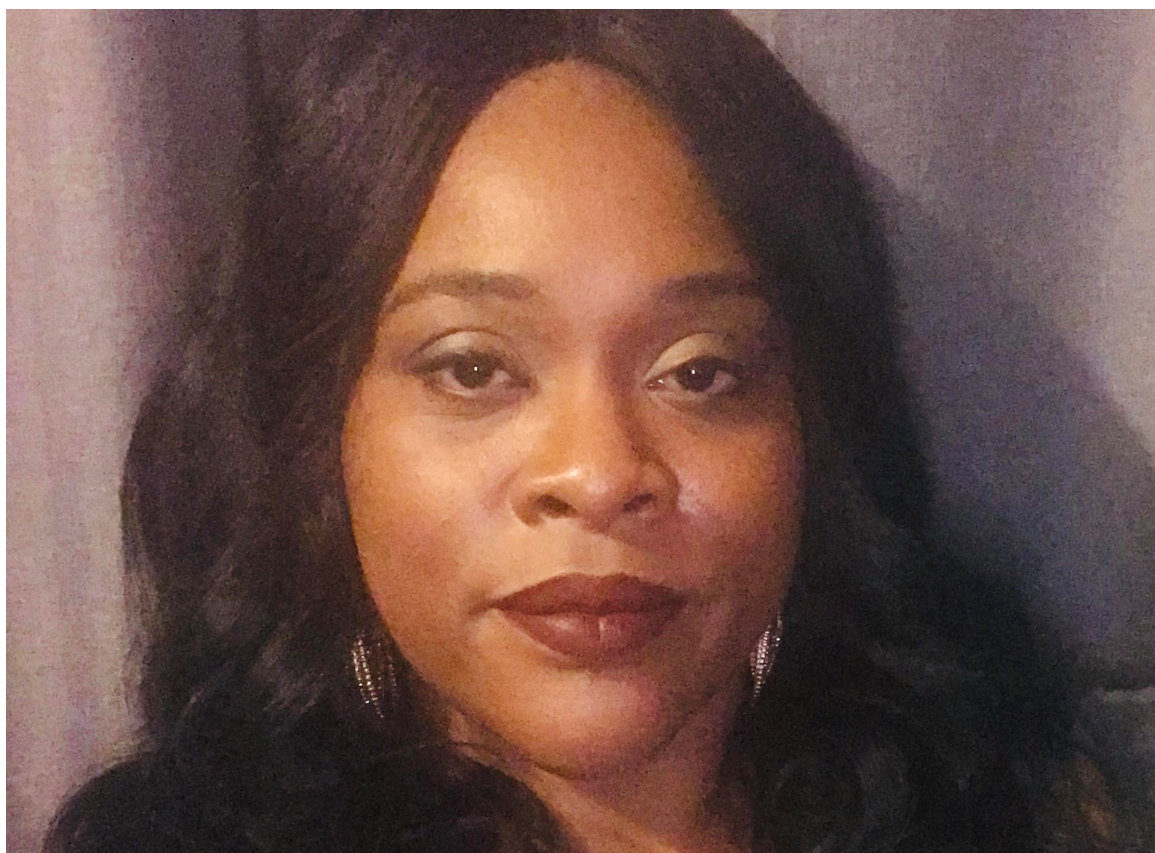


# ASK ME ANYTHING



**A COURAGEOUS  
CONVERSATION ON BLACK  
HISTORY MONTH**



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**WEDNESDAY, FEBRUARY 9, 2022 AT 1PM EST  
FEATURING: SEAN FOYN, RICHARD SHARPE,  
KAREN SPENCER-COUSINS, AND COMMODORE  
JACQUES OLIVIER**

**Canada** 



# ASK ME ANYTHING (AMA) RESOURCE GUIDE



## NOTE FROM OUR TEAM

**Thank you for participating in the [February Ask Me Anything \(AMA\): Black History Month](#). 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 helpful and interesting resources can be found within our guide.**

