

ANTI-RACISM RESOURCES



Food Banks
Canada



Banques alimentaires
Canada

TABLE OF CONTENTS

Preface	3
Learning Resources	4
Courses and Programs	5
Books	7
Movies	10
Articles	12
Podcasts	13
Social Media	14
Building an Anti-Racist Organization	15
Glossary of Terms	17

PREFACE

The existence of systemic racism in Canada is undeniable, particularly anti-Black and anti-Indigenous racism. As we strive for a more equitable society, many of us have entered into a phase of learning and unlearning.

Food Banks Canada has curated a list of resources for individuals interested in learning more about anti-racism, racial justice and issues of diversity, inclusion, equity and access.

Though this is a non-exhaustive list, we share these resources as a starting point to increase awareness, spark conversation, expand knowledge and engage in anti-racism work across the network.

We encourage you to read, listen, learn and reflect.

If after reviewing these resources you notice gaps, please send us your thoughts/suggestions. We will continue to update these resources over the coming weeks and months.

***Disclaimer:** Some of the information and perspectives expressed in these resources do not reflect those of Food Banks Canada. Nonetheless, they offer great insights and have been included because they may be valuable to your engagement with the topic.*



LEARNING RESOURCES

COURSES AND PROGRAMS

Call it Out: Racism, Racial Discrimination and Human Rights →

Ontario Human Rights Commission

A 30-minute interactive eCourse that offers a foundation for learning about race, racial discrimination and human rights protections under Ontario's Human Rights Code. The course offers a historical overview of racism and racial discrimination, explains what "race," "racism" and "racial discrimination" mean, and provides approaches to preventing and addressing racial discrimination.

Understanding Diversity and Inclusion →

Develop your attitudes, skills and knowledge of cultural diversity so you're able to create inclusive environments.

Diversity and inclusion Microlearning Program →

Grovo's Diversity & Inclusion Microlearning Program is uniquely suited to be successful. Microlearning emphasizes the "build over time" approach to learning, offering employees compelling moments that are integrated into their workflows to help them change behaviors progressively.

Confronting Bias: Thriving Across our Differences →

by Verna Myers and Arianna Huffington

Find greater meaning, well-being, and productivity by learning how to interact with others across differences. Continue your Thrive journey and discover how to create inclusive environments where everyone can thrive. In this course, Arianna Huffington and Verna Myers discuss the impact of our cultural lens on our daily relations and how to counter bias in our words and actions.

Unconscious Bias →

By Stacey Gordon

We're all biased. Our experiences shape who we are, and our race, ethnicity, gender, height, weight, sexual orientation, place of birth, and other factors impact the lens with which we view the world. In this course, diversity expert Stacey Gordon helps you recognize and acknowledge your own biases so that you can identify them when making decisions, and prevent yourself from making calls based on a biased viewpoint.

Skills for Inclusive Conversation →

By Mary-Frances Winters

Organizations reap the benefits of diversity—when employees bring their whole, authentic selves to work. Diverse teams are more productive, innovative, and engaged. Authenticity at work includes sharing and speaking up about work and life experiences that may be different based on one's identity. Developing the skills to conduct meaningful conversations on potentially polarizing topics such as race, religion, and gender is critical for human resources professionals, managers, and team leaders. Mary-Frances Winters offers a multistep process for building the skills necessary to engage in inclusive conversations. Find out how to conduct an exploratory self-assessment to better understand yourself and your team, learn tactics to go from polarization to common ground, and discover practical techniques for discussing difficult topics.

Communicating about Culturally Sensitive Issues →

Discussions about cultural differences can be uncomfortable. They take courage. In this course, Duke University professor Dr. Daisy Lovelace shares principles and strategies that can help you have more productive, meaningful conversations on topics related to diversity. Daisy helps you understand that everyone has a unique lens based on their experiences, and that understanding and appreciating that difference is the first step in being able to discuss sensitive topics. She also outlines a number of techniques to help you navigate these difficult conversations.

Communicating Across Cultures →

To succeed in a cross-cultural business setting, it's important to understand the differences in how people communicate. Language isn't the only barrier. Pace, style, and nonverbal cues all affect how messages are received. If you do business on a global scale or in a diverse environment, adapting your communication strategy is critical to workplace harmony and the bottom line. In this course, Kelley School of Business professor and executive coach Tatiana Kolovou demonstrates simple techniques to build your cross-cultural communication skills: as a manager, peer, or coworker. Learn how to adapt your communication style, overcome hidden bias, and build rapport with colleagues around the world.

