

# Anti-Racism Resources & Educational Information

## Contents

- DFO Programs and Internal Resources ..... 2
  - Respectful workplace..... 2
  - Corporate Equity, Diversity and Inclusion, and Multiculturalism ..... 2
  - Employment Equity and Diversity and Inclusion (EEDI)..... 2
  - Canadian Centre for Diversity and Inclusion (CCDI)..... 3
  - Multiculturalism ..... 3
- External Resources for Adults ..... 4
  - Articles ..... 4
  - Videos..... 4
  - Books..... 4
  - Films & TV Series..... 5
  - Podcasts ..... 5
  - More anti-racism resources ..... 5
  - Social Media Accounts ..... 6
    - STEM accounts ..... 6
  - Indigenous-specific resources ..... 6
- External Resources to Educate Kids ..... 7
  - Videos..... 7
  - Movies & TV ..... 7
  - Books..... 7
  - A list of books for kids & teens: ..... 7
  - Articles ..... 7

*This document includes a list of programs and internal resources at DFO on respect, diversity, inclusion, multiculturalism and employment equity. This document also includes external resources for adults and kids on anti-racism. The information provided is not all-encompassing, but it is a great place to start and continue learning from. Please feel free to share this resource internally.*

*This list was developed by Katherine Middleton and Susan Young. Any questions or further information about this document can be directed to [katherine.middleton@dfm-mpo.gc.ca](mailto:katherine.middleton@dfm-mpo.gc.ca).*

# DFO Programs and Internal Resources

## Respectful workplace

- *Declaration on respect:*
  - Treating all people with care, respect, dignity and fairness is fundamental to our relationship with the Canadian public and amongst our colleagues, and it contributes to a safe and healthy work environment that promotes engagement, openness and transparency.
  - A respectful workplace is one that values honesty, integrity, and diversity; conflict is addressed in a positive and respectful manner. The diversity of our people and the ideas they generate are the source of our innovation.
  - At the Department of Fisheries and Oceans and Canadian Coast Guard, management, employees and bargaining agents are committed to providing a workplace where respectful behaviors are promoted, and disrespectful behavior, such as harassment, bullying, and discrimination, are not tolerated.
- Resources:
  - [Team conversations toolkit](#)
    - For use by managers and their teams as they plan for, and have proactive and constructive conversations about their workplace. It also includes materials to assist in sustaining positive changes in workplace culture and individual attitudes and behaviours over time.
  - [Other respect resources](#)
  - [DFO respect resource guide \(PDF\)](#)

## Corporate Equity, Diversity and Inclusion, and Multiculturalism

- Provides advice, guidance and tools to HR Advisors, employees and managers across the Department to ensure they have the information needed to deliver on the Department's obligations related to the [Employment Equity Act](#), the [Canadian Multiculturalism Act](#) and the new [Accessible Canada Act](#), as well as on the diversity of our workforce and inclusion of our workplace
  - Champions: Philippe Morel, Jacqueline Perry, Marc Sanderson
  - Contact: [hree-eerh@dfo-mpo.gc.ca](mailto:hree-eerh@dfo-mpo.gc.ca)

## Employment Equity and Diversity and Inclusion (EEDI)

- Program strives to create a workplace that is fair, equitable and representative of the Canadian population.
- Promotes a work culture that integrates employment equity and diversity into daily business operations. They develop, monitor and evaluate programs, as well as help others plan their own initiatives. This work includes the following:
  - Develop and assist in the implementation of DFO's Employment Equity and Diversity and Inclusion Action Plan
  - Promote activities to help maintain a representative workforce
  - Assist others in promoting awareness of employment equity and diversity
  - Hold information sessions and publish newsletters on subjects such as cross-cultural communication and Aboriginal Awareness training
  - Assist with barrier-free selection processes

## Resources:

- [Framework for Diversity and Inclusion](#) (PDF)
- [Employment Equity and Diversity and Inclusion Action Plan \(2018-2021\)](#) - PDF
  - Commitment from Deputies:
    - Continuing to build a diverse, representative and talented workforce across the Department
    - Increasing awareness and understanding of diversity and inclusion
    - Creating an organizational culture that embraces diversity of cultures, generations, ideas and perspectives
    - Ensuring visible leadership, engagement and accountability at all levels
  - [Employment Equity](#) information page has a [detailed document on EE](#)

## [Canadian Centre for Diversity and Inclusion \(CCDI\)](#)

- Employee partner of DFO, CCDI is a national charitable organization with the mandate to help the individuals and organizations they work with be inclusive, free of prejudice and discrimination, and to generate the awareness, dialogue and action for people to recognize diversity as an asset and not an obstacle.
- [Resources](#)
  - **Monthly Newsletter “Diversity Ink”** : [Subscribe](#) or [read past editions](#)
  - **Knowledge Repository**: e-library with over 1,000 documents containing Canadian-specific and international diversity and inclusion research, reports, toolkits and news, which are indexed and searchable by multiple parameters (e.g. by keyword, by topic, etc.). If you would like access the Knowledge Repository, please send an e-mail to [kr@ccdi.ca](mailto:kr@ccdi.ca) with the subject line “Knowledge Repository Access” and include your first name, last name and work e-mail address. You will receive your log-in information shortly thereafter.
  - **Monthly Webinars** – CCDI offers educational webinars four to eight times per month in both official languages which are free for all of our employees. Registration to webinars is done directly from their [events calendar](#). Previously recorded webinars can be accessed via the Knowledge Repository.

