



Ask Me Anything Resource Guide

A Courageous Conversation on Micro-Aggressions and Mental Health

Hosts



**Danielle (Dan)
MacKinlay**
Canadian Coast Guard



**Samantha
Moonsammy**
National Defence

Time: 1:00 pm EST | Date: January 12, 2022

Panelists



Natalie Taite
Anti-Racism and Anti-Discrimination
Secretariat, Department of Justice



Ikram Warsame
Human Rights Lawyer



Holly Ellingwood
Diversity and Inclusion
Secretariat, Public Safety Canada

ASK ME ANYTHING (AMA) RESOURCE GUIDE

NOTE FROM OUR TEAM

Thank you for participating in the [January Ask Me Anything \(AMA\): MicroAggressions and Mental Health](#). We are excited that you joined us for this event! An extensive list of resources has been collected and curated, that we believe will be helpful for our colleagues; however, it is not an exhaustive list. We recognize that not every resource will be valuable to every reader, however we hope that interesting resources can be found within our guide.

In collaboration, The AMA Team
DiversityandInclusion-Diversiteetinclusion@forces.gc.ca

EVENT DESCRIPTION

Words are powerful. They can build teams up and they can also destroy them. We have all heard the saying, “Be careful with your words. Once they are said they can be forgiven but not forgotten.” The same goes for microaggressions in the workplace. We may call microaggressions “micro” aggressions, but their cumulative impact can be measured on a “macro” scale. Day-by-day, slight-by-slight, microaggressions can feel like “death by a thousand papercuts.” While the word “micro” means “small,” each instance of microaggression has a big impact on the employee experience, physical health, and psychological well-being.

In today’s AMA we are shining the light on microaggressions in the workplace. Let’s lean in together to help understand how these often everyday, subtle, intentional and unintentional words, actions or behaviors perpetuate bias toward marginalized groups in the workplace and its harmful effects on psychological safety for all team members.

After we identify the different types of microaggressions, let's come together and learn actionable steps we can each take to create a psychologically safe and inclusive workplaces for everyone. Together we can do this and level up the Federal Public Service!

RESOURCES

If in crisis visit your local emergency department, general hospitals or call 911

- <https://www.dcottawa.on.ca/24-7-crisis-line/>
- Ottawa and region distress center: Distress: 613-238-3311 | Crisis: 613-722-6914 or 1-866-996-0991 | TEXT 343-306-5550 | Chat & Text 10am-11pm

Wellness Together Canada

Mental Health and Substance Abuse Support.

<https://wellnesstogether.ca> and toll free 1-866-585-0445.

BOOKS

- Microaggression Theory: Influence and Implications by Kevin Nadal, PhD
- Microaggressions in Everyday Life by Derald Wing Sue, PhD
- That's so Gay!: Microaggression, and the Lesbian, Gay, Bisexual, and Transgender Community by Kevin L. Nadal, PhD
- Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions by Tiffany Jana and Michael Baran
- Ouch Moments: When Words Are Used in Hurtful Ways by Michael Genhart, PhD with illustrations by Viviana Garofoli

EDUCATIONAL VIDEOS

- The Mental Health Risks of Discrimination & Racism [What You Should Know] <https://www.youtube.com/watch?v=nQOMBxpf8as>
- Out Talk with Dr. Kevin Nadal, Episode 1.1: Microaggressions https://www.youtube.com/watch?v=_EijZrhvGg8
- What is the definition of microaggression? <https://www.youtube.com/watch?v=bjzWENcW6NQ>.
- Eliminating Microaggressions: The Next Level of Inclusion <https://www.youtube.com/watch?v=cPqVit6TJjw>
- Comprendre les micro-agressions <https://www.youtube.com/watch?v=hEr-L8E27RM>

RESOURCES

ARTICLES

- 5 Common Microaggressions Against Those with Mental Illness
<https://www.excelatlife.com/articles/microaggressions.htm>
- The Detrimental Effects of Microaggressions
<https://www.psychologytoday.com/ca/blog/evidence-based-living/202110/the-detrimental-effects-microaggressions>
- What Are Microaggressions? <https://www.verywellmind.com/what-are-microaggressions-4843519>
- Microaggression <https://www.psychologytoday.com/intl/basics/microaggression>
- Microaggressions Part 1: What are they, how are they harmful and what to do if you commit one. <https://vpfo.ubc.ca/2021/03/microaggressions-part-1>
- How to be an ally in the workplace: 13 ways to do it
<https://ideas.ted.com/how-to-be-an-ally-in-the-workplace-13-ways-to-do-it/>

Thank you for attending Ask Me Anything - A Courageous Conversation on Microaggressions and Mental Health
To access all the resources visit this [folder](#).