BOOKS

So You Want to Talk About Race →

A current, constructive, and actionable exploration of today's racial landscape, offering straightforward clarity that listeners of all races need to contribute to the dismantling of the racial divide.

Heavy: An American Memoir →

In this powerful and provocative memoir, genre-bending essayist and novelist Kiese Laymon explores what the weight of a lifetime of secrets, lies, and deception does to a black body, a black family, and a nation teetering on the brink of moral collapse.

How to Be an Antiracist →

In his memoir, Kendi weaves together an electrifying combination of ethics, history, law, and science--including the story of his own awakening to antiracism--bringing it all together in a cogent, accessible form. He begins by helping us rethink our most deeply held, if implicit, beliefs and our most intimate personal relationships (including beliefs about race and IQ and interracial social relations) and reexamines the policies and larger social arrangements we support. How to Be an Antiracist promises to become an essential book for anyone who wants to go beyond an awareness of racism to the next step of contributing to the formation of a truly just and equitable society.

I Know Why the Caged Bird Sings →

I Know Why the Caged Bird Sings is a 1969 autobiography describing the early years of American writer and poet Maya Angelou. The first in a seven-volume series, it is a coming-of-age story that illustrates how strength of character and a love of literature can help overcome racism and trauma.

Just Mercy: A Story of Justice and Redemption →

Bryan Stevenson was a young lawyer when he founded the Equal Justice Initiative, a legal practice dedicated to defending those most desperate and in need: the poor, the wrongly condemned, and women and children trapped in the farthest reaches of our criminal justice system. One of his first cases was that of Walter McMillian, a young man who was sentenced

to die for a notorious murder he insisted he didn't commit. The case drew Bryan into a tangle of conspiracy, political machination, and legal brinksmanship—and transformed his understanding of mercy and justice forever.

Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race →

Walk into any racially mixed high school and you will see Black, White, and Latino youth clustered in their own groups. Is this self-segregation a problem to address or a coping strategy? Beverly Daniel Tatum, a renowned authority on the psychology of racism, argues that straight talk about our racial identities is essential if we are serious about enabling communication across racial and ethnic divides.

The Fire Next Time →

At once a powerful evocation of James Baldwin's early life in Harlem and a disturbing examination of the consequences of racial injustice, the book is an intensely personal and provocative document from the iconic author of *If Beale Street Could Talk* and *Go Tell It on the Mountain*. It consists of two "letters," written on the occasion of the centennial of the Emancipation Proclamation, that exhort Americans, both black and white, to attack the terrible legacy of racism.

The New Jim Crow →

With dazzling candor, legal scholar Michelle Alexander argues that "we have not ended racial caste in America; we have merely redesigned it." By targeting black men through the War on Drugs and decimating communities of color, the U.S. criminal justice system functions as a contemporary system of racial control—relegating millions to a permanent second-class status—even as it formally adheres to the principle of colorblindness.

They Call Me George: The Untold Story of Black Train Porters and the Birth of Modern Canada →

Smartly dressed and smiling, Canada's black train porters were a familiar sight to the average passenger—yet their minority status rendered them politically invisible, second-class in the social imagination that determined who was and who was not considered Canadian. Subjected to grueling shifts and unreasonable standards—a passenger missing his stop was a dismissible offense—the so-called Pullmen of the country's rail lines were denied secure positions and prohibited from bringing their families to Canada, and it was their struggle against the racist Dominion that laid the groundwork for the multicultural nation we know today. Drawing on the experiences of these influential black Canadians, Cecil Foster's *They Call Me George* demonstrates the power of individuals and minority groups in the fight for social justice and shows how a country can change for the better.

The Skin We're In: A Year of Black Resistance and Power →

Puncturing the bubble of Canadian smugness and naive assumptions of a post-racial nation, Cole chronicles just one year—2017—in the struggle against racism in this country. It was a year that saw calls for tighter borders when Black refugees braved frigid temperatures to cross into Manitoba from the States, Indigenous land and water protectors resisting the celebration of Canada's 150th birthday, police across the country rallying around an officer accused of murder, and more.

