

# Southwest Communities Resource Centre Anti-Racism Resource Kit

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 @southwestcommunitiesresourcecentre

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## Introduction

Anti-racism is the **active process** of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.

### - NAC International Perspectives: Women and Global Solidarity

Since 2003, we have provided programs and services to strengthen capacity, inspire positive change and enrich the lives of southwest community members.

The SouthWest Communities Resource Centre helps people obtain the resources they need, build-skills and increase personal resilience so that they can move to a place of well-being for themselves, their families and their community.

The SouthWest Communities Resource Centre will closely follow AHS recommendations for safety with all our clients. We ask that if you visit our centre you will respect social distancing, wear a mask, and sanitize your hands.

We are open most mornings but appreciate appointments booked with our Community Resource Workers. You may leave a message at **403 238-9222** and someone will return your call within one business day.

We are also very responsive to your questions and can be reached at [info@swcrc.ca](mailto:info@swcrc.ca).

As our programs and services are rapidly shifting to respond to the current pandemic, we will update this guide as much as possible.



**SouthWest Communities  
Resource Centre**

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## Myth: Canada Doesn't Have Racism

**False.**

This documentary was created, filmed, and shot here in Calgary using stories, places, and people local to our community. Made by the Calgary Cultural Mosaic Foundation.

**Racism** is a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race. Racist behaviour can be not just overt, such as treating some people according to their race or colour, but also covert, where society systematically treats groups according to some form of discriminating judgement.

[YYC Colours](#) was created to start discussions about racism in Calgary and Canada. The film took over a year and a half to produce. They spoke to hundreds of people and over 100 interviews were recorded through a community call to action that contributed to the content of the film. ***The goal is to have people view the film and start having honest conversations about racism and privilege in our society.*** The subject of race can be uncomfortable, but if we as a society don't engage in the conversation and understand the problem, racism will never end.

The documentary also touches on hate crimes, privilege, white fragility, bigotry, xenophobia and islamophobia. [CLICK HERE TO WATCH YYC COLOURS](#) (source: Calgary Cultural Mosaic Foundation)



YYC Colours - a documentary about racism in Calgary

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# Racism 101

## Basic Terms

If you're looking for a place to begin educating yourself on anti-racism work, here are key terms you might have heard throughout the global conversation on racism, and what they mean.

**ANTI-RACISM** is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

SOURCE: Race Forward

**BIPOC** is an acronym for 'Black, Indigenous, People of Colour,' it is meant to unite all people of colour in the work for liberation while intentionally acknowledging that not all people of colour face the same levels of injustice.

Source: Sunrise Movement

**DISCRIMINATION** is an action or a decision that treats a person or a group badly for reasons such as their race, age or disability. These reasons, also called grounds, are protected under the Canadian Human Rights Act.

Source: Canadian Human Rights Commission

**IMPLICIT OR UNCONSCIOUS BIAS** refers to the unconscious attribution of particular qualities to a member of a certain social group. Shaped by experience and based on learned associations between particular qualities and social categories, including race and/or gender. Individuals' perceptions and behaviours can be influenced by the implicit stereotypes they hold, even if they are unaware/unintentionally hold such stereotypes.

Resource: [Take Harvard University's Implicit Association Test](#)

**OPPRESSION** means to "hold down" a group of people by harnessing prejudice and discrimination within legal, social, and day to day contexts that are rooted in historical, institutional, ideological, and structural forms of power.

**PREJUDICE** A judgement or belief that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned.

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**RACISM** a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.

**SYSTEMIC RACISM** includes the policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups. No individual intent is necessary.

Source: Alberta Civil Liberties Research Centre

**SYSTEMS OF OPPRESSION** refers to discriminatory institutions, structures, norms, to name a few, that are embedded in the fabric of our society. Upheld by the various societal institutions such as culture, government, education, etc., are all complicit in the oppression of marginalized social groups while elevating dominant social groups.

