



ANTI-RACISM RESOURCES

Edmonton

Diversity & Inclusion
Employee Services

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Dear Colleagues,

We are all seeing news and social media flooded with what is happening in the US, Canada and around the world on issues of racism, in particular, deadly racism against Black people. These images and stories are very difficult to see and hear. It is painful, triggering and emotional for all of us, but especially for our colleagues who are racialized.

We know that racism exists in our city, in our institutions and systems. And, we know that all racialized people (people of colour) experience the effects of racism on a daily basis, but especially Black and Indigenous folks in our community.

If you are a racialized person this is not news for you; it is cumulative and we can only imagine, deeply painful. The Diversity & Inclusion Team and the whole Respect in the Workplace section stands with you.

We see you. We hear you.

If you are a white person, you might be feeling surprise, guilt, helplessness or overwhelmed. As white people, we will never know what it is like to be racialized. It is our responsibility to believe the experiences of racism when racialized folks honour us by sharing them, to learn about why this happens, and to continuously engage in being an active ally in dismantling racism.

There is much we can do. Let's amplify the voices of people experiencing racism. Let's do our personal work and learn about systemic and interpersonal racism. Let's do what we can to ensure our workplaces are free of racism and discrimination. We have a lot of work to do, but I know that by working together, we can do it. This resource will provide information and sources to get started.

With great respect,

Jill Chesley
Diversity & Inclusion Lead
Respect in the Workplace
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Lee McLean
Equity Specialist, Diversity & Inclusion
Respect in the Workplace
Employee Services

Special thanks to Noelle Jaipaul for her assistance with this message and her commitment to anti-racism.

*Some are posting on social media
Some are protesting in the streets
Some are donating silently
Some are educating themselves
Some are having tough conversations with friends & family
A revolution has many lanes - be kind to yourself and to others who are traveling in the same direction.
Just keep your foot on the gas.
~Viola Davis*

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WORKPLACE RESOURCES

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

The City of Edmonton is an Employer Partner of CCDI, which means all our employees can access their materials for free. Just sign up with your edmonton.ca email address. These are only a few resources.

[Navigation Race in Canadian Workplaces](#)

A toolkit to talk about race and racism in the workplace. Aimed at diversity and inclusion practitioners

[It's time for employers to address societal racism](#)

Employers have the ability to affect significant societal change, arguably far more than governments and individuals.

[Diversity Is a Fact. Inclusion Is a Choice.](#)

As soon as you have two people in a room, you have human diversity. This is a simple fact. But inclusion doesn't just happen; inclusion is a choice.

[Centre for Race and Culture \(Alberta\) Publications](#)

The Centre for Race and Culture works within the community to promote and support individual, collective, and systemic change to address racism and encourage intercultural understanding. Our expertise spans workplace development, community building, research, and education.

[Catalyst](#)

Catalyst is a non profit organization dedicated to the advancement of women and they provide resources in the area of racism as well. The City of Edmonton is an Employer Supporter of Catalyst, which means all our employees can access their materials for free. Just sign up with your edmonton.ca email address.

[Conversation Roadblocks and How to Surmount them.](#)

Do you want to talk about gender or racial bias, but fear saying something insensitive or hurtful? Do you worry that conversations about social issues and events will do more harm than good? Do you feel things are “not so bad” in your organization, and, candidly, struggle to fully grasp your colleagues’ experiences?

[Emotional Tax](#) (also known as emotional labour)

In this series, we uncovered the reality that Asian, Black, Latinx, and multiracial employees pay an Emotional Tax at work when they feel they must be on guard to protect against bias. These harmful experiences occur both inside and outside the workplace and prevent employees from being able to truly thrive at work.

[Emotional Tax: How Black Women and Men Pay More at Work and How Leaders Can Take Action](#)

Black women and men have high aspirations to be successful at work, and outworking and outperforming others is the norm for many. But what happens to the minds, bodies, and spirits of Black employees when unrealistic expectations are too much to bear—if, despite their hard work, they remain set apart and undervalued?

[Day-to-Day Experiences of Emotional Tax Among Women and Men of Color in the Workplace](#)

This report examines the Emotional Tax levied on Asian, Black, Latinx, and multiracial professionals in the United States as they aspire to advance and contribute to their organizations. In particular, we focus on an important aspect of Emotional Tax: the state of being on guard—consciously preparing to deal with potential bias or discrimination

[Understanding Unconscious Bias](#)

Unconscious Bias is an association or attitude about a person or social group that, while not plainly expressed, operates beyond our control and awareness, informs our perceptions, and can influence our decision-making and behavior.