## [Multiculturalism](#)

Having a workforce and workplace that respect and accept cultural differences and cherish them is key for the Department in meeting its priorities. Alike all federal institutions, DFO must respect the [Canadian Multiculturalism Act](#) and shall, amongst others:

- ensure that Canadians of all origins have an equal opportunity to obtain employment and advancement;
- promote policies, programs and practices that enhance the understanding of and respect for the diversity of the members of Canadian society;
- make use, as appropriate, of the language skills and cultural understanding of individuals of all origins; and
- generally carry on their activities in a manner that is sensitive and responsive to the multicultural reality of Canada.
- PSAC Union Blog <http://psacunion.ca/employers-and-unions-must-address-systemic-racism>

# External Resources for Adults

## Articles

- [“Where do I donate? Why is the uprising violent? Should I go protest?”](#) by Courtney Martin (June 1, 2020)
- [”White Privilege: Unpacking the Invisible Knapsack”](#) by Knapsack Peggy McIntosh
- [“Who Gets to Be Afraid in America?”](#) by Dr. Ibram X. Kendi | Atlantic (May 12, 2020)
- How To Be a Strong White Ally (Read First). [https://www.refinery29.com/en-us/2020/05/9841649/allyship-ahmaud-arbery-george-floyd?utm\\_campaign=planoly&utm\\_medium=refinery29&utm\\_source=instagram.com](https://www.refinery29.com/en-us/2020/05/9841649/allyship-ahmaud-arbery-george-floyd?utm_campaign=planoly&utm_medium=refinery29&utm_source=instagram.com)
- Adam Sewer: [America's Racial Contract Is Showing](#)
- Catherine Jones: [The Work Is Not The Workshop: Talking and Doing, Visibility and Accountability in the White Anti-Racist Community](#)
- [How to Make this Moment the Turning Point for Real Change](#) - Barack Obama
- Ibram X. Kendi: [Ahmaud Arbery Could Have Been Me](#) (READ THIS NOW)
- [The American Nightmare: Ibram X. Kendi](#) (READ THIS NOW)
- [Read up on ;inks between racism and the environment](#) Somini Sengupta New York Times
- [White Academia Do Better](#) Jasmine Roberts
- [Anti-racism calls for scientific societies](#) – email template with action items
- [How you can show your support for Black Lives Matter](#) – Donation list

## Videos

- [Black Feminism & the Movement for Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers \(50:48\)](#)
- [Dr. Robin DiAngelo discusses 'White Fragility' \(1:23:30\)](#)
- ["How Studying Privilege Systems Can Strengthen Compassion"](#) | Peggy McIntosh at TEDxTimberlaneSchools (18:26)

## Books

- Heavy: An American Memoir by Kiese Laymon
- How To Be An Antiracist by Dr. Ibram X. Kendi
- I Know Why the Caged Bird Sings by Maya Angelou
- Invisible No More: Police Violence Against Black Women and Women of Color by Andrea J. Ritchie
- Just Mercy by Bryan Stevenson
- Me and White Supremacy by Layla F. Saad
- Raising Our Hands by Jenna Arnold
- Redefining Realness by Janet Mock
- Sister Outsider by Audre Lorde
- So You Want to Talk About Race by Ijeoma Oluo
- The Fire Next Time by James Baldwin
- The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander

- The Next American Revolution: Sustainable Activism for the Twenty-First Century by Grace Lee Boggs
- The Warmth of Other Suns by Isabel Wilkerson
- When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America by Ira Katznelson
- White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo, PhD

## Films & TV Series

- 13th (Ava DuVernay) — Netflix
- Black Power Mixtape: 1967-1975 — Available to rent
- Dear White People (Justin Simien) — Netflix
- Fruitvale Station (Ryan Coogler) — Available to rent
- I Am Not Your Negro (James Baldwin doc) — Available to rent or on Kanopy
- If Beale Street Could Talk (Barry Jenkins) — Hulu
- Just Mercy (Destin Daniel Cretton) — Available to rent for free in June in the U.S.
- King In The Wilderness — HBO
- Selma (Ava DuVernay) — Available to rent for free in June in the U.S.
- The Black Panthers: Vanguard of the Revolution — Available to rent
- The Hate U Give (George Tillman Jr.) — Available to rent for free
- When They See Us (Ava DuVernay) — Netflix

## Podcasts

- [Scene On Radio – Turning the Lens \(Seeing White Series\)](#)
- [Ologies with Alie Ward - Very Special Episode: BlackAFinSTEM with various Ologists](#)
- [Running from Cops](#)
- [This is Love: Episode 22: Prairie Warbler](#)
- [Colour Code: A Podcast about race in Canada](#)

