

Equity Resources: Understanding & Addressing Systemic Oppression - update August 2020

This document was originally prepared by the City of Vancouver in June 2020, and generously circulated in the arts and culture community. Thank you to the City of Vancouver for sharing this great resource!

We ([Foolish Operations Society](#)) have made a few additions since, in regards to education or intergenerational community engaged arts practice. - Update August 2020

Table of contents

Table of contents	1
Articles and Books	2
Children's Books	6
Applying Equity In Policy Making	7
Canadian Center for Diversity and Inclusion (July 2018). Navigating race in Canadian workplaces:	7
Video/Film	7
Indigenous Cinema:	9
Curated Video/Film Lists:	10
Resources for non-Black folks to support Black communities in Canada	11
Black-led organizations in Canada to support/donate to:	11
Addressing anti-blackness & anti-racism resources:	13

Articles and Books

Kaplowitz, D. R., Griffin, S. R., & Seyka, S. (2019). Race dialogues: A facilitator's guide to tackling the elephant in the classroom. New York: Teachers College Press.

Menakem, Resmaa "My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies" Las Vegas, NV : Central Recovery Press, 2017.

Summary:

"The body is where our instincts reside and where we fight, flee, or freeze, and it endures the trauma inflicted by the ills that plague society. In this groundbreaking work, therapist Resmaa Menakem examines the damage caused by racism in America from the perspective of body-centered psychology. He argues this destruction will continue until Americans learn to heal the generational anguish of white supremacy, which is deeply embedded in all our bodies. Our collective agony doesn't just affect African Americans. White Americans suffer their own secondary trauma as well. So do blue Americans -- our police. My Grandmother's Hands is a call to action for all of us to recognize that racism is not about the head, but about the body, and introduces an alternative view of what we can do to grow beyond our entrenched racialized divide." Source: Amazon.com

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Equity Resources: Understanding & Addressing Systemic Oppression

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Equity Resources: Understanding & Addressing Systemic Oppression

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Equity Resources: Understanding & Addressing Systemic Oppression

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Xiaoping, L. (2007) Voices Rising Examines Asian Canadian political and cultural activism around community building, identity making, racial equity, and social justice.

<https://www.ubcpres.ca/voices-rising>

[A list of essential reading guide for fighting racism](#)

Canadian Black and anti-racist groups you can [support](#)

Anti-Racism and Activism (VPL Curated List)

<https://vpl.bibliocommons.com/list/share/1338827209/1651567269>

Race in Canada (VPL Curated List)

<https://vpl.bibliocommons.com/list/share/79828372/1043787007>

Children's Books

BLM Instructional Library

https://docs.google.com/presentation/d/18pOK3roiwPQ9WF7D2wA0o7Ktr8KwAJeZfno6O8TY/mobilepresent?fbclid=IwAR0LY5JdDNmdkEticb4b_t6pL03ryt3ICr_vPgeu3ij6zL6sA6jCYuL2r2U&slide=id.g8628bccfda_0_0

20 Canadian books for children and teens to read for National Indigenous History Month:

<https://www.cbc.ca/books/20-canadian-books-for-kids-and-teens-to-read-for-national->

[indigenous-history-month-1.5597339?_vz=medium%3Dsharebar&fbclid=IwAR3deOy5_mh0c2IWjsEGX0rFDFdJGI_Mlrcbe3A9bBSwP7dUQMlvNR_k1QD0](https://www.facebook.com/indigenous-history-month-1.5597339?_vz=medium%3Dsharebar&fbclid=IwAR3deOy5_mh0c2IWjsEGX0rFDFdJGI_Mlrcbe3A9bBSwP7dUQMlvNR_k1QD0)

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Applying Equity In Policy Making

Canadian Center for Diversity and Inclusion (July 2018). Navigating race in Canadian workplaces:

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Equity and Inclusion Tools. Retrieved from <https://www.cawi-ivtf.org/equity-inclusion/tools>
The Canadian Urban Sustainability Practitioners (CUSP). (November 2019). Equity implications of energy poverty in Canada. Retrieved from
https://energypoverty.ca/Equity_Energy_Poverty_EN_Nov19.pdf

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. Retrieved from <https://www.mmiwg-ffada.ca/final-report/>

Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside. Retrieved from <http://dewc.ca/resources/redwomenrising>

