends the definition of discrimination that this act states.

00:58:00,609 --> 00:58:13,533

Lara Track: So that could be in terms of class or social status, could also be in terms of, for instance, body type, so there are some possibilities of enhancing the federal legislation.

00:58:13,523 --> 00:58:30,248

Lara Track: For us as counsellors it's a challenge to explain to people why sometimes they cannot evoke the General Act on Equal Treatment if they want to pursue legal – if they want to go to court –

00:58:30,238 --> 00:58:34,655

Lara Track: although their cases seem to qualify.

00:58:34,645 --> 00:58:40,928

Lara Track: But if said case happens, for instance, in a context of public education,

00:58:40,918 --> 00:58:54,854

Lara Track: then, more often than not, it's not possible to make the legal argument based on the General Act on Equal Treatment, because education is one of the public sectors run on the state level.

00:58:54,844 --> 00:59:02,932

Lara Track: So there's, you know, there's a gap and insecurity in your options fighting discrimination.

00:59:02,922 --> 00:59:06,359

Lara Track: And there would be a solution to

00:59:06,349 --> 00:59:11,736

Lara Track: cover this gap, or to

00:59:11,726 --> 00:59:15,713

Lara Track: improve the situation on the state level, so that's really something that,

00:59:15,703 --> 00:59:29,433

Lara Track: as we've already heard, we will have elections this year in Baden–Württemberg, and that's really something that we at the anti-discrimination offices are looking upon very closely, very interestedly.

00:59:29,423 --> 00:59:29,443

Lara Track: I'm actually quite curious as to how the federal system impacts legislation in Canada or in Ontario – I don't know if you call it federalism, but the province system.

00:59:29,433 --> 00:59:55,368

Lara Track: So, I would really be interested in hearing some of that from the other panelists if they have something to say about this. And now I guess I'm happy to answer any other questions that you might have. Thank you.

00:59:55,358 --> 01:00:09,002

Max Bernlochner: Thank you so much Lara, and for your insights into the day-to-day work, but also in some issues concerning structural organization of anti-discrimination work in Germany and

01:00:08,992 --> 01:00:27,094

Max Bernlochner: the steps we still have to take to make better work. If you look at your screens, there is also Nina Guérin. Nina Guérin is the head of our anti-discrimination office in Stuttgart and I invite her with all the other panelists to join our discussion now.

01:00:27,084 --> 01:00:37,414

Max Bernlochner: We are free to share our questions. Further on we will also invite our audience. And, let's just

01:00:37,404 --> 01:00:48,430

Max Bernlochner: deepen the question of Lara, I think. I just recommend to ask our colleagues from Canada, how does provincial government

01:00:48,420 --> 01:00:55,436

Max Bernlochner: influence your work? And I'll just add a second question, how

01:00:55,426 --> 01:01:12,941

Max Bernlochner: efficient is scientific research to influence public debate concerning COVID-19 approach or anti-discrimination in general? What about provincial governmental work, local governmental work, and

01:01:12,931 --> 01:01:16,383

Max Bernlochner: your scientific impact?

01:01:16,373 --> 01:01:24,888

Max Bernlochner: Perhaps Ena, would you start? And then Cheryl, you on the second?

01:01:24,878 --> 01:01:36,821

Ena Chadha: So, we have provincial and territorial human rights protections. Each province and territory has its own legislative statutory regime to protect

01:01:36,811 --> 01:01:46,006

Ena Chadha: human rights and a complaint mechanism and adjudication body. We also have a federal regime which protects federal

01:01:45,996 --> 01:02:00,932

Ena Chadha: areas. It provides protection in federal areas, for example, airport, banking, telecommunications. So the provincial ones cover housing, employment, contracts, and vocational assistance within the province.

01:02:00,922 --> 01:02:12,449

Ena Chadha: Each province has its own list of protected personal characteristics. So, for example, we talked about race, age, marital status, family status, religion, sexual orientation.

01:02:12,439 --> 01:02:18,499

Ena Chadha: Some of those are very clear and common right across each jurisdiction, federal and provincial.

01:02:18,489 --> 01:02:28,563

Ena Chadha: But there are unique things in certain jurisdictions. For example, in Ontario, in 2012, we added the ground of gender expression, gender identity.

01:02:28,553 --> 01:02:38,667

Ena Chadha: That is not across all provinces. Federally, they have a protection for genetic – I'm sorry because I practice in the...