PANELISTS



Ikram Warsame, Human Rights Lawyer, Canadian Human Rights Commission

Ikram Warsame is a United Nations Human Rights fellow, a human rights lawyer and litigator, a 2021 “100 Most Influential People of African Descent (MIPAD)”, and a Co-founder of the Global Black Collective Institute.

Ms. Warsame is a human rights lawyer. Her practice focuses on complex litigation of human rights cases dealing with disability, sexual harassment, pay equity, intersectional systemic

discrimination, racial profiling in the financial industries and anti-black racism in the government, prisoners' rights, women's rights in the workplace etc. In this capacity, she has successfully negotiated intricate multi-party settlement agreements and litigated before all levels of court including the Supreme Court of Canada, the Federal Court of Appeal, the Federal Court and administrative tribunals.

Ms. Warsame is also the Co-Founder and Co-chair (Finances and Operations Committee) of the Global Black Collective institute, an international non-governmental organization founded by several UN Human Rights Fellows. This organization is dedicated to advocating the human rights of People of African descent through international human rights law and other human rights instruments.

A Magna cum laude graduate, Ms. Warsame holds a Bachelor of Social Science in Criminology and Sociology and received her Juris Doctor degree in 2000 from the University of Ottawa (Canada). She is a member of the bar (Law Society of Ontario) since 2002 and is fluent in French, English and Somali.

Holly Ellingwood, Lead Departmental Strategist, Diversity and Inclusion Secretariat, Public Safety Canada

Dr. Holly Ellingwood has lived experience as a person with a visible disability as well as professionally as Lead of the Diversity and Inclusion Secretariat as a part of the Deputy Minister's Office for Public Safety Canada. He comes to us with several years of leaned experience with degrees in psychology, law with an emphasis on social justice and human rights. As a community leader who has volunteered countless hours for the City of Ottawa Accessibility Advisory Committee and in Orleans, he works in the community to enhance and create more accessible spaces.



PANELISTS

Natalie Taite, Strategic Advisor, Anti-Racism and Anti-Discrimination Secretariat, Department of Justice

Natalie Taite, was born and raised in the nation's capital. She graduated from Carleton University with an Honours degree in Law and Human Rights and now works at the Department of Justice Canada as a Strategic Advisor with the Anti-Racism and Anti-Discrimination Secretariat. Prior to this, she accepted an assignment as the lead of strategic planning with the Federal Black Employee Caucus (FBEC), an organization that aims to address anti-Black racism within the federal public service. Natalie also has extensive experience in the areas of results and delivery and strategic planning and reporting with Public Services and Procurement Canada, where she worked for several years.

Natalie has always been interested in creating and innovating to develop solutions to issues hindering the advancement of a project, a program, a person or a people. Which is why her current position with Justice Canada, supporting the Department in its effort to become a representative, diverse and inclusive organization at all levels, is a perfect match.



MEET OUR MODERATOR

Danelle (Dan) MacKinlay (she/they), Senior Advisor, Diversity and Inclusion, Canadian Coast Guard



Their substantive position is at the Canadian Coast Guard College where they have been the Manager, Library Services since 2005. They have a Master's degree in Library and Information Studies from Dalhousie University, a BA(Hons) from Mount Allison University in French Studies and Psychology, and recently completed a Leadership and Inclusion Certificate from Centennial College (Toronto) and the Canadian Centre for Diversity and Inclusion.

Danielle is also a bilingual, queer person, parent of three young children, an avid reader and craftsperson, of French Canadian and Scottish descent, who lives with an invisible disability. Their career passions are advocating for others and amplifying voices, with the goal of building a more compassionate workplace. They believe that access to services, information and knowledge are the key to safe and creative workplace culture. Born and raised on Unama'ki (Cape Breton Island), they are influenced by the rich culture and history that defines the island. They are interested in how we can speak more mindfully and effectively to one another.

MEET OUR HOST



Samantha Moonsammy, National Defence

Samantha Moonsammy is the Section Head Lead Advisor for Diversity and Inclusion for the Materiel Group founded at National Defence Headquarters in Ottawa, Canada. She has spent over 15 years in the public service working in numerous communications, outreach and engagement initiatives that focuses on the people side of business.