Indigenous Relations: Insights, Tips & Suggestions to Make Reconciliation a Reality →

We are all treaty people. But what are the everyday impacts of treaties, and how can we effectively work toward reconciliation if we're worried our words and actions will unintentionally cause harm?

Policing Black Lives: State Violence in Canada from Slavery to the Present →

Delving behind Canada's veneer of multiculturalism and tolerance, Policing Black Lives traces the violent realities of anti-blackness from the slave ships to prisons, classrooms and beyond. Robyn Maynard provides readers with the first comprehensive account of nearly four hundred years of state-sanctioned surveillance, criminalization and punishment of Black lives in Canada.

Until We Are Free: Reflections on Black Lives Matter in Canada →

The killing of Trayvon Martin in 2012 by a white assailant inspired the Black Lives Matter movement, which quickly spread outside the borders of the United States. The movement's message found fertile ground in Canada, where Black activists speak of generations of injustice and continue the work of the Black liberators who have come before them.

Canada at a Crossroads: Boundaries, Bridges, and Laissez-Faire Racism in Indigenous-Settler Relations →

Drawing on group position theory, settler colonial studies, critical race theory, and Indigenous theorizing, Canada at a Crossroads emphasizes the social psychological barriers to transforming white settler ideologies and practices and working towards decolonization. After tracing settlers' sense of group superiority and entitlement to historical and ongoing colonial processes, Denis illustrates how contemporary Indigenous and settler residents think about and relate to one another.

MOVIES

13th

In this thought-provoking documentary, scholars, activists and politicians analyze the criminalization of African Americans and the U.S. prison boom.

Where to watch: [Netflix](#) →

Do The Right Thing

This movie is written, directed and produced by Spike Lee and it's about one tragic day in the Bed Stuy neighbourhood of Brooklyn. We see what happens on this day with high race tensions all around and police brutality coming to the fore. While dramatic and insightful, it also has its comedic parts.

Where to watch: [available to rent](#) →

Fruitvale Station

This biographical drama stars Michael Jordan and tells the story of the 2009 death of Oscar Grant who was shot by a police officer called Johannes Mehserle in Oakland, California. This film won the Grand Jury Prize and the Audience Award for US dramatic film at the Sundance Film Festival in 2013.

Where to watch: [available to rent](#) →

Seven Seconds

This Netflix series follows the story of a police officer who attempts to cover up the death of a young Black boy. The series digs into cover-ups in the criminal justice system and the pain the mother goes through.

Where to watch: [Netflix](#) →

I Am Not Your Negro

This Oscar-nominated documentary is based on James Baldwin's unfinished manuscript, Remember This House. It's narrated by Samuel L. Jackson, and explores the history of racism through civil rights leaders like Medgar Evers, Malcolm X and Martin Luther King.

Where to watch: [available to rent](#) →

American Son

A mother (Kerry Washington) fights to be taken seriously at a Florida police department as she and her husband (Steven Pasquale) search for their missing son.

Where to watch: [Netflix](#) →

When they see us

Five teens from Harlem become trapped in a nightmare when they're falsely accused of a brutal attack in Central Park. Based on the true story.

Where to watch: [Netflix](#) →

The Hate U Give

Starr Carter is constantly switching between two worlds: the poor, mostly black, neighborhood where she lives and the rich, mostly white, prep school she attends. The uneasy balance between these worlds is shattered when Starr witnesses the fatal shooting of childhood best friend Khalil at the hands of a police officer. Now, facing pressures from all sides of the community, Starr must find her voice and stand up for what's right. Based on the novel by Angie Thomas.

Where to watch: [available to rent](#) →

King in the Wilderness

A portrait of Martin Luther King Jr. during the last years of his life, from his part in the Voting Rights Act of 1965 to his assassination in 1968.

Where to watch: [Crave](#) →

Netflix

Netflix has created a Black Lives Matter category which features a range of curated films, TV series, documentaries and stand-ups that focus on "powerful and complex narratives about the Black experience."

Where to watch: [Browse here](#) →

Anti-Racism Films

This playlist features films that confront racism. They are a small selection of films from the NFB collection that look at instances of racism in Canada, and support dialogue on equality and diversity.