**In collaboration, The AMA Team  
[DiversityandInclusion-Diversiteetinclusion@forces.gc.ca](mailto:DiversityandInclusion-Diversiteetinclusion@forces.gc.ca)**

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## EVENT DESCRIPTION

Black History Month means more than holding events to educate the public; it means initiating and practising change and challenging preconceived notions of what it means to be black. Black History Month is not only a time to reflect on the hardships that Black people have gone through and continue to go through, in and out of the workplace; it's also a time to celebrate and uplift Black voices and Black lives. Facilitating changes in the workplace and in our personal lives means hosting courageous conversations about anti-racism, systemic racism, unconscious biases, discrimination, and racially motivated micro-aggressions. Black History Month extends beyond the past and serves to better the future.

Experiences heard and lived throughout black history benefit us all. Our panellists come together from various backgrounds, experiences, and perspectives as public servants. The panel will close with an open discussion on what systemic changes could help increase diversity, inclusion and belonging within the federal public service.



# PANELISTS

## OPENING REMARKS



### **Commodore Jacques Olivier, National Defence**

In June 2021, Commodore Jacques Olivier joined the newly established Chief Professional Conduct and Culture organisation tasked to unifying and leading a fundamental transformation in the way systemic misconduct is understood and addressed in the Department of National Defence (DND) and the Canadian Armed Forces (CAF). Commodore Olivier is a seasoned naval engineer with more than 35 years of service in the CAF, and with a natural inclination for transformational change and strategic initiatives. His current role includes strengthening professional conduct across the Defence Team through inclusive leadership, training and education.

### **Richard Sharpe, Director of the Equity, Anti-Racism, Diversity and Inclusion, Anti-Racism and Anti-Discrimination Secretariat, Department of Justice Canada**

Richard has worked within the Canadian Federal Public Service for over 25 years. He is currently the Director of the Equity, Anti-racism, Diversity and Inclusion Leading the Anti-Racism and Anti-Discrimination Secretariat at the Department of Justice Canada where his work focuses on ensuring equity and inclusion for all equity-seeking groups within the organization. Over the years, his work has involved leading initiatives in support of the Government of Canada's commitments to the United Nations International Decade for People of African Descent. Richard is one of the founders of the Federal Black Employee Caucus that has been working with federal public service and union leadership to address anti-black racism in the federal public service.

Richard's work regionally, nationally and within the federal public service is intended to improve the condition of Black and African diaspora communities in Canada. Over the last few years, Richard has been a speaker on addressing systemic racism, anti-black racism and how to be an ally within the Black Lives Matter movement.