01:02:38,657 --> 01:02:53,315

Ena Chadha: I'm Chief Commissioner of the Ontario one. I'm trying to remember what the Canadian human rights says. It's, I think, genetic differences. So, in that sense, the Federal legislation is trying to target and protect people from being discriminated against, based on their

01:02:53,305 --> 01:03:02,589

Ena Chadha: biological markers, DNA. We know insurance companies are trying to curtail

01:03:02,579 --> 01:03:09,680

Ena Chadha: insurance based on being able to forecast your disease propensity based on your DNA. Is that answering your question? I wasn't sure if that was it,

01:03:09,670 --> 01:03:17,318

Ena Chadha: but I'll give you a concrete example of exactly, I think, what you're saying is – this disconnect between the federal world and the provincial world

01:03:17,308 --> 01:03:35,801

Ena Chadha: in COVID management and servicing and assisting our populations. The Federal Government has rolled out a plan called CERB, C-E-R-B, which provides approximately, I think, $450 a week for people who 50% of the time have

01:03:35,791 --> 01:03:51,892

Ena Chadha: been laid off, no longer working, because of COVID. And, I don't know all the rules and regulations, but I think it's that you've had to have lost work for 50% of the time. In Ontario, we see a huge outcry that the Federal

01:03:51,882 --> 01:04:06,832

Ena Chadha: CERB isn't enough for people who are being forced to work because they are in the frontline service. Be it manufacturing, healthcare, childcare, groceries, Uber, delivering food.

01:04:06,822 --> 01:04:23,994

Ena Chadha: All of those. And there's a huge component of that population that are precarious jobs. We know personal support workers have been working – and mostly in those are racialized women, Filipino and Black women – who are working, two, three

01:04:23,984 --> 01:04:30,947

Ena Chadha: jobs a day, going from one longterm care centre to another healthcare setting to another healthcare setting

01:04:30,937 --> 01:04:39,151

Ena Chadha: because they don't have paid sick leave. So in Ontario we're seeing a huge outcry of the province government – the provincial government is being

01:04:39,141 --> 01:04:51,176

Ena Chadha: bombarded with requests for paid sick leave for these people whose very roles in our society we need, but may in fact be exacerbating the risk of the pandemic.

01:04:51,166 --> 01:05:01,045

Ena Chadha: But the provincial government is saying no to paid sick leave and pointing to the federal government's CERB. So here's a concrete example of that disconnect.

01:05:01,035 --> 01:05:04,769

Max Bernlochner: Okay. Thank you so much.

01:05:04,759 --> 01:05:08,792

Max Bernlochner: Cheryl, would you like to add something on that?

01:05:08,782 --> 01:05:14,417

Cheryl Teelucksingh: Yeah. Just to add add to what Ena was talking about, I think that there's been a real

01:05:14,407 --> 01:05:24,885

Cheryl Teelucksingh: tension between the sort of economic concerns for the economy because people have been on lockdown,

01:05:24,875 --> 01:05:42,949

Cheryl Teelucksingh: versus addressing the, sort of, what is needed in terms of addressing people's health and the inequalities that are part of that. And that fluctuating tension has happened across all the jurisdictions. Another thing

01:05:42,939 --> 01:05:54,452

Cheryl Teelucksingh: is that a lot of the human rights policies, including things like employment equity policy, only cover

01:05:54,442 --> 01:06:08,542

Cheryl Teelucksingh: people who are working for government departments, so the public sector, with the vast majority of businesses actually being private sector. So there it's a lot harder to kind of mandate what they're doing.

01:06:08,532 --> 01:06:29,354

Cheryl Teelucksingh: So, they are often sort of stepping up with in terms of an example of their efforts to address anti-Black racism, they've been coming up with statements, they've been training workers now in terms of things like implicit bias training,

01:06:29,344 --> 01:06:46,488

Cheryl Teelucksingh: and there's a little bit more of that actually happening in the private sector versus organizations that are covered under the public sector. So, that difference between public and private sector is an important distinction.

01:06:46,478 --> 01:07:00,760

Max Bernlochner: Am I allowed to ask if our Baden–Württemberg remarks were interesting to you? Or are there some questions from our Ontario friends to our partners in Baden–Württemberg?

01:07:00,750 --> 01:07:10,311

Ena Chadha: I noticed a commonality obviously of themes, but one that was very interesting to me, I think it was Lara pointed out, an increase in domestic violence cases.

