



**LLMC CIRCLES DISCUSSION GUIDE
ANTI-RACISM, DIVERSITY
AND INCLUSION**



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YOU LEAD

MENTORING CIRCLES PROGRAM

CONNECT • ELEVATE • INSPIRE



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PROGRAMME DES CERCLES DE MENTORAT

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Agenda

Anti-Racism – Diversity, Equity, and Inclusion

1. Check-In: Warm up, catch up, and get going (15 minutes)

Before we begin this session, we want to acknowledge that some of the discussions during the Circle or the content shared may bring forward past trauma or uncomfortable feelings; please seek professional help if this is the case. Remember, support is available for you and your family when you need it. Please see the support section of this Discussion Guide for contact information.

Overview

Recent events around the world and in Canada have highlighted the ongoing impact of racism and discrimination in our society. These events have been felt deeply at all levels, across our organisations and workplace.

Whether you are new to the topic of Anti-Racism, Diversity, Equity, and Inclusion or already very aware, this week we will focus on self-reflection, privilege, and shifting mindsets in the workplace. Your learning and (un)learning journey starts here!

Step 1: Icebreaker - Rose, Thorn, and Bud (10 minutes)

Each member reflects on a Rose, Thorn, and Bud that they have experienced with respect to Diversity, Equity, and Inclusion. Each member shares their Rose, Thorn, and Bud.
(1 minute per member)

- Rose = A highlight, success, small win, or something positive that happened.
- Thorn = A challenge you experienced or something that you could use more support with.
- Bud = New ideas or initiatives that have emerged – something you are looking forward to knowing more about or experiencing.

Step 2: One Action from the last meeting (5 minutes)

Once you're warmed up, go around your Circle and have each member share their One Action Update. A One Action is one concrete action you committed to take at your last meeting. The goal of a One Action is to step outside your comfort zone, practice a new skill, or try something new.

(1 minute or less per member)

2. Group activity: Lean in, get inspired, and add to your toolkit (30 minutes)

Video: The Anti-Racism Continuum

Watch the video "The Anti-Racism Continuum"

<https://drive.google.com/file/d/14v1OC9NGDNEHivxD7bkWLKcx-l4BBiQH/view?usp=sharing>

(4 minutes)

Group discussion: The Anti-Racism Continuum

Each member shares their answer to one or more of the following questions:
(2 minutes per member)

- Where do you see yourself on the anti-racism continuum?
- Are any of the terms and concepts shared in the video new to you?
- Can you identify which phase/zone your current workplace may be in:
 - Fear Zone – Denial, not interested in understanding.
 - Learning Zone – Evaluation of privilege, asking questions.
 - Growth Zone – Speaking out, being allies, doing the work.

3. Group activity: Share your story, learn from others, and make new connections (20 minutes)

Group discussion: Understand your background

The Circle Leader reads the following introductory points to frame the activity:

- Privilege Check: This activity is designed to provide Circle Members with an opportunity to understand the intricacies of privilege and to explore the ways we enjoy privileges based on being members of social identity groups.
- This activity is not meant to make anyone feel guilty or ashamed of their privilege or lack of privilege, but rather highlight the fact that everyone has SOME privilege, even as some people have more than others. It is important to acknowledge that we all have some privileges and we all have some obstacles.
- By identifying our privilege through self-reflection, as individuals we can recognize ways that we can use our privilege individually or collectively to promote inclusion.
- This activity is confidential and is solely meant for introspective purposes, you will not be required to share anything about yourself.

All members refer to the below table that lists the privilege statements. The Circle Leader reads each privilege statement and all members put a yes or no beside those statements that apply to them.

Group discussion: Privilege Statements

Each member has the option to share their thoughts on the activity. Some questions that can be answered by the members include:

(1 minute per member)

- How are you feeling after the activity?
- To how many of the questions below did you answer yes?
- Did you think that you had experienced an average amount of privilege, but it turned out to be more/less than you thought?
- Do you feel that the statements accurately reflect/do not reflect privilege?

Privilege Statements	Yes
Is your first language either English or French?	
Did you often go on vacation while growing up?	
Have you <u>never</u> been divorced or impacted by divorce?	
Were you encouraged to attend college/university by your parents or family?	
Do you generally feel comfortable around police officers?	
Did you study the culture or the history of your ancestors in elementary school?	
Do you <u>not</u> have any visible or invisible disabilities?	
Do your work/school holidays coincide with the religious holidays that you celebrate?	
Have you ever worked in a workplace where the majority of people looked similar to you?	
Were you ever offered a job in part because of your association to a friend or a family member?	

4. One Action: Apply yourself, pledge to grow, and inspire others (10 minutes)

Group discussion: Apply what you have learned

Each member declares their One Action commitment for this week.
(1 minute per member)

Examples on page 7 of Discussion Guide.

