



Motion
0603

Date
March 12, 2024

Adoption of Anti-Latino Discrimination Definition	Category Standing Resolution
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Motion

WHEREAS, according to the 2022-2023 UMSU Annual Member Survey, the Latinx community represents 2.3% of the UMSU Membership making them the smallest ethnic/racial identity on campus,

WHEREAS "UMSU supports equity, diversity, and the dignity of all people,"

WHEREAS UMSU's safe environment policy prohibits acts of discrimination, including those based on ancestry (including colour or perceived race), nationality, and ethnic background,

WHEREAS UMSU should aim to uniquely protect all those with ethnic and racially diverse backgrounds,

BE IT RESOLVED the UMSU Board of Directors adopts the definition of Anti-Latino Discrimination as attached and is added to the "UMSU supports" section of "Position #7: Equitable Campus" section of its Positions Statement Book,

BE IT FURTHER RESOLVED the Governance Committee explores the possibility of adopting diverse anti-racism definitions to uniquely address the different means of discrimination ethnic and racially diverse communities on campus may face.

Status Not Seconded	Moved By: Ivan	Nunez Gamez
	First Name	Last Name
	Seconded By:	
	First Name	Last Name

Anti-Latino discrimination is a form of discrimination that targets people of Latin American descent, particularly those of Indigenous and Mestizo background, through the silencing, erasure, and assimilation of their racial and ethnic identity. Anti-Latino Racism takes form through different means, most notably:

- Homogenizing Latino culture and identity, dismissing the significant ethnical differences in cultural practices present in each Latin American state;
- Solely recognizing 'Latino' as either an ethnicity or a race rather than an ethno-racial identity as well, not being cognizant of the intersectional identities community members have;
- Denying the enduring effects colonialism had and continues to have in the Latino community, especially by allowing descendants of European settlers to appropriate symbolic cultural elements or Latino identity as a whole;
- Ridiculing Latino identity through harmful stereotypes that sexualize or portray Latinos as criminals, drug lords, naturally impoverished individuals, or illegal residents;
- Denying individuals of Latin American descent to claim Latino identity based on apparent race or lack of knowledge of the Spanish language.

Engaging in practices that embrace and celebrate Latino identity is consequential in ensuring anti-oppressive environments where Latinos can thrive. This includes:

- Acknowledging and celebrating Latin American Heritage Month, which is observed every October as per legislation passed by the Canadian Parliament in 2018.
- Recognizing the differences between terminology that may refer or refers to Latinos, notably 'hispanic,' 'latinx,' 'latino/a/e,' while using it adequately.

Commented [1]: <https://laws-lois.justice.gc.ca/eng/acts/L-6.4/page-1.html>