## More anti-racism resources

- [75 Things White People Can Do for Racial Justice](#)
- [Anti-Racism Project](#)
- [Resources for White People to Learn and Talk About Race and Racism](#)
- [Save the Tears: White Woman's Guide by Tatiana Mac](#)
- [Showing Up For Racial Justice's educational toolkits](#)
- [The \[White\] Shift on Instagram](#)
- ["Why is this happening?" — an introduction to police brutality from 100 Year Hoodie](#)
- [Zinn Education Project's teaching materials](#)
- [Do the Work – online 30-day anti-racism course by Rachel Cargle](#)
- Ten simple rules for building an anti-racist lab - Bala Chaudhary, Asmeret Berhe <https://ecoevorxiv.org/4a9p8/>

## Social Media Accounts

- The Conscious Kid @[theconsciouskid](#)
- Rachel Cargle @[rachel.cargle](#)
- Inclusive Story Time@[inclusivestorytime](#)
- Aja Barber @ajabarber
- Ericka Hart @ihartericka
- Here we Read @[hereweread](#)
- Diverse Reads @[diversereads](#)
- Matter of Representation @[mattersofrepresentation](#)

### STEM accounts

- Danielle Lee @DNLee5
- Samantha Yammine, PhD (aka Science Sam)
- @BlackAFinSTEM
- Ahmed Ali @MrAhmednurAli
- Dr. Ayana Elizabeth Johnson @ayanaeliza
- Corina Newsome (Hood Nuralist) @hood\_naturalist
- Danni Washington @danniwashington
- Jason Ward @JasonWardNY
- Rhiannon Kirton @Rhiannon\_Kirton
- [#BlackInTheIvory](#) - Black voices and experiences in Academia
- [#BlackBirdersWeek](#)

## Indigenous-specific resources

- [Decolonizing Conservation Reading List](#) (Google Doc)
- [Podcast: Red Man Laughing](#)
- [Podcast: Metis in Space](#)
- [Podcast: Media Indigena](#)
- [Podcast: Missing and Murdered](#)
- Book: Seven Fallen Feathers, Tanya Talaga
- Book: Dancing on Our Turtle's Back, Leanne Simpson
- Book: All our Relations, Tanya Talaga
- Book: Indigenous Writes, Chelsea Vowel
- Book: Unsettling Canada, Arthur Manuel

# External Resources to Educate Kids

## Videos

- [An Animated Video On How To Talk To Kids About Race](#)
- [An Animated Video Explaining Systemic Racism](#) (Great video for adults too):

## Movies & TV

**A list of teen-friendly movies that teach about black history & diversity:**

- <https://www.moothermag.com/black-history-movies-for-kids/>
- <https://www.incultureparent.com/2019/01/20-diverse-family-movies-for-family-movie-night/>

**A list of movies to inspire kids to make a difference in the world:**

- <https://www.common sense media.org/lists/movies-that-inspire-kids-to-change-the-world>

**A list of kid-friendly diverse TV shows:**

- <https://www.common sense media.org/lists/tv-shows-with-diverse-characters>

## Books

- “Raising Little Allies-To-Be” - Activity book by @kisforkindness.klub
  - Free download: <https://adobe.ly/3cEezTo>
- Looking for Excellent “Diverse” Books for Children? Start Here!  
[https://www.embracerace.org/resources/where-to-find-diverse-childrens-books?fbclid=IwAR3p3ZdESSNtPeWS1NBMKBg8TQ\\_sQWeHLWwzDil3rCnMfQ4odthJ7daTSwE](https://www.embracerace.org/resources/where-to-find-diverse-childrens-books?fbclid=IwAR3p3ZdESSNtPeWS1NBMKBg8TQ_sQWeHLWwzDil3rCnMfQ4odthJ7daTSwE)
- Here Wee Read <http://hereweeread.com/>
- Inclusive Storytime <https://inclusivestorytime.com/>
- The Conscious Kid <https://www.theconsciouskid.org/>

## A list of books for kids & teens:

- <https://www.townandcountrymag.com/leisure/arts-and-culture/g32743703/how-to-talk-to-kids-about-racism-books/>
- <https://www.embracerace.org/resources/26-childrens-books-to-support-conversations-on-race-racism-resistance>
- Spotlight on Black Authors and Characters: Books for Ages 0-8  
<https://www.harpercollins.com/childrens/books-with-diversity/>
- 45 BLACK YOUNG ADULT NOVELS <https://afomaumesi.com/black-young-adult-novels/?fbclid=IwAR0COZ6Ozh-jDIDd5oZkdS0mSnTmj4tZbC4fcxODvRDhjKfSq6D3E24ce4>

## Articles

- [How White Parents Can Talk To Their Kids About Race | NPR](#)

- [Teaching Your Child About Black History Month | PBS](#)
- [Your Kids Aren't Too Young to Talk About Race: Resource Roundup from Pretty Good](#)