# PANELISTS

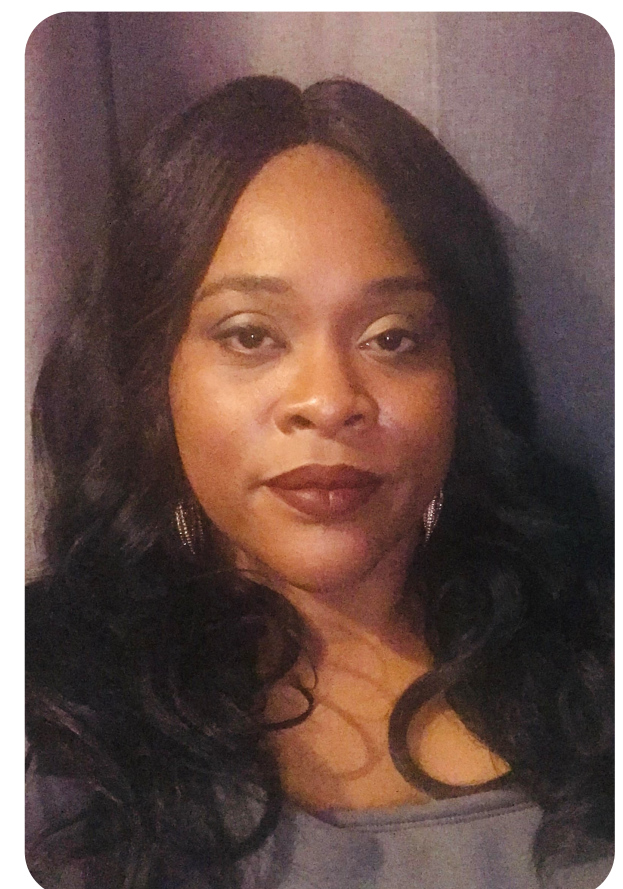


## **Sean Foyn, Senior Strategic Policy Advisor, Federal Black Employees Caucus**

As a Public Servant Sean has held various policy development, corporate planning and reporting, and citizen engagement positions. Sean has worked on several diversity and equity related files within the Public Service and across Canadian communities. As a Senior Policy and Program Officer at Canadian Heritage, Sean was responsible for developing four of the Government of Canada's Black History Month and Asian Heritage Month Campaigns. He is a happily unapologetic history geek who cannot remember a time when he wasn't listening to storytellers, reading history, visiting historic sites, researching and sharing what he has learned. His article *A Troika of Programs: African Nova Scotian Education at Dalhousie University*, *RE/ VISIONING: Canadian Perspectives on the Education of African in the Late 20th Century* explores initiatives designed to redress historic educational and social inequities in Nova Scotia. Sean's MA Thesis, *The Underside of Glory: AfriCanadian Enlistment in the Canadian Expeditionary Force, 1914-1917*, was nominated for Excellence in Research in Graduate Studies. Sean was a historical researcher for Anthony Sherwood's the docudrama *Honour Before Glory*, and he wrote and produced the audio documentary *Africville Not For Sale*. Recently, Sean worked with the Michaelle Jean Foundation to produce a two-part Podcast, *Emancipation Day: What Now is Our Past, Present and Future*. He is an active member of Black History Ottawa and frequently makes community-based presentations.

## **Karen Spencer-Cousins, Citizen Service Officer, Employment and Social Development Canada, CEIU Ontario Regional Women's Committee**

Born in Toronto, Ontario Canada to proud Jamaican parents; Karen and her siblings grew up with a strong work ethic, passion for activism, and emphasis on education. She is now married with 2 children, with over 15 years experience in the Public Service and a lifelong dedication to promoting equity, diversity and social change. Karen is a graduate of the University of Toronto and possesses her BSc in Psychology and Crime and Deviance accented by minors in Women's Studies and Sociology. She has also obtained her Citizen Service Professional designation while working for Service Canada through ICCS. Within CEIU she is Vice-President of Local 633 and is a member of the Ontario Regional Women's Committee. Karen has enjoyed participating in the Lifting as you Lead initiative and looks forward to sharing some of her layers during Black History Month.





# MODERATOR & HOST



## **Diana Kinimah, Co-Founder and Business Manager of the IRCC's Black Employee Network, Immigration, Refugee and Citizenship Canada.**

Diana Kinimah is the co-founder and Business Manager of the IRCC's Black Employee Network at Immigration Refugee and Citizenship Canada. "Inclusion by design" is her middle name. With over 5 years experience as a social justice advocate, Diana is passionate about leveraging her skill set to advocate on behalf of racialized public servants' in career development while equipping them with the right tools in order to succeed.

Diana is much more than an advocate, she is a trailblazer, a community builder, a mother and a champion of impactful change. She believes that, to have an inclusive and equitable world free from discrimination, individuals need to avoid outdated cultural anecdotes. This will help everyone to feel empowered, included and valued, especially the younger generation.

## **Meet the host: Samantha Moonsammy, Section Head Lead Advisor for Diversity and Inclusion, Materiel Group, 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.



# #AMA CHALLENGE



## #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.

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## 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](https://www.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.