01:07:10,301 --> 01:07:21,031

Ena Chadha: And so I think that is another global, probably would signal a global epidemic, of women and children are experiencing the same, right doesn't matter, boundaries are not

01:07:21,021 --> 01:07:28,886

Ena Chadha: protecting women in Canada, or the US, or it sounds like in Germany, because in Ontario, we know that legal aid – those are,

01:07:28,876 --> 01:07:45,148

Ena Chadha: that's for people of a low income, who need legal support for lawyers and family disputes – they've seen a 30% increase in requests for legal support, and often many of those, much of that is related to domestic violence.

01:07:45,138 --> 01:07:54,528

Max Bernlochner: Yeah, so if I'm just allowed to add one aspect, our unit in the Ministry for Social Affairs and Integration has also

01:07:54,518 --> 01:07:57,321

Max Bernlochner: the

01:07:57,311 --> 01:08:07,806

Max Bernlochner: Forced Marriage Unit. We give money to organizations who help young women

01:08:07,796 --> 01:08:20,444

Max Bernlochner: who are endangered by forced marriage, and we do not only see that there are many cases of young women who have many problems to address

01:08:20,434 --> 01:08:34,247

Max Bernlochner: people who can help them, but also that we lack possibilities to give information to such people because schools are closed now, and they have to learn from home. They have not

01:08:34,237 --> 01:08:53,760

Max Bernlochner: much access to computers. They are also victims of several levels so all our work in our ministry is affected also on the structural sector, and it's very important to switch very fast to help these people and

01:08:53,750 --> 01:08:59,216

Max Bernlochner: not to lose them. So you mention a very important thing. Perhaps Lara

01:08:59,206 --> 01:09:09,242

Max Bernlochner: has another idea, or Julia where we also face a switch of

01:09:09,232 --> 01:09:19,819

Max Bernlochner: situations. Another focus on certain aspects which affect our everyday work.

01:09:19,809 --> 01:09:36,911

Harald Bauder: I would just like to remind the audience and you can also ask questions by posting in the chat function. So far there hasn't been any questions, but please take advantage of that. We only have about 15 minutes, but for now we're going to move on to Ena's question.

01:09:36,901 --> 01:09:45,621

Ena Chadha: I was just going to highlight another commonality that I thought it's important to showcase here Julia had mentioned, and I think Lara too. The

01:09:45,611 --> 01:09:58,271

Ena Chadha: movement of anti-maskers. The question, so there's that, you know, because of you call it, I think Lara she referenced it as a political statement, but the incredible,

01:09:58,261 --> 01:10:05,253

Ena Chadha: complex situation of people with disabilities who can't wear masks and we too in Ontario have been

01:10:05,243 --> 01:10:23,198

Ena Chadha: trying to navigate that situation. And I just want to put out there for the audience, particularly Ontario folks, that we've developed a very sophisticated set of question answers. I'm putting it in the chat box. You can go online and read how we

01:10:23,188 --> 01:10:37,388

Ena Chadha: help store owners, employers, landlords balance this question of mask or no mask with human rights protections and the duty to accommodate people with disabilities.

01:10:37,378 --> 01:10:54,601

Max Bernlochner: Thank you so much, Ena, for producing this, because that's also the balancing act we have to face and that's the everyday work for our anti-discrimination office also in contact with our minister and the other staff in our House, because it's always –

01:10:54,591 --> 01:11:03,212

Max Bernlochner: nearly every argument concerning face masks masks has two sides.

01:11:03,202 --> 01:11:23,705

Ena Chadha: And I guess another commonality we've talked about is xenophobia, and I can tell you, the Canadian statistics are showing that people of Chinese origin descent, who identify as Chinese, have indicated an excess of 30% increase of harassment since the pandemic.

01:11:23,695 --> 01:11:32,861

Ena Chadha: So that means one out of three people are noting that they're being threatened, pushed, spit on.

01:11:32,851 --> 01:11:59,950

Max Bernlochner: In the meantime I should also ask, Cheryl, I saw you... ask, because of our election campaign now we have also a very strong focus in the political field on COVID-19. A lot of people think that if we perform well in the COVID-19 work

01:11:59,940 --> 01:12:12,697

Max Bernlochner: we will get positive remarks, but then, when we look at people who are discriminated who have problems concerning other forms of discrimination

01:12:12,687 --> 01:12:21,783

Max Bernlochner: their issues are more or less lost in some discussions, so we have to push very much forward what social

01:12:21,773 --> 01:12:38,490

Max Bernlochner: circumstances are for people in Baden–Württemberg and we have really difficulties also in our institutions to make our arguments stronger to make people think about the situation of discriminated people.

01:12:38,480 --> 01:12:52,684

Cheryl Teelucksingh: No, the question I was going to ask is when you were showing the demographics of Germany, you highlighted the fact that most of the people were coming from other parts of Europe, right?

01:12:52,674 --> 01:12:59,582

Cheryl Teelucksingh: So, given my interest in Black Lives Matter as a new civil rights movement –

01:12:59,572 --> 01:13:23,902

Cheryl Teelucksingh: a movement that really came out of the United States' Black Community – how has that become a kind of meaningful lens when the Black Community is so small? You didn't even highlight a Black Community in Germany, so how has that become a meaningful movement there?

01:13:23,892 --> 01:13:33,302

Max Bernlochner: Can we highlight this, Nina? Did you meet arguments concerning this question during the last month?

01:13:33,292 --> 01:13:44,205

Nina Guérin: Well, thank you, I think that, as Julia said, it was a big realization in Germany that racism concerns not only the US but also Germany,

01:13:44,195 --> 01:14:01,637

Nina Guérin: because of this very reason. I mean, we often use the phrase Black and People of Colour, and I think that this was a big insight in Germany that racism does not only concern Black people but also People of Colour which we have many more

01:14:01,627 --> 01:14:05,674

Nina Guérin: in Germany. And

01:14:05,664 --> 01:14:08,858

Nina Guérin: yeah, I don't know if this answers your question.

01:14:08,848 --> 01:14:14,190

Max Bernlochner: Yeah, and I should add, you should not underestimate that

01:14:14,180 --> 01:14:27,155

Max Bernlochner: People of Colour are very visible in Germany, so they heard also in some circumstances, either in the football stadium, for example, or for my family, when we look at NBA matches, which

01:14:27,145 --> 01:14:43,179

Max Bernlochner: is new, for us, we realized what happened in the US during the Trump campaign and so on. So these people are heard really and discussion is very strong about these issues in Germany as well. Lara, I think you wanted to add

01:14:43,169 --> 01:14:45,678

something?

01:14:45,668 --> 01:14:53,460

Lara Track: Yeah, I do want to add something, and I'm actually inclined to disagree a bit because I'm not quite sure whether

01:14:53,450 --> 01:15:06,488

Lara Track: Black People of Colour are as well represented in Germany as you say. I'm not positive on that – I don't have any stats – I just, I think that the fact that Black Lives Matter did

01:15:06,478 --> 01:15:16,962

Lara Track: inspire and empower so many people in Germany kind of shows that apparently there was something lacking. But there still is something lacking, otherwise they wouldn't have to go on the streets.

01:15:16,952 --> 01:15:22,301

Lara Track: And I think that what Nina said about,

01:15:22,291 --> 01:15:38,983

Lara Track: you know, Germany realizing this is a certain part of Germany, what we usually call like 'the Mehrheit,' it's like the majority, like the White majority, in Germany, realizing that this is an issue. I think

01:15:38,973 --> 01:15:43,193

Lara Track: Black People of Colour have known it all along.

01:15:43,183 --> 01:15:50,700

Lara Track: And, at least on the local level in Heidelberg, we see that there are a small initiators of Black People of Colour

01:15:50,690 --> 01:16:03,760

Lara Track: still organizing, and I think it kind of carries on, like over the, you know, we don't have big demonstrations anymore, at the moment, but I think,

01:16:03,750 --> 01:16:17,807

Lara Track: well, I hope, maybe I'm an optimist, that this has really sparked an ongoing discussion, and also an ongoing organizing within the community.

01:16:17,797 --> 01:16:23,262

Cheryl Teelucksingh: It's good to hear about the similarities and how the

01:16:23,252 --> 01:16:43,929

Cheryl Teelucksingh: Black Lives Matter is being taken up in other contexts. What has become important in North America and Canada is the use and the naming of anti-Black racism to recognize that the issues that the Black Community experiences as,

01:16:43,919 --> 01:16:56,630

Cheryl Teelucksingh: Ena and others talked about in regards to racial profiling and policing, are fairly distinct, in the same way that the Indigenous communities have also fought for

01:16:56,620 --> 01:17:18,954

Cheryl Teelucksingh: particular types of policy remedies. So, you know, going forward, my concern is whether or not we're going to continue to see groups need to step forward separately, like the Black Community is, and the Indigenous community. So we've had actually less, sort of...