Where to watch: [Browse here](#) →

Kanopy

This collection of films and documentaries includes a category dedicated to race and class studies. A Public Library card is required to access.

Where to watch: [Sign up here](#) →

ARTICLES

To overcome racism, we must raise our voices →

by *Masai Ujiri* (The Globe and Mail, May 31, 2020)

In their words: Canadians' experiences of racism →

by *Brooklyn Neustaeter* (CTV News, June 8, 2020)

The intersectionality wars →

by *Jane Coaston* (VOX May 28, 2019)

Who Gets to Be Afraid in America? →

by *Dr. Ibram X. Kendi* (The Atlantic, May 12, 2020)

Yes Canada, we too have an anti-Black racism problem →

by *Michael Adams and Marva Wisdom* (The Globe and Mail, June 4, 2020)

My Life as an Undocumented Immigrant →

by *Jose Antonio Vargas* (The New York Times Magazine, June 22, 2011)

Racism In Canada Is Ever-Present, But We Have A Long History Of Denial →

by *Maija Kappler* (Huffington Post, May 29, 2020)

4 ways to be an ally in the fight against racism →

by *Sarah Shakour and Madeleine Hillyer* (World Economic Forum, June 19, 2020)

Ways to Be an Ally from Two Lifetimes of Learning →

by *Amy Tan and Pamela Roach* (The Tyee, June 9, 2020)

The Difference Between Allyship and Co-opting Movements →

by *Julie Schemmer* (HuffPost, November 14, 2017)

PODCASTS

Colour Code →

1619 (New York Times) →

About Race →

Momentum: A Race Forward →

Speaking of Racism →

Code Switch →

Everyday Conversations on Race for Everyday People →

Missing & Murdered →

ORGANIZATIONS TO FOLLOW ON SOCIAL MEDIA



Antiracism Center



Black Women's Blueprint



Canadian Anti-Hate Network



Color Of Change



Colorlines



The Conscious Kid



Equal Justice Initiative (EJI)



The Leadership Conference on Civil & Human Rights



The Movement For Black Lives (M4BL)



MPowerChange



Muslim Girl



NAACP



Showing Up for Racial Justice (SURJ)



SisterSong



United We Dream

BUILDING AN ANTI-RACIST ORGANIZATION



BUILDING AN ANTI-RACIST ORGANIZATION

Communitywise

<http://communitywise.net/aroc/> →

Deeper Anti-Racist Organizational Change: More Tools & Resources

http://communitywise.net/wp-content/uploads/2019/04/AROC-Deeper-Change-Toolkit_web.pdf →

Anti-Racist Organizational Change: Resources & Tools for Nonprofits

http://communitywise.net/wp-content/uploads/2017/10/AROC-Resources-and-Tools_web.pdf →

Introduction to AROC Webinar

<https://youtu.be/rSXX6YqZyNk> →

Organizational Racism: Self-Assessment

<http://communitywise.net/wp-content/uploads/2017/10/Organizational-Racism-Self-Assessment.pdf> →

University of Manitoba – 1st University To Implement Anti-Racism Policy

Disruption Of All Forms Of Racism Policy

http://umanitoba.ca/faculties/health_sciences/media/Disruption-of-all-Forms-of-Racism_Policy-approved-August-25-2020.pdf →

Building a Foundation for Change: Canada's Anti-Racism Strategy 2019–2022

<https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html#a4a> →

Canadian Race Relations Foundation

Best Practices

<https://issuu.com/crrf-fcrr/docs/bestpractise2018/12> →

<https://issuu.com/crrf-fcrr/docs/bestpractise2018/14> →

Center for Research Action and Race Relations

<http://www.crarr.org/?q=node/1> →



GLOSSARY OF TERMS

GLOSSARY OF TERMS

Affirmative action: Policy that strives for increased minority enrollment, activity, or membership, often with the intention of diversifying a certain environment such as a school or workplace. (Anti-Racism Digital Library)

Ally: Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. (OpenSource Leadership Strategies, [“The Dynamic System of Power, Privilege and Oppressions.”](#))

Antiracist: A conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society. Being racist or antiracist is not about who you are; it is about what you do. (National Museum of African American History and Culture, [Talking about Race](#))