Source: Simon Fraser Public Interest Research Group

**WHITE FRAGILITY** Coined in 2011 by Robin DiAngelo, author of “White Fragility; Why it’s so hard for white people to talk about racism,” white fragility is defined as “discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.”

Source: 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.

Source: Racial Equity Resource Guide



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## Canadian Black and Anti-Racist Organizations

- [An International Movement of Students Challenging Anti-Black Racism in Post-Secondary Institutions](#) | Black Liberation Collective (various universities) - Founded in 2015 at Ryerson University and the University of Toronto in 2015.
- [A Community-Led Charity Looking to Reduce the Racial Disparities in Health Access and Care in Canada](#) | Black Health Alliance
- [Community Development and Support for Black Youth Across Canada](#) | Black Youth Helpline
- [Coding and Computer Science Workshops and Volunteer Opportunities for Black Boys](#) | Black Boys Code
- [Canada's Leading Agency Dedicated to the Elimination of Racism and all Forms of Racial Discrimination in Canadian society](#) | Canadian Race Relations Foundation
- [Independent Voice for Civil, Political and Economic Rights Helping to Stop Racism](#) | Canadian Anti-Racism Education and Research Society (CAERS) - Available in over 20 languages
- [Providing Education and Information on Hate groups to the Public, Media, Researchers, Courts, Law Enforcement, and Community Groups](#) | Canada Anti-Hate Network
- [Youth Collective Focused on Empowering Black youth in Edmonton Through Community Events and Organizing](#) | The Come Up (Edmonton)
- [Racial, Ethnic, and Religious Rights](#) | Canadian Human Rights Commission



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## Calgary Black and Anti-Racist Organizations

- [Calgary Anti-Racism Education](#) | Alberta Civil Liberties Research Centre
- [Calgary Black Chambers Youth Mentors](#) | Calgary Black Chambers
- [Anti-Racist Organizational Change Project](#) | CommunityWise Resource Centre
- [Collective voice of Calgary's ethno-cultural communities towards full civic participation and integration through collaborative action](#) | Action Dignity
- [Podcast hosted by Mel Vee and Jaqs Gallos Aquines](#) | The Unlearning Channel
- [Non-profit organization dedicated to informing and empowering youth to be agents of change in their communities through various art forms](#) | Sankofa Arts & Music Foundation:
- [Anti-Racism Project](#) | Coalition for Equal Access to Education
- [Collaborating with communities to end Racism Through Education, Technology, and Arts](#) | Canadian Cultural Mosaic Foundation
- [Afro Biz-Listing of Black Led Businesses, Service Providers, and Entrepreneurs in Calgary](#) | Black.YYC - Calgary Black Business Directory
- [Youth-Led, Black and Indigenous-Owned Professional Services Social Enterprise Advancing Climate Justice and Equity through Ancestral Accountability Lens](#) | Future Ancestors Services Inc.



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## Self Assessment Tools

### Individuals

- [What's My Story? Self Assessment](#) | Alberta Civil Liberties Research Centre
- [Personal Assessment of Anti-Bias Behaviour](#) | Anti Defamation League
- [Structural Racism Self Assessment Tool](#) | Burns Institute for Justice Fairness and Equity
- [Recognizing And Dismantling Your Anti-Blackness](#) | Janice Gassam Asare

### Organizations

- [Organizational Racism: Self Assessment](#) | Community Wise
- [Anti-Racist Organizational Self Assessment Tools](#) | National Juvenile Justice Network