5. Wrap-Up: What's next and a few final words (5 minutes)

- Thank you everyone for your active participation in this week's topic – Anti-Racism – Diversity, Equity, and Inclusion.
- To recap today's Circle, I wanted to refer you to the details in the Discussion Guide to help you reflect on this Circle session and think of your One Action for Inclusion.
- You are all invited to take part in our optional bi-weekly enrichment sessions that are intended to offer all Circle members some practical knowledge based upon the topic of the previous week's session. You will receive an email with the invitation later this week.
- The next Circle session will be focused on Negotiation. We will learn how to become a better negotiator. Please review the Discussion Guide and watch the Circle #4 video prior to the Circle #4 session.
- **If Circle leaders and assistant leaders were chosen at the pre-circle check-in:** At our pre-circle check-in, a Circle leader and an Assistant Circle Leader were identified for our 3rd Circle session. Thank you! **If a Circle leader and assistant were not chosen at the pre-circle check-in:** Who would like to volunteer to be our next Circle leader and assistant Circle leader?
- You will receive a short survey to complete after this week's session, please share your comments to help us improve the 3rd LLMC cohort planned for 2023.
- To allow time for you to ask any questions you may have, the Diversity and Inclusion Office team will host a 30-minute session each Friday from 12:00 pm to 12:30 pm ET. Please feel free to drop by using the following link:
https://teams.microsoft.com/l/meetup-join/19%3ameeting_MDc0YmI4OTgtMDZiMS00OGUzLTg5ZjctNTcwYWFmZDk2MWVh%40thread.v2/0?context=%7b%22Tid%22%3a%22325b4494-1587-40d5-bb31-8b660b7f1038%22%2c%22Oid%22%3a%22c2d093df-2beb-4796-b59e-3fe19605c039%22%7d
- Thank you everyone! Be well, take care, and see you next week.

Video – The Anti-Racism Continuum

<https://www.youtube.com/watch?v=UZUjNY6U6I4>

Key Video Messages

Whether you are completely new to the topic of Anti-Racism, Diversity, Equity, and Inclusion or very aware, this video will assist you in your journey of learning and unlearning.

In this video you will learn terminologies and concepts on how to navigate your 360 learning experience on being an anti-racist.

There are three zones of anti-racism:

Fear Zone – Denial of racism as a problem or unwilling to combat it.

Learning Zone – Willingness to learn, listening to others of a different background, self-education, understanding one's privilege. This can occasionally be shocking and uncomfortable.

Growth Zone – You start to speak up, you advocate for anti-racist policies, and you yield your power to marginalized groups. This zone requires consistently working towards these activities.

Some key terms from the video:

Race privilege means that your life is not negatively impacted by the colour of your skin. It does not mean that your life is easy, it does not negate struggles.

Agitation is required in order to move from one zone to another. Agitation can make people feel uncomfortable, it can disturb the status quo and meet pushback, but eventually agitation can lead to action.

Continue On Your Path To Learning

Consider Your Diversity

- Reflect on your own identities and life experiences and how these may intersect with social and organisational factors. Social and organisational factors influence how we interact with others, provide services, and design policies and programs.

Check Your Assumptions

- Learn to question your ideas.
- Consider looking at workplace situations from the perspective of those who risk exclusion (equity seeking groups).
- Be curious and STAY curious.
- Complete the [Harvard Implicit Bias Test](#) and learn more about yourself.

Ask About Inclusion

- Who is not included in the work you do?
- What could contribute to this exclusion?
- What can you do differently to ensure inclusion?

Be an Ally, Take Action

- You are an ally when you:
 - listen;
 - learn;
 - support;
 - take action; and
 - are aware of your own advantages and disadvantages and how you can use them to make a difference.

Understanding the Terminology

- Expand your understanding of some of the common anti-racism terms and concepts that we hear in the diversity, equity, and inclusion space. Consult an anti-racism lexicon. [Georgetown University’s Anti-Racism Toolkit Glossary](#) is one example of an anti-racism lexicon that can be easily found on the internet.

One Action

“One Action” – one concrete thing that you are going to do before your next Circle meeting.

Examples:

	Learning Anti-Racism	One Action
1	Expand your vocabulary and learn more inclusive language.	Use the Key Video Messages, the Continue on Your Path to Learning blog post, and the below resources to prepare your One Action.
2	Engage with people who do not share your background. Learn about their layers.	
3	Identify a policy that is not wholly inclusive. Pinpoint the specific barriers present in the policy that could potentially exclude certain groups.	

Write down your One Action commitment, get ready to report about it next

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Reflection Question

Write down 3 insights/key takeaways learned from the session

1	
2	
3	

Resources

Books:

1. *The Skin We're In: A Year of Black Resistance and Power* by Desmond Cole
2. *Les diversités en milieux de travail: Discrimination, égalité des chances et inclusion* par Michel Racine et Yves Hallée
3. *Building a House for Diversity: A Fable about a Giraffe & an Elephant Offers New Strategies for Today's Workforce* by Roosevelt Thomas and Marjorie Woodruff
4. *How to Be an Anti-Racist* by Ibram Kendi
5. *Viola Desmond's Canada: A History of Blacks and Racial Segregation in the Promised Land* by Graham Reynolds et al.