Video/Film

The Agenda – Check your privilege: <https://www.tvo.org/video/check-your-privilege>. What does it mean to 'check your privilege' and how is it part of the current focus on political correctness? What does it contribute to identity politics? The Agenda examines what 'privilege' means, who has it, who doesn't have it and how it affects social and professional interaction.
Benjamin, W., & Ford, J. (2012). Pedagogy of Privilege [Video file]. Retrieved from <http://ed.ted.com/on/KUiceH90>

Equity Resources: Understanding & Addressing Systemic Oppression

Black Soul:

https://www.nfb.ca/film/black_soul/

Martine Chartrand's animated short dives into the heart of Black culture with an exhilarating trip through history. Watch as a young boy traces his roots through the stories his grandmother shares with him about the events that shaped their cultural heritage.

cəsnaʔəm The City Before the City (2017)

Directed by Elle-Máijá Tailfeathers, cəsnaʔəm, the city before the city commemorates five years since the resolution of a dramatic and compelling moment in the history of this place now known as Metro Vancouver. Through the voices of the Musqueam First Nation, cə snaʔəm, the city before the city shares deeply-rooted community knowledge of Musqueam's living culture and ongoing relationship with their ancestral and unceded territory now known as metro Vancouver.

Crimp Camp

An award-winning documentary produced by former President Barack Obama and first lady Michelle Obama centering on the origins of the disability rights movement is making its debut.

<https://www.disabilityscoop.com/2020/03/26/disability-rights-film-crip-camp-premieres-on-netflix/28046/>

Colour Blind

https://www.nfb.ca/film/colour_blind/

Highway of Tears (2015).

This is a Canadian documentary that looks at MMIWG along British Columbia Highway 16 (also known as Highway of Tears) from 1969 to the present day. It examines the ongoing legacy of colonization, residential schools, and systemic and structural violence as the root causes of MMIWG.

Highway to Heaven (coming soon) <https://www.nfb.ca/film/highway-to-heaven-16m2/>

A place utterly unique in British Columbia and the world, Richmond's No. 5 Road, also known as the "Highway to Heaven," hosts a multitude of faiths. Side by side are numerous houses of worship, including Buddhist temples, a Sikh gurdwara, Hindu and

Swami temples, Shia and Sunni mosques, Christian churches, and Jewish, Islamic and Christian schools. Filmmaker Sandra Ignagni merges beautiful, carefully framed images with a symphonic soundscape that illuminates the intimate lives of the faithful. An evocative documentary that is both a meditation on multiculturalism and a subtle critique of the tensions that underlie cultural diversity in Canada today.

Indigenous Cinema:

Discover the NFB's rich online collection of Indigenous-made films.

Free streaming of over 200 titles

<https://blog.nfb.ca/blog/2018/06/20/mobilize-nfb-puts-truth-reconciliation-onscreen/>

Journey to Justice

https://www.nfb.ca/film/journey_to_justice/

This documentary pays tribute to a group of Canadians who took racism to court. They are Canada's unsung heroes in the fight for Black civil rights. Focusing on the 1930s to the 1950s, this film documents the struggle of 6 people who refused to accept inequality. Featured here, among others, are Viola Desmond, a woman who insisted on keeping her seat at the Roseland movie theatre in New Glasgow, Nova Scotia in 1946 rather than moving to the section normally reserved for the city's Black population, and Fred Christie, who took his case to the Supreme Court after being denied service at a Montreal tavern in 1936. These brave pioneers helped secure justice for all Canadians. Their stories deserve to be told.

Musqueam Through Time

<https://www.youtube.com/watch?v=FiekdmBRhoo>

The Musqueam people have been here since the beginning. From the beginning, through contact and to present Musqueam has practiced and maintains strong and proud traditions. Archaeological evidence at areas such as cəsnaʔəm (Marpole) dates back in excess of 4,000 years and at St. Mungo's and Glenrose Cannery to 8,000 to 9,000 years. Enduring traditions have allowed Musqueam to continually sets precedents. From the youngest Elected Chief and Council in 1951 and ongoing legal precedents, such as the Guerin case (1984) and Sparrow Case (1990), "Musqueam Through Time" tells the story of a timeless culture that continues to guide not just the Musqueam people, but Canada as a whole.

nîpawistamâsowin: We Will Stand Up

<https://www.nfb.ca/film/nipawistamasowin-we-will-stand-up/>

On August 9, 2016, a young Cree man named Colten Boushie died from a gunshot to the back of his head after entering Gerald Stanley's rural property with his friends. The jury's subsequent acquittal of Stanley captured international attention, raising questions about racism embedded within Canada's legal system and propelling Colten's family to national and international stages in their pursuit of justice. Sensitively directed by Tasha Hubbard, nîpawistamâsowin: We Will Stand Up weaves a profound narrative encompassing the filmmaker's own adoption, the stark history of colonialism on the Prairies, and a vision of a future where Indigenous children can live safely on their homelands.