01:17:18,944 --> 01:17:25,511

Cheryl Teelucksingh: Now we talk about BIPOC of recognizing Black Indigenous and People of Colour,

01:17:25,501 --> 01:17:31,543

Cheryl Teelucksingh: and this is informing potentially how we may move beyond a post-pandemic

01:17:31,533 --> 01:17:35,714

Cheryl Teelucksingh: recognition of how the issues are affecting groups

01:17:35,704 --> 01:17:38,096

Cheryl Teelucksingh: differently.

01:17:38,086 --> 01:17:51,762

Max Bernlochner: Yeah, and hopefully a positive impact of the Black Lives Matter movement can help us in Germany as well to find new ideas also for other marginalized groups and discriminated groups, like

01:17:51,752 --> 01:18:18,555

Max Bernlochner: very often the Muslims, Sinti, and Roma, and so on, who also always need support to make their group be better understood and also to get better access to jobs, to the education sector, and so on. So we have a lot of groups who also face discrimination in a very strong way.

01:18:18,545 --> 01:18:28,396

Max Bernlochner: Harald, I told you some weeks ago that I was very curious of scientific work, if

01:18:28,386 --> 01:18:32,377

Max Bernlochner: your work at Ryerson and the other

01:18:32,367 --> 01:18:42,612

Max Bernlochner: members of the scientific forum, are you successful with all the statistics you present? I was very, very happy about the numbers Ena

01:18:42,602 --> 01:18:46,563

Max Bernlochner: delivered to us an hour ago.

01:18:46,553 --> 01:18:57,437

Max Bernlochner: When I was in Toronto, I always read the Toronto Star and sometimes even Ryerson research was represented on the first two or three pages of the newspaper.

01:18:57,427 --> 01:19:07,098

Max Bernlochner: Is this being recognized in the local government, in the provincial government, or is it more or less

01:19:07,088 --> 01:19:13,592

Max Bernlochner: just the upper level of the scientific community who looks at

01:19:13,582 --> 01:19:25,821

Max Bernlochner: these numbers and this research work? Where are the links to have a positive impact and an influence on a day-to-day work with people?

01:19:25,811 --> 01:19:30,261

Harald Bauder: Did you ask me?

01:19:30,251 --> 01:19:32,381

Max Bernlochner: I asked

01:19:32,371 --> 01:19:35,137

Harald Bauder: you and also the other people here.

01:19:35,127 --> 01:19:39,553

Harald Bauder: Okay, well, I think we do have at Ryerson in particular a very strong connection to policymaking because we've always

01:19:39,543 --> 01:19:46,681

Harald Bauder: took pride in being applied. And, of course, in the social sciences, this is one way that we can apply our research.

01:19:46,671 --> 01:20:01,028

Harald Bauder: I would also probably ask Cheryl to contribute to answering this question because, as far as I understand, you're involved in a project right now on some of these issues. And I do have a question to all the panelists –

01:20:01,018 --> 01:20:13,410

Harald Bauder: we are gather at a university, we have also in the audience a number of students who are just now thinking about a topic for their major research papers which is a mini thesis.

01:20:13,400 --> 01:20:31,084

Harald Bauder: What kind of data would you need? And Ena, you talked about the importance of data, but also connecting that to the lived experience. What can we at the university do and what can we as students and researchers

01:20:31,074 --> 01:20:37,560

Harald Bauder: do to do the kind of research that is applicable and worthwhile,

01:20:37,550 --> 01:20:42,552

Harald Bauder: in terms of our time, that you can use and work with?

01:20:42,542 --> 01:20:53,190

Harald Bauder: But let me move on to Cheryl first. Maybe she has something to contribute about the connections between university-based research and policy outcomes.

01:20:53,180 --> 01:21:06,756

Cheryl Teelucksingh: Yeah, I was just going to note that sort of prior to the pandemic – and Ena mentioned this – is that we, in Canada, we didn't used to collect data, health data,

01:21:06,746 --> 01:21:26,003

Cheryl Teelucksingh: based on race, right, so it's that race-neutrality idea that I raised. So now every time somebody fills out a COVID form they have to indicate their race. Something that has interested me, as a biracial person you get to tick off multiple boxes.