Videos:

1. How studying privilege systems can strengthen compassion
<https://youtu.be/e-BY9UEewHw>
2. Get comfortable with being uncomfortable
https://www.ted.com/talks/luvvie_ajayi_get_comfortable_with_being_uncomfortable?language=en&utm_campaign=Statement%20of%20Solidarity%20-%20June%20Newsletter%20Replacement%20%28UyRErm%29&utm_medium=email&utm_source=April%20Workshop&keyJrbF9IbWFpbCI6ICJlbW1hQHNNZmYub3JnliwglmtsX2NvbXBhbnlfaWQiOiAiTjV1YkRTIn0%3D
3. How to get serious about diversity and inclusion in the workplace
https://www.ted.com/talks/janet_stovall_how_to_get_serious_about_diversity_and_inclusion_in_the_workplace
4. How diversity makes teams more innovative
https://www.ted.com/talks/rocio_lorenzo_how_diversity_makes_teams_more_innovative?referrer=playlist-a_blueprint_for_diversity_in_the_workplace
5. The world needs all kinds of minds
https://www.ted.com/talks/temple_grandin_the_world_needs_all_kinds_of_minds?referrer=playlist-a_blueprint_for_diversity_in_the_workplace
6. Disability Inclusion in the Public Service of Canada:Hélène's Story
<https://www.cspc-efpc.gc.ca/video/disability-inclusion-psc-helene-eng.aspx>

Articles:

1. Racism in Canada is ever-present, but we have a long history of denial
https://www.huffpost.com/archive/ca/entry/racism-canada-anti-black_ca_5ecd6c6cc5b670f88ad48d5c
2. Comment l'inclusion et la diversité peuvent améliorer votre entreprise
<https://www.roberthalf.ca/fr/blog/conseils-de-gestion/comment-linclusion-et-la-diversite-peuvent-ameliorer-votre-entreprise>
3. Women of Color Progress – Guide to being an ally
<https://www.womenofcolorforprogress.org/allyguide>
4. Gestion de la diversité, de l'équité et de l'inclusion (GÉDI)
<https://ordrecrha.org/ressources/revue-rh/volume-22-no-3/gestion-diversite-equite-inclusion-gedi>
5. Diversity wins: How inclusion matters
<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

6. Keeping Up-To-Date With 2SLGBTQIA+ Terminology

<https://canada.lifespeak.com/expertblog/june-pride-month-blog-2---5587>

(For all Lifespeak resources, you will be required to input an access ID:input canada, then scroll down, accept terms and conditions and then choose your GoC department to access the site.)

Websites:

1. Harvard Implicit Bias Test

<https://implicit.harvard.edu/implicit/takeatest.html>

2. Georgetown University's Anti-Racism Toolkit Glossary

<https://guides.library.georgetown.edu/antiracism/glossary>

3. LinkedIn Learning – learn the practical skills you need to excel in your career (e.g. Anti-Racism).

https://www.linkedin.com/learning/search?keywords=anti-racism&upsellOrderOrigin=default_guest_learning&trk=learning-serp_learning-search-bar_search-submit

4. LinkedIn Learning – learn the practical skills you need to excel in your career (e.g. Diversity, Inclusion and Belonging).

https://www.linkedin.com/learning/search?keywords=diversity&upsellOrderOrigin=default_guest_learning&trk=learning-serp_learning-search-bar_search-submit

5. Canadian Centre for Diversity and Inclusion // Centre canadien pour la diversité et l'inclusion - Centre that traces how people identify alongside demographic trends within the Canadian workplace to move employers from diversity to inclusion.

<https://ccdi.ca/accueil/>

6. Government of Canada Diversity and Inclusion Conference Web Resources - Web Resources Focused on Anti-Racism, Diversity, and Inclusion.

https://expo.da-an.ca/2123/Docs/Banner3_En.html

7. Statistics Canada: Gender, Diversity, and Inclusion Statistics - Statistics covering the population of Canada from children and youth to the various employment seeking groups.

https://www.statcan.gc.ca/en/topics-start/gender_diversity_and_inclusion

8. Treasury Board of Canada Secretariat: Centre on Diversity and Inclusion - Centre dedicated to the barriers and challenges to achieving a diverse and inclusive workforce.

<https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion.html>

9. Inclusive Hiring Practices for a Diverse Workforce

https://catalogue.cspc-efpc.gc.ca/product?catalog=COR120&cm_locale=en

Support

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

Employee Assistance Program (EAP)

An EAP provides free short-term counselling for personal or work-related problems as well as crisis counselling.

Toll-free: 1-800-268-7708

TTY (for people with hearing impairments): 1-800-567-5803

<https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/employee-assistance-program.html#E>

The Canada Suicide Prevention Service

Talk Suicide Canada provides nationwide, 24-hour, bilingual support to anyone who is facing suicide.

<https://www.crisisservicescanada.ca/en/>

Wellness Together Canada

Mental Health and Substance Abuse Support.

Toll free 1-866-585-0445

<https://wellnesstogether.ca>

Hope for Wellness Helpline

24/7 access to Indigenous Counsellors

Available in French and English and upon request Ojibway, Cree and Inuktituk.

1-800 #1-855-242-3310

Chat line via: <https://www.hopeforwellness.ca/>