# 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.

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## BLACK HISTORY MONTH ANNOUNCEMENTS

- A Proclamation on National Black History Month, 2022
  - <https://www.whitehouse.gov/briefing-room/presidential-actions/2022/01/31/a-proclamation-on-national-black-history-month-2022/>
- Black History Month
  - <https://www.history.com/topics/black-history/black-history-month>
- Black History Month 2022: Celebrating Black History Today and Everyday
  - <https://www.canada.ca/en/departement-national-defence/maple-leaf/defence/2022/02/black-history-month-celebrating-today-everyday.html>
- Black History Month: Fighting anti-Black racism in the workplace
  - <https://psacunion.ca/black-history-month-fighting-anti-black-racism>
- February is Black History Month
  - <https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month.html>
- Statement by Minister Hussen on Black History Month
  - <https://www.canada.ca/en/canadian-heritage/news/2022/01/statement-by-minister-hussen-on-black-history-month.html>
- Statement by the Prime Minister on Black History Month
  - <https://pm.gc.ca/en/news/statements/2022/02/01/statement-prime-minister-black-history-month#:~:text=The%20Prime%20Minister%2C%20Justin%20Trudeau,to%20make%20to%20our%20country>
- What's on for Black History Month 2022 in Hamilton and Surrounding Area
  - <https://www.cbc.ca/news/canada/hamilton/hamilton-black-history-month-2022-1.6329973>

**FEBRUARY AND FOREVER: CELEBRATING BLACK HISTORY TODAY AND EVERYDAY**



# RESOURCES



## BOOKS

- 'Membering by Austin Clarke
- Angry Queer Somali Boy - A Complicated Memoir by Mohamed Abdulkarim ali
- Black Canadians: History, Experience, Social Conditions by Joseph Mensah
- Black Fatigue: How Racism Erodes the Mind, Body, and Spirit by Mary-Frances Winter
- Black in Canada: A History by Robin W. Winks
- Blank - Essays & Interviews by M. NourbeSe Philip
- Diversify: Six Degrees of Integration because the World is Separate Enough by June Sarpong
- In the Black - My Life by B. Denham Jolly
- Land to the Light On by Dionne Brand
- Magnetic Equator by Kaie Kellough
- North of the Color Line - Migration and Black Resistance in Canada, 1870 - 1966 by Sarah-Jane Mathieu
- Policing Black Lives State Violence in Canada - from Slavery to the Present by Robin Maynard
- Queer Returns - Essays on Multiculturalism, Diaspora and Black Studies by Rinaldo Walcott
- Shame on Me - An Anatomy of Race and Belonging by Tessa McWatt
- Sonnet's Shakespeare by Sonnet L'Abbe
- The Power of Privilege: How White People Can Challenge Racism by June Sarpong
- The Skin We're In - A year of Black Resistance and Power by Desmond Cole
- They Call Me George - The Untold Story of Black Train Porter's and the Birth of Modern Canada by Cecil Foster
- Viola Desmond's Canada - A History of Blacks and Racial Segregation in the Promised Land by Graham Reynolds

## ARTICLES

- 2022 OBHS Black History Month - upcoming events across Ontario
  - <https://ontariohistoricalsociety.ca/event/2022-obhs-black-history-month-kick-off/>
- About Black History Month - Canadian Heritage
  - <https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month/about.htm>
- Being Black in Canada - CBC
  - <https://www.cbc.ca/news/canada/beingblackincanada>



# RESOURCES



- Black Canadian Counter Narratives
  - <https://teachingafricanCanadianhistory.weebly.com/blog/black-history-month-2021-black-canadian-counternarratives>
- Black History In Canada
  - <https://www.bac-lac.gc.ca/eng/discover/immigration/history-ethnic-cultural/Pages/blacks.aspx>
- Black History Themes - Association of the Study of African American Life
  - <https://asalh.org/black-history-themes/>
- Black History in Canada - Library and Archives Canada
  - <https://www.bac-lac.gc.ca/eng/discover/immigration/history-ethnic-cultural/Pages/blacks.aspx>
- Black History in Canada an Education Guide
  - [http://education.historicacanada.ca/files/19/EN\\_BlackHistory\\_Digital.pdf](http://education.historicacanada.ca/files/19/EN_BlackHistory_Digital.pdf)
- Black History in Canada, a Story
  - <https://aaregistry.org/story/canadian-black-history-a-story/>
- Black People Need Stronger White Allies - Here's How You Can Be One
  - [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)
- Debates of the Senate (Hansard) - Motion to Recognize Contributions of Black Canadians and February as Black History Month, February 2008
  - [https://sencanada.ca/en/Content/Sen/chamber/392/debates/034db\\_2008-02-14-e#74](https://sencanada.ca/en/Content/Sen/chamber/392/debates/034db_2008-02-14-e#74)
- Robert Livingston's "The Conversation"
  - <https://www.hks.harvard.edu/behind-the-book/robert-livingston-the-conversation>
- The Story Of Slavery in Canadian History It Happened Here Too
  - <https://humanrights.ca/story/the-story-of-slavery-in-canadian-history>
- Why the Black struggle in Canada has all but been erased. Two historians explain our blind spot
  - <https://www.thestar.com/news/gta/2020/06/04/why-the-black-struggle-in-canada-has-all-but-been-erased-two-historians-explain-our-blind-spot.html?rf>



