

## INTERSECTIONAL IDENTITIES

### 3.1.

Sarah, a young Black woman, is an exceptionally talented singer, dancer, and actress. She is excited to get involved with a local youth theatre group. Sarah blows the panel away with a brilliant audition for their upcoming production. But she is later disappointed to learn that she has been cast in a very minor role — and that a lighter-skinned Black peer with average singing skills has been cast in the lead role. Sarah's friends say they can't believe she didn't get the lead part because she is a way better singer. A teacher at school also tells her the same thing, but Sarah is very surprised that none of them speak up on her behalf to ask if she can be given a bigger role. She begins to question her talent.



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### 3.2.

"I've been pretty chubby all my life... I was bullied for simply being fat. It was actually more extreme than most would go through. I've got Instagram posts made about my body, messages, in person was worst. Truthfully, it was really mentally scaring, especially since it happened all through grade[s] 1 to 8. As for discrimination, it is not a surprise. I am Black and it's natural (unfortunately) that racist comments or discrimination will be thrown our way. I've been questioned about where I live in my **own** building's lobby by an officer, been called slurs by random individuals. It's unfair and it sucks."

*From the Ontario Youth Sector Compass survey by YouthREX.*



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### 3.3.

"When I was working at the summer camp, I was the only Black and female manager. I was held to a higher standard and criticized more heavily if I made a mistake. When I would try to address instances of sexism or passive-aggressive remarks related to my race, I would be told 'not to make everything about gender and race'. ...when I worked as a server at a restaurant... I was instructed to greet customers, take their orders, and serve them, and when it was time to render their bill, leave the change on the table or let my manager in question handle it. I was also the only Black employee at the restaurant, which further othered me."

*From the Ontario Youth Sector Compass survey by YouthREX.*



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### 3.4.

Harry is an asylum seeker who is fleeing persecution based on his sexual orientation. While Harry strongly identifies as a Black queer youth, he finds that youth workers, case managers, program staff, and government officials frequently question Harry's identity. For example, program staff excessively scrutinized Harry's story when he sought access to a shelter for homeless queer youth. During Harry's initial refugee hearing, the immigration officer remarked, "You don't seem gay to me." Weeks later, Harry learned that his refugee claim was rejected.

*From an article by Munro et al., published in Ethnicity and Inequalities in Health and Social Care.*



## INTERSECTIONAL IDENTITIES

### QUESTION 1

What's happening here?

### QUESTION 2

What are the assumptions I'm making in describing what's happening?

### QUESTION 3

What are the harms for Black youth, families, and communities?

### CALL TO ACTION

How can this be made right?

What can I/we do to support racial healing?



The Kit for Centering Black Youth Wellbeing:  
Call-In-Cards for Anti-Black Racism Action  
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