But Samantha is much more than that. Her layers include being a woman, mother, partner, daughter, sister, community builder and immigrant. As an Indo-Caribbean Canadian she was born

in Guyana, South America and immigrated to Canada as a toddler. From a young age, dating back to elementary school to the present, Samantha has been a leader in diversity, inclusion and equity, always helping to amplify the voice of others and create sustainable change in organizations to build deeper respect and understanding for all humans. Samantha lives in the Ottawa area and spent some time in Toronto and Barbados during her Master's degree in Communications and Culture. She is a passionate world traveller who has worked and studied in India, China, France and the Caribbean. Her daily mantra: Be the change you wish to see in the world.

MISSION - ASK ME ANYTHING SERIES

We recognize that individuals are composed of a multitude of layers that make us who we are. We do not fit easily in one box or another and we can't be neatly counted. We represent the mosaic of Canada.

It is important that we find value in each other's experiences, differences and unique characteristics. When we build our cultural competencies, we are able to work better together in our teams and respond to each other with relevance, empathy and compassion. By celebrating and sharing our authentic selves, we gain greater appreciation of each other and the diversity that surrounds us.

We know through diversity, workplaces and communities are stronger, more successful and resilient. And most important, it creates spaces of inclusion and fosters a workplace of belonging where people feel valued.

ASK ME ANYTHING (AMA)

#AMACHALLENGE

We encourage others to have courageous conversations with their peers. Use the monthly “Ask Me Anything” sessions as an opportunity to have brave conversations in your workplaces with your teams.

HERE'S WHAT TO DO:

- Invite your leaders and colleagues in your organization to an “Ask Me Anything” watch party, tune in live and watch the session together. Make sure it's in their calendars.
- Before the watch party, book a “After the AMA – Team Session” with your current team for the day after an event for 30-60mins. Share the resource guide and have these questions for discussion.

AFTER THE AMA – TEAM SESSION DISCUSSION QUESTIONS

1. What was my main takeaway – expand and share an amazing quote, story or moment
2. What made me uncomfortable/ what was one of my blindspots?
3. What is an example of a systemic discrimination that I am aware of in my life?
4. What am I not going to do anymore?
5. How can I use my voice/ influence – both overtly/covertly
6. Where am I going to dig in and learn more?
7. How will I continue this conversation?

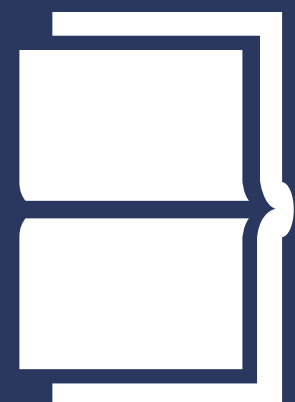
It is important that we find value in the experiences, the unique characteristics of each other. When we develop our cultural competence, we are able to work better together within our teams and respond to each other with relevant empathy and compassion. By celebrating and sharing our authentic selves, we gain a greater appreciation for each other and the diversity that surrounds us.

SUPPORT

Remember, **support is available for you and your family when you need it.** Some of the discussions, at the AMA, or the content shared may bring forward past trauma or uncomfortable feelings; please seek professional help if this is the case.

Employee Assistance Program (for Federal Government employees) - Canada.ca
Toll-free: 1-800-268-7708 TTY (for people with hearing impairments): 1-800-567-5803

The Canada Suicide Prevention Service - Connect with a responder now by calling our toll-free number 1-833-456-4566.



Prerequisite: Watch AMA

Objective: to facilitate a discussion with my work team about microagressions and mental health

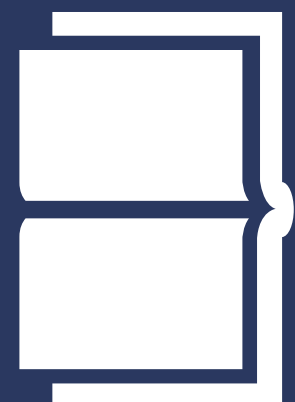
Time: 60 minutes

What was my main takeaway – expand and share an amazing quote, story or moment:

What made me uncomfortable/ what was one of my blind spots?

What is an example of a systemic discrimination that I am aware of in my life?

What am I not going to do anymore?



Prerequisite: Watch AMA

Objective: to facilitate a discussion with my work team about microagressions and mental health

Time: 60 minutes

How can I use my voice/ influence – both overtly/covertly

Where am I going to dig in and learn more?

How will I continue this conversation?

What are some of the challenges unique to your identities that you face in the workplace?