Bigotry: Intolerant prejudice which glorifies one's own group and denigrates members of other groups. **Source:** *National Conference for Community and Justice St. Louis Region – unpublished handout used in the Dismantling Racism Institute program.*

BIPOC: Black, Indigenous, People of Color, the term is used to highlight the unique relationship to whiteness that Indigenous and Black (African Americans) people have, which shapes the experiences of and relationship to white supremacy for all people of color within a U.S. context. ([The BIPOC Movement](#))

Collusion: When people act to perpetuate oppression or prevent others from working to eliminate oppression. **Source:** *Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.*

Culture: A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication. **Source:** *Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit.*

Cultural Appropriation: Theft of cultural elements for one's own use, commodification, or profit—including symbols, art, language, customs, etc.—often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e., white) culture's right to take other cultural elements. ([Colours of Resistance Archive](#))

Discrimination: The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories. **Source:** *Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit*

EDI: Equity, Diversity, and Inclusion

Equity: A measure of fair treatment, opportunities, and outcomes across race, gender, class, and other dynamics.

Diversity: The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Inclusion: Refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community. ([University of Washington Racial Equity Glossary](#))

Ethnicity: A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base. **Source:** *Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.*

Implicit Bias: Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. (The Kirwan Institute for the Study of Race and Ethnicity, [Implicit Bias Review](#))

Individual Racism: Occurs between individuals. These are public expressions of racism, often involving slurs, biases, or hateful words or actions. (National Museum of African American History and Culture, [Talking about Race](#))

Institutional (or systemic) Racism: Occurs when institutions such as governments, legal, medical and education systems and businesses, discriminate against certain groups of people based on race, colour, ethnicity or national origin. Often unintentional, such racism occurs when the apparently non-discriminatory actions of the dominant culture have the effect of excluding or marginalising minority cultures. (McConnochie et. al. 1989)

Intersectionality: A prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia—seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges. ([Critical race theorist Kimberlé Williams Crenshaw to them. magazine](#))

Micoaggression: Brief, commonplace, subtle, or blatant daily verbal, behavior, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color. ([University of Washington Racial Equity Glossary](#))

Minority Group: Describes any group of people which is disadvantaged, underprivileged, excluded, discriminated against or exploited. Sociologically, the concept does not refer to demographic numbers but to subordinate status in society. (Racism. Stop it! Action 2000, Canada 1999)

POC: People of Color, often the preferred collective term for referring to non-white racial groups, rather than "minorities." Racial justice advocates have been using the term "people of color" (not to be confused with the pejorative "colored people") since the late 1970s as an inclusive and unifying frame across different racial groups that are not white, to address racial inequities. While "people of color" can be a politically useful term, and describes people with their own attributes (as opposed to what they are not, eg: "non-white"), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate. (Race Forward, "[Race Reporting Guide](#)")

Racialization: The process of ascribing a racial identity to an individual or group, linked to evolving social, cultural, economic and political contexts. Racialization is a key component in developing the relationships of power that define hierarchies determining access to resources and the ability to make or influence both collective and individual decisions.

Racism: While race is not a valid biological category, the social, political, economic, and psychological effects of race exist in various forms at individual, group, and institutional levels across jurisdictions. "Racism can include attitudes, behaviours or institutional practices that exclude members of groups because of colour, race or ethnic differences" (Lewis & Hyder, 2005). Racism changes over time: "there is no fixed definition of racial discrimination and society's understanding of what constitutes racial discrimination will continue to evolve over time" (Nuyaba, 2007).

Structural Racism: The overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of color. Example: Stereotypes of people of color as criminals in mainstream movies and media. (National Museum of African American History and Culture, [Talking about Race](#))

White Fragility: A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium. ([White Fragility](#) by Robin DiAngelo)

White Privilege: Refers to the unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it. ("[White Privilege: Unpacking the Invisible Knapsack](#)" by Peggy McIntosh)

White Supremacy: A form of racism centered upon the belief that white people are superior to people of other racial backgrounds and that whites should politically, economically, and socially dominate non-whites. While often associated with violence perpetrated by the KKK and other white supremacist groups, it also describes a political ideology and systemic oppression that perpetuates and maintains the social, political, historical, and/or industrial White domination. (Race Forward, "[Race Reporting Guide](#)")