Race Is a Four-Letter Word

https://www.nfb.ca/film/race_is_a_four-letter_word/

Sisters in the Struggle:

https://www.nfb.ca/film/sisters_in_the_struggle/

This documentary features Black women active in politics as well as community, labour and feminist organizing. They share their insights and personal testimonies on the double legacy of racism and sexism, linking their personal struggles with the ongoing battle to end systemic discrimination and violence against women and people of colour.

26 Mini-Films for Exploring Race, Bias and Identity With Students:

<https://www.nytimes.com/2017/03/15/learning/lesson-plans/25-mini-films-for-exploring-race-bias-and-identity-with-students.html>

5 Tips for Being an Ally: https://www.youtube.com/watch?v=_dg86g-QIM0&feature=youtu.be

The Disturbing History of the Suburbs – Redlining in the U.S.:

<https://www.youtube.com/watch?v=e68CoE7Mk8>

Unwanted Soldiers

https://www.nfb.ca/film/unwanted_soldiers/

This documentary tells the personal story of filmmaker Jari Osborne's father, a Chinese-Canadian veteran. She describes her father's involvement in World War II and uncovers a legacy of discrimination and racism against British Columbia's Chinese-Canadian community. There is a tale of young men proudly fighting for a country that had mistreated them.

Work for All

<https://www.nfb.ca/playlist/work-for-all/>

Work for All is a collection of short films and related on-line resources that address racism in the workplace. Created by filmmakers across Canada, the 11 documentary, drama and animated films dealing with direct and systematic racism tell stories that range from the intensely personal to broader social explorations, all designed to provoke thought and discussion.

Curated Video/Film Lists:

This month (June 2020) NFB's landing page provides direct access to a curated list of films on Black and LGBTQ+ communities: <https://www.nfb.ca/>

VPL - Confronting Racism - Streaming Movies

<https://vpl.bibliocommons.com/list/share/79828372/1653561149>

Resources for non-Black folks to support Black communities in Canada

Thank you to the Black womxn in “Millennial Womxn in Policy” for sharing about these Black-led organizations in Canada as well as the many other folks that shared reading resources. This document was created in May 2020 and is an on-going, working document. If you have other resources or any suggestions for this document please contact us:

SEAQueensCollective@gmail.com

Link to share: <https://tinyurl.com/supportBlackcommunitiesCanada>

Black-led organizations in Canada to support/donate to:

[African Friendship Society](#) - “African Friendship Society is rooted in our values of Friendship, Community and Heritage. With artistic Director Jacky Essombé

[A Different Booklist](#) - “An independent, multicultural bookstore specializing in books from the African Caribbean Diaspora and the Global South.”

[Afri-Can FoodBasket](#) - “provides leadership in urban agriculture, and foster collaboration to advance food justice, health and social enterprise in the African Canadian Community.”

[Association of Black Social Workers -Nova Scotia](#) - “to act as a support group and professional development resource for African Canadian workers.”

[Black Artists’ Network Dialogue](#) - “dedicated to supporting, documenting and showcasing the artistic and cultural contributions of Black artists and cultural workers in Canada and internationally.”

[Black Health Alliance](#) - “a community-led registered charity working to improve the health and well-being of Black communities in Canada.”

[Black Lives Matter - Toronto](#) - “a platform upon which black communities across Toronto can actively dismantle all forms of anti-black racism, liberate blackness, support black healing, affirm black existence, and create freedom to love and self- determine.”

[Careers Education Empowerment CEE Centre for Young Black Professionals](#) - “a charity dedicated to addressing economic and social barriers affecting black youth ages 14 and over.”

[Community Race Relations of Peterborough](#) - “a non-profit community-based organization committed to encouraging and promoting anti-racism and equitable race and community relations throughout Peterborough/Nogojiwanong.”