01:21:25,993 --> 01:21:34,101

Cheryl Teelucksingh: And that data is going to highlight what we already know

01:21:34,091 --> 01:21:48,006

Cheryl Teelucksingh: in terms of observation, but we're going to have statistics to back that up in terms of policy. I think academics are going to be able to do a lot of research from that and then some of the work that I've been working with, with other

01:21:47,996 --> 01:21:56,582

Cheryl Teelucksingh: Black scholars, has been to make sure that data is actually in the hands of the Black Community, rather than having

01:21:56,572 --> 01:22:02,996

Cheryl Teelucksingh: the government hold on to it, because there were some concerns that race-based data could be used against the Black

01:22:02,986 --> 01:22:23,466

Cheryl Teelucksingh: Community or other racialized communities. So the Black community is interested in having data repositories to use it to improve their own Community and to look at what sorts of interventions would help to better the Community. So the data at this point

01:22:23,456 --> 01:22:33,858

Cheryl Teelucksingh: is being used sort of cautiously to make sure that it's not going to turn around and then be used to sort of stigmatize the Community.

01:22:33,848 --> 01:22:43,615

Harald Bauder: Just a quick note, we are running out of time, so if you still want to address some of these issues,

01:22:43,605 --> 01:22:48,567

Harald Bauder: do it briefly. And we do have a question from the audience as well about

01:22:48,557 --> 01:23:01,894

Harald Bauder: anti-Black racism, Black Lives Matter in Germany in particular – how it has influenced conversations about colonization and Germany's historical role in it.

01:23:01,884 --> 01:23:16,067

Max Bernlochner: Perhaps one comment on this is we have a stronger discussion about giving back artwork to African countries now. I read a lot of articles from

01:23:16,057 --> 01:23:44,851

Max Bernlochner: Nigerian or Benin representatives who say now is the time to think about giving back artifacts from Berlin or Frankfurt museums, because it's a long history of European museums to host artwork which originally belongs to the country where they were crafted. Lara?

01:23:44,841 --> 01:23:52,879

Lara Track: Thank you, I just wanted to add something because that's actually something – I'm a historian; I do like that question.

01:23:52,869 --> 01:24:03,616

Lara Track: I think that the Black Lives Matter movement has enhanced that discussion, and I kind of feel that on the local level

01:24:03,606 --> 01:24:17,201

Lara Track: there's a lot of... this is kind of where 'fights' are carried out about this. Because, you're right on the one hand, it's, you know, it's the museums, etcetera, but there's often small things like you have

01:24:17,191 --> 01:24:27,675

Lara Track: a restaurant that is called a name that that is, you know, in a colonial setting or something, and people probably don't even realize that this might hurt other people,

01:24:27,665 --> 01:24:38,909

Lara Track: but still it's a conversation that has to be had and, in Heidelberg I feel that, the Community has just introduced – not

01:24:38,899 --> 01:24:58,862

Lara Track: the Black community, but the Community, as in the local government – has just introduced a project about, you know, finding colonial roots in Heidelberg, so I'm a bit hopeful for that, and

01:24:58,852 --> 01:25:05,753

Lara Track: yeah, I think there's still a lot to do and personally I think one thing that we would have to do is

01:25:05,743 --> 01:25:15,725

Lara Track: introducing this a little more in history in high school, for instance, because, I don't know, I'm not a teacher, but I think this is something

01:25:15,715 --> 01:25:21,176

Lara Track: that people ought to learn from an early age on.

01:25:21,166 --> 01:25:37,699

Harald Bauder: Unfortunately, we are out of time. It's 11:31. We're going to have to end here. Thank you very much for the fascinating discussion, and we will post the video on the RCIS website, as soon as we have edited it.

01:25:37,689 --> 01:25:46,874

Harald Bauder: This is an initial exchange between the two parter provinces that we have organized at the University and at the Ministerial level.

01:25:46,864 --> 01:26:01,409

Harald Bauder: We hope to do this again and use the momentum to keep going. Also, depending on the kind of feedback that we're getting from every one of you on whether this was successful and we should do it again.

01:26:01,399 --> 01:26:14,424

Harald Bauder: I'd like to end by thanking all the panelists, and the Consul General Thomas Schultze, and the Ryerson Centre for Immigration and Settlement, and Tearney McDermott

01:26:14,414 --> 01:26:28,070

Harald Bauder: who has organized and brought us here together, has organized everything, she's done a fantastic job, as well as the RCIS director, Usha George, who has been in the audience. Max, do you still have a final word?

01:26:28,060 --> 01:26:40,265

Max Bernlochner: Thank you so much, very much to the audience, who spent time with us. Thank you so much, Harald, and let's strengthen our partnership.

01:26:40,255 --> 01:26:46,694

Harald Bauder: So check the RCIS website for the video and we'll see you next time. Bye bye.

01:26:46,684 --> 01:26:46,784

Max Bernlochner: Bye bye.