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## Books

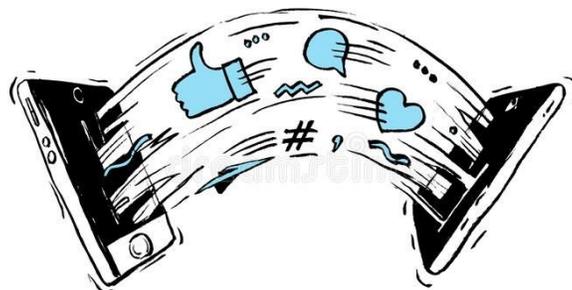
- [21 Things You May Not Know About The Indian Act](#) by Bob Joseph
- [How To Be An Antiracist](#) by Dr. Ibram X. Kendi
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo, PhD
- [I Know Why the Caged Bird Sings](#) by Maya Angelou
- [Between the World and Me](#) by Ta-Nehisi Coates
- [Why I No Longer Talk to White People About Race](#) by Reni Eddo-Lodge books
- [Stamped from the Beginning](#) by Dr. Ibram X. Kendi
- [On the Other Side of Freedom: The Case for Hope](#) By DeRay McKesson
- [Caste: The Origins of Our Discontents](#) by Isabel Wilkerson
- [What Doesn't Kill You Makes You Blacker](#) by Damon Young
- [The Skin We're In: A Year Of Black Resistance And Power](#) by Desmond Cole
- [So You Want to Talk About Race](#) by Ijeoma Oluo
- [Me And White Supremacy: Combat Racism, Change The World, And Become A Good Ancestor](#) by Layla Saad
- [I'm Still Here: Black Dignity In A World Made For Whiteness](#) by Austin Channing Brown
- [Policing Black Lives: State Violence In Canada From Slavery To The Present](#) by Robyn Maynard
- [The good immigrant](#) edited by Nikesh Shula
- [It's not about the burqua: Muslim women on faith, feminism, sexuality and race](#) edited by Mariam Khan
- [Black skin, white masks](#) by Frantz Fanon



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## Articles

- [There have always been two Canadas. In this reckoning on racism, both must stand together for Indigenous people now](#) by Tanya Talaga
- [Anti-Blackness is a public health crisis. It deserves more than lip service](#) by Sané Dube
- [My white privilege – taking the blinders off](#) by Liam Paschall
- [Police brutality continually treated like a ‘one-off’ in Canada, says Desmond Cole](#) by Padraig Moran
- [Answering white people’s most commonly asked questions about the Black Lives Matter Movement](#) by Courtney Martin
- [White privilege: Unpacking the invisible knapsack](#) by Peggy McIntosh
- [The intersectionality wars](#) by Jane Coaston
- [‘Riots,’ ‘violence,’ ‘looting’: Words matter when talking about race and unrest, experts say](#) by Alia E. Dastagir
- [Race, culture and diversity: A collection of articles](#) by Dr Yetunde Ade-Serrano, Dr Ohemaa Nkansa-Dwamena
- [Transgenerational consequences of racial discrimination for African American health](#) by Bridget J. Goosby and Chelsea Heidbrink
- [Freedom to thrive: Reimagining safety & security in our communities](#) by The Center for Popular Democracy
- [50 reasons you might be more privileged than your coworker \(that you’re not aware of\)](#) by Better Allies
- [11 anti-racist actions you can take at work – today and every day](#) by Michelle Garcia



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## Videos

- [“Defund the police,” explained, Global News](#)
- [“How studying privilege systems can strengthen compassion,” Peggy McIntosh at TEDxTimberlaneSchools](#)
- [“Let’s get to the root of racial injustice,” Megan Ming Francis at TEDxRainier](#)
- [“How to overcome our biases? Walk boldly towards them,” Vernā Myers at TEDxBeaconStreet](#)
- [“How we’re priming some kids for college – and others for prison,” Alice Goffman at TED Talk](#)
- [“How to deconstruct racism, one headline at a time,” Baratunde Thurston at Ted Talk](#)
- [An interview with founders of Black Lives Matter, TEDWomen](#)
- [“Racism has a cost for everyone,” Heather C Mcghee at TEDWomen](#)
- [“How racism makes us sick,” TED Speaker at TEDMED](#)
- [“What it takes to be racially literate,” Priya Vulchi and Winona Guo at TEDWomen](#)
- [“How to get serious about diversity and inclusion in the workplace,” Janet Stovall at TED@UPS](#)
- [Video series: 10 famous Black Canadians, Pines and Maples](#)
- [“Confirmation bias in 5 minutes,” Thought Monkey](#)
- [“We cannot stay silent about George Floyd,” Patriot Act Digital Exclusive](#)
- [Robin Diangelo on “White Fragility,” Amanpour and Company](#)
- [“How we can win,” David Jones Media](#)
- [“Explained: Racial wealth gap,” Netflix](#)
- [Dr. Jennifer Eberhardt \(unconscious bias\), LinkedIn Speaker Series](#)
- [Become an inclusive leader, Lynda Learning](#)



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## Podcasts

- [The power of Martin Luther King Jr.'s anger – Codeswitch Podcast from NPR ~5 min](#)
- [Seeing white podcast | Turning the lens, seeing white ~16 min](#)
- [Anger: The Black woman's 'superpower' – Codeswitch Podcast from NPR ~19 min](#)
- [The limits of empathy – Codeswitch Podcast from NPR ~36 min](#)
- [Ask Codeswitch – What about your friends? ~50 min](#)
- [Small doses with Amanda Seales Podcast](#)
- [Shaping civil rights in Canada ~23 min](#)
- [You are a little bit racist](#)
- [Wait there's more: The erasure of Canada's history of anti-Black racism](#)
- [Reckoning with racial injustice in the U.S. ~63 min](#)
- [In recovery: Racism is an addiction ~61 min](#)
- [Pod save the people](#)
- [Pod for the cause podcast](#)
- [About race: Things can only get better ~25 min](#)
- [Side effects of being a Black intellectual ~90 min](#)
- [The Gifted Gab](#)
- [Colour Code: Race in Canada](#)
- [Missing and Murdered \(Indigenous Women\) - Hosted by Connie Walker](#)
- [The Secret Life of Canada - Hosted by Leah-Simone Bowen and Falen Johnson](#)
- [Unheard Youth-Centre for Race and Culture](#)



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## Talking to Your Kids About Racism

Resources from toddlers to teens.

### Books

- [Antiracist Baby Picture Book](#) By Ibram X. Kandi
- [Something Happened in Our Town: A Child's Story About Racial Injustice](#) By Marianne Celano, PhD, ABPP, Marietta Collins, PhD, and Ann Hazzard, PhD, ABPP
- [You Matter](#) By Christian Robinson
- [Dear Martin](#) By Nic Stone
- [The Hate U Give](#) By Angie Thomas
- [Where Are You From?](#) by Yamile Saied Méndez
- [IntersectionAllies: We Make Room for All](#) by Chelsea Johnson, LaToya Council, and Carolyn Choi
- [Alma and How She Got Her Name](#) by Juana Martinez-Neal
- [Embrace Race: 20 children's books to support conversations on race, racism and resistance.](#)
- [Books to help school-aged children understand racism.](#)

### Articles

- [Children Are Not Colorblind: How Young Children Learn Race](#) By Erin N. Winkler, Ph.D. University of Wisconsin-Milwaukee
- [10 tips for teaching and talking to kids about race pdf](#) by EmbraceRace with MomsRising - available in English and Spanish
- [Talking to your kids about racism: How to start the important conversation and keep it going](#) By UNICEF
- [How to Talk with Children about Hate Speech](#) by The Equal Justice Society
  - [7 ways to support the young activists in your life!](#) by Dr. Jessica K. Taft
  - [Talking to children after racial incidents](#) by Penn GSE
  - [Talking to Children About Racial Bias](#) by healthychildren.org





## Didn't Find What You Need?

If you need additional support or prefer to talk to a person, please contact one of our Social Workers for remote, phone, or in person appointment.

**Call:** 403.238.9222

**Email:** [info@swcrc.ca](mailto:info@swcrc.ca)

Visit:

#42 2580 Southland Drive SW

Oakridge Shopping Centre

Calgary, AB T2V 4J8

**Hours of Operation:**

Please note that hours have changed following the Pandemic 2020.

For safety reasons we are asking that you book an appointment by calling 403 238-9222.