# RESOURCES



## EDUCATIONAL VIDEOS

- 10 Things you Didn't Know About Black History in Canada (Kiss 92.5)
  - <http://www.youtube.com/watch?v=0ei4s7p1wQw>
- Being Black in Canada – CBC-YouTube
  - <https://youtu.be/Ele1WQe2Cx0>
- Black History Month in Toronto: "This is a chance for us as a community to set a collective vision" – YouTube
  - <https://youtu.be/eLYcRHHsbL8>
- Black History in Canada: a live, interactive roundtable (CBC)
  - <http://www.youtube.com/watch?v=X02LmAmN8qY>
- Black History is Canadian History (Parks Canada)
  - <https://www.youtube.com/watch?v=HFGE7ZarKGo>
- Famous Black Canadians: 9/10: Addie Aylestock (Pines and Maples)
  - [http://www.youtube.com/watch?v=S\\_P0pQswIMg](http://www.youtube.com/watch?v=S_P0pQswIMg)
- Hockey Night In Canada Opening: Celebrating Black History Month (SportsNet)
  - <http://www.youtube.com/watch?v=1NOqlKTkwWk>
- NFB Celebrates Black History Month
  - [https://www.nfb.ca/playlist/nfb\\_celebrates\\_black\\_history\\_month/](https://www.nfb.ca/playlist/nfb_celebrates_black_history_month/)
- Proud of Our History - Black History Month (Heritage Canada)
  - [https://youtu.be/np\\_jD0YUQrw](https://youtu.be/np_jD0YUQrw)
- Teaching Black History in Canada (CBC News: The National)
  - <http://www.youtube.com/watch?v=nU9Rzdix0XI>
- What is 28 Moments of Black Canadian History? – YouTube
  - <https://youtu.be/b5n-4XSpl60>

## LOCAL OTTAWA EVENTS/SHOWS - NATIONAL ARTS CENTRE

- Ahi
  - <https://nac-cna.ca/en/event/30159>
- Akeem Oh
  - <https://nac-cna.ca/en/event/29970>
- Cedric Noel
  - <https://nac-cna.ca/en/event/30146>
- Desiire
  - <https://nac-cna.ca/en/event/30147>
- Gospel Night
  - <https://nac-cna.ca/en/event/30159>
- Kelly Bado
  - <https://nac-cna.ca/en/event/30281>
- Radio BIG BANG
  - <https://nac-cna.ca/en/event/30267>
- Via Kanana
  - <https://nac-cna.ca/en/event/29953>
- Yao
  - <https://nac-cna.ca/en/event/30103>



# RESOURCES



## WEBSITES

- A Reading Library of Books for Children instilling a love of culture and pride in them. These books by and about people of colour allow children to feel seen, heard, and celebrated.
  - <https://www.penguinrandomhouse.com/shop/all-ways-black/all-ways-growing/>
- All Ways Black - Books and Authors
  - <https://www.penguinrandomhouse.com/shop/all-ways-black/all-ways-growing/>
- Black History Month - Ottawa Tourism (EN/FR)
  - <https://ottawatourism.ca/en/see-and-do/black-history-month>
- Black History Month in Canada - Radio Canada International (FR/EN)
  - <https://www.rcinet.ca/bhm-en/>
- Black History Month in Canada - The Canadian Encyclopaedia (EN/FR)
  - <https://www.thecanadianencyclopedia.ca/en/article/black-history-month-in-canada>
- Black History Ottawa (EN/FR)
  - <https://www.blackhistoryottawa.org>
- Books and Activities to Celebrate Black History Month
  - <https://www.readbrightly.com/black-history-month/?ref=PRHD09D27DE26&aid=randohouseinc26612-20&linkid=PRHD09D27DE26>
- Brightly - Books and Activities to Celebrate Black History Month (EN)
  - <https://www.readbrightly.com/black-history-month/?ref=PRHD09D27DE26&aid=randohouseinc26612-20&linkid=PRHD09D27DE26>
- Canadian Heritage - Black History Month (EN/FR)
  - <https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month.html>
- French Books for Black History Month - Camp Tournesol (FR/EN)
  - <https://www.campournesol.ca/french-books-kids-black-history-month/>
- Government of Canada - Black History Month: Design Jams in February 2022 (EN/FR)
  - <https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2022/01/black-history-month-design-jams-february-2022.html>
- Government of Canada: Black History Organizations and Educational Resources (EN/FR)
  - <https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month/resources.html>
- Mois de l'Histoire des Noirs (FR/EN)
  - <https://moishistoiredesnoirs.com/en/>
- Ottawa Black History Month Events - Eventbrite
  - <https://www.eventbrite.ca/d/canada--ottawa/black-history/>
- Sharing Black Stories - Scholastic Canada (EN/FR)
  - <https://www.scholastic.ca/books/seasonal/blackhistory/>



# RESOURCES

## PODCASTS

- Black Canadians Strong
  - <https://open.spotify.com/show/2VcIpIMSUM99aBmPFgLi6Y?si=bx8Le4FpT-OidcqpseJvvg>
- BlacktoCanada
  - <https://open.spotify.com/show/4dAXZH6dp3h8xLD6LURcRh?si=ABbxn5OQTuGBAKXgvHMM9Q>
- How These Black Canadians are Making Time to Care for Themselves
  - <https://podcasts.apple.com/ca/podcast/how-these-black-canadians-are-making-time-to-care-for/id151487761?i=1000546791168>
- I am Black History - Our Stories, Our Voices
  - <https://open.spotify.com/show/3Lf70UKT7VnahyCyTW9aM5?si=R0QvLbVjQ7-j-zfnFNGmvA>
- Know Nonsense Anti Racism Podcast
  - <https://podcasts.apple.com/ca/podcast/know-nonsense-anti-racism-podcast/id1537728401>
- RCRM Speakers Series
  - <https://podcasts.apple.com/ca/podcast/rcrm-speakers-series-season-1/id1509048980>
- Two Black Girls Talk About Everything
  - <https://podcasts.apple.com/ca/podcast/two-black-girls-talk-about-everything/id1548134741>

## TAKE ACTION ON ANTI-RACISM

- Call to Action on Anti-Racism, Equity and Inclusion in the Federal Public Service
  - <https://www.canada.ca/en/privy-council/corporate/clerk/call-to-action-anti-racism-equity-inclusion-federal-public-service.html>
- Building a Foundation for Change: Canada's Anti-Racism Strategy 2019 - 2022
  - <https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html>
- Federal Anti-Racism Secretariat
  - <https://www.canada.ca/en/canadian-heritage/campaigns/federal-anti-racism-secretariat.html>

**Thank you for attending Ask Me Anything - A Courageous Conversation on Black History Month. To access all the resources visit [this folder](#).**







**Prerequisite:** Watch AMA

**Objective:** to facilitate a discussion with my work team about institutional influence and anti-racism

**Time:** 60 minutes

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

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

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

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What am I not going to do anymore?

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**Prerequisite:** Watch AMA

**Objective:** to facilitate a discussion with my work team about institutional influence and anti-racism

**Time:** 60 minutes

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

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Where am I going to dig in and learn more?

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How will I continue this conversation?

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

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