



This resource was created for nail technicians to better respond to everyday experiences of racism at work.

We recognize systemic racism exists but it is not discussed for the purposes of this tool.

Created in partnership with:



What do I do when I see racism?

First, ensure you're safe!

Then use one or more of the "5 D's":



Distract Delegate Delay



Document Direct

** The "5 D's" was originally created by non-profit organization, Hollaback!*

The "5 D's" for someone witnessing racism:

Distract:

Take attention away from the target. Example: ask the target for directions or comment on the weather.

Delegate:

Ask for help from someone in a position of authority, like your manager.

Delay:

After the incident is over, offer to file a report or ask the target if they need support.

Document:

Take videos, photos or write notes. Never post anything without the target's permission. Provide your contact information and documentation to the target in case they need a witness in the future.

Direct:

Assess your safety before directly engaging with the individual. Inform the individual that their comment is racist. If you do this, try to not engage in debate or escalate the situation.

Resources

Advocacy

Nail Technicians Network:
416-703-8482 x2308

Chinese Canadian National Council Toronto Chapter:
416-596-0833

Fight COVID Racism:
www.covidr racism.ca

Legal

Chinese and Southeast Asian Legal Clinic:
416-971-9674

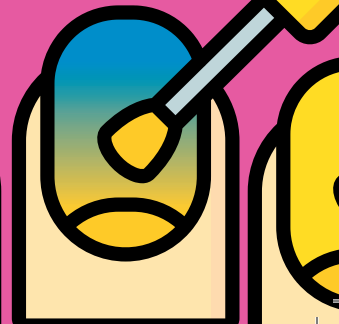
Pro Bono Ontario:
1-855-255-7256

Mental Health
Hong Fook Mental Health Association:
416-493-4242



Responding to Racism at Work

A Nail Technician's Guide





There are two types of racism:

Overt Racism

Obvious, harmful actions towards someone because of their race

Covert Racism

Actions not easily seen as racism

Overt Racism

It's like the tip of an iceberg which we can see such as:

- Hate crimes
- Making fun of accents
- Verbal attacks, such as name calling or spreading misinformation:

China virus!
Kung flu!

Go back home!
You don't belong here!

Chink! Jap!

Covert Racism

It's like the hidden part of an iceberg, such as:

- What is seen as “positive” racism: “All Asians are good at nails”
- “Your food smells weird!”
- Denying racism exists
- Thinking English is better than other languages
- “Canadian experience” as a job qualification

Who is involved?



Target: a person experiencing racism



Individual: a person doing the racist act



Bystander: a person witnessing the incident but not directly involved

What to do when I experience racism?

Please consider:

- There is no right or wrong way to handle the situation
- Make sure you are safe
- Take care of yourself
- Use community resources for support or to make social change afterwards (example: talking to social service organizations or the media; learning your legal rights)

What you could do:

- Confront the individual
- Involve a bystander and then confront the individual
- Stay silent and walk away from the situation
- Draw attention away with a joke or other comment
- Record the interaction on your phone
- If at work, tell your manager and make a complaint