[Direct Your Life](#) - “a non-profit organization in the Greater Toronto Area run by Community Advisors with lived experience navigating the criminal justice system in Canada.”

[Durham Black Educators Network](#) - “Supporting our well-being and pursuit of excellence, while interrupting damaging narratives about black youth and black culture.”

[Domino Project](#) - “a Black queer youth-led initiative, is a new drop-in program for Black LGTBTTQ+ youth” in Toronto and the GTA.”

Equity Resources: Understanding & Addressing Systemic Oppression

[Eritrean-Ethiopian Solidarity](#) - a COVID fund to Eritrean and Ethiopian individuals and families who are hit hardest by the pandemic in the GTA.

[Jamaican Canadian Association](#) - “to deliver programs and services, provides a physical hub, and to advocate to improve the well-being and equity of Jamaican, Caribbean & African-Canadian communities within the Greater Toronto Area.”

[LAEN Latinx, Afro-Latin-America, Abya Yala Education Network](#) - “Toronto-based, grassroots, community organization which creates, supports, promotes, and facilitates spaces across the City of Toronto that centers the voices, experiences and needs of historically and present-day marginalized populations such as Afro/Black Latinxs, Indigenous Peoples of Abya Yala and Latinx LGBTQIA+ peoples, while simultaneously being committed to all forms of liberation.”

[Lifted by Purpose](#) - “provides a diverse range of services to organizations seeking trainings, workshops or programs with the intent to engage youth in conversations about mental health and learn practical strategies to cope life stressors.”

[Mommy Monitor](#) - “to meet all mothers at their individual needs and to provide solutions for a safe and happy pregnancy. We trust that when we help mothers’ reduce stress, by providing culturally sensitive care and education during their pregnancy.”

[National Black Coalition of Canada Society - Edmonton Chapter](#) - “the National Black Coalition of Canada-Edmonton will work towards fostering communication and solidarity among Blacks in Canada. The Organization will strive to create positive impacts on the lives of everyone in our community and encourage our youth to realize their full potential.”

[Network for the Advancement of Black Communities](#) - “catalyst for collective wisdom and action to address long-standing systemic disparities in Black Communities...to build a strong black community sector identity that will create the right conditions for systemic changes through network collaborative work with agencies, funders and allies.”

[Senegalese Association of Ontario](#) - “a non-profit, apolitical and non-religious group that promotes solidarity among Senegalese individuals residing in Ontario.”

[Somali Immigrant Aid Organization](#) - “a non-profit community based organization that is committed to addressing the integration, education, health, housing, social services, culture, and economic development needs of Somali Canadians” based in Toronto.

[TAIBU Community Health Centre](#) - “a multidisciplinary, non-for-profit, community led organization established to serve the Black Community across the Greater Toronto Area as its priority population.”

[Think Twice](#) - “an organization that provides trauma- informed, culturally sensitive programming that aims to reduce gun violence throughout the Greater Toronto Area.”

[United Achievers’ Club of Brampton](#) - a non-profit that aims to “provide resources for adaptation and integration of the Black and Caribbean cultures into the wider community.”

[Vaughan African Canadian Association](#) - serves the African-Caribbean community in the city of Vaughan.

[Women’s Health in Women’s Hands Community Health Centre](#) - for racialized women living in Toronto and surrounding municipalities with health professionals addressing health and wellness needs of racialized women and prioritizes those from African, Caribbean, Latin American and South Asian communities.

Addressing anti-blackness & anti-racism resources:

[Addressing the persistence and foundations of South Asian anti-blackness](#)

[Affirming Black Lives Without Inducing Trauma](#)

[Alternatives to Calling the Police - Resources for Asian Diaspora in Canada](#)

[Anti-racism resources for white people](#)

[Black and Asian American Feminist Solidarities: A Reading List](#)

[Letters for Black Lives](#)

[Remembering 27 Black, Indigenous, and racialized people killed by Canadian police](#)

[South Asians 4 Black Lives](#)

[Your Kids Aren't Too Young to Talk About Race: Resource Roundup](#)

[5 Racist Anti-Racism Responses "Good" White Women Give to Viral Posts](#)

[20 + Allyship Actions for Asians to Show up for the Black Community Right Now](#)

[Good Ancestor Podcast by Layla F. Saad](#)

Good Ancestor podcast by Layla F. Saad, [Ep018: #GoodAncestor Jennifer Arnise on Healing the Black Mother Wound](#)