[Getting Real About Inclusive Leadership](#)

Leading outward is what you do to ensure team members are treated fairly, empowered, and able to flourish. Leading inward requires a hard look at who you are and your inner ability to act courageously, learn, and self-reflect.

[Strategies for a Better Workplace](#)

Drawing upon research and our expertise in creating workplaces that work for women, we chart our course around five strategies that will turbocharge the journey to a more inclusive future of work.

PROFESSIONAL ORGANIZATIONS

The following organizations provide newsletters, research papers and offer webinars (often for free) that focus on workplace diversity and inclusion topics that are relevant to the times. You can subscribe and have information delivered to your inbox.

[The Conference Board of Canada: Inclusion Focus Area](#)

The Conference Board of Canada is the go-to source for facts on workplace inclusion in Canada.

[McKinsey](#)

A management consulting firm that publishes papers on diversity and inclusion, among others.

[The Winters Group](#)

A women/minority-owned enterprise whose mission is to create transformative and sustainable solutions for individuals and organizations in support of their efforts to create more equitable and inclusive environments

[The Forum on Workplace Inclusion](#)

The Forum seeks to grow professional leadership and effectiveness skills in the field of diversity, equity, and inclusion (DEI) by engaging people, advancing ideas, and igniting change.

[Apolitical](#)

Apolitical equips public servants to do their jobs - through free access to courses, articles, events and connections. It does require a free subscription.

RESOURCES FOR WHITE PARENTS TO RAISE ANTI-RACIST CHILDREN

Books:

[Coretta Scott King Book Award Winners: books for children and young adults](#)

[31 Children's books to support conversations on race, racism and resistance](#)

[The Conscious Kid: follow them on Instagram and consider signing up for their Patreon](#)

Podcasts:

[Parenting Forward podcast episode 'Five Pandemic Parenting Lessons with Cindy Wang Brandt](#)

[Fare of the Free Child podcast](#)

[Integrated Schools podcast episode "Raising White Kids with Jennifer Harvey"](#)

Articles:

[PBS's Teaching Your Child About Black History Month](#)

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

ARTICLES

[Letters to America from Black Canadians | Maclean's Magazine June 4, 2020](#)

["America's Racial Contract Is Killing Us" by Adam Serwer | Atlantic \(May 8, 2020\)](#)

[Ella Baker and the Black Freedom Movement \(Mentoring a New Generation of Activists\)](#)

["My Life as an Undocumented Immigrant" by Jose Antonio Vargas | NYT Mag \(June 22, 2011\)](#)

[The 1619 Project \(all the articles\) | The New York Times Magazine](#)

[The Combahee River Collective Statement](#)

["The Intersectionality Wars" by Jane Coaston | Vox \(May 28, 2019\)](#)

[Tips for Creating Effective White Caucus Groups developed by Craig Elliott PhD](#)

["Where do I donate? Why is the uprising violent? Should I go protest?"](#)

["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 "Central Park Amys" use their power in the workplace.](#)

VIDEOS

[Black Feminism & the Movement for Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers \(50:48\)](#)

["How Studying Privilege Systems Can Strengthen Compassion" | Peggy McIntosh at TEDxTimberlaneSchools \(18:26\)](#)

[Just Stop Talking About Race!! | Chescaleigh | Youtube \(4:09\)](#)

[What Kind of Asian Are You? | <http://www.kentanakalovesyou.com> | Youtube \(2:19\)](#)

[The Danger of a Single Story | Chimamanda Ngozi Adichie | TED \(18:43\)](#)

PODCASTS

[1619 \(New York Times\)](#)

[About Race](#)

[Code Switch \(NPR\)](#)

[EPISODE 10 Hadiya Roderique on systemic racism](#) (Conference Board of Canada)

[Intersectionality Matters!](#) hosted by Kimberlé Crenshaw

[Momentum: A Race Forward Podcast](#)

[Pod For The Cause](#) (from The Leadership Conference on Civil & Human Rights)

[Pod Save the People](#) (Crooked Media)

[Seeing White](#)

BOOKS

Non-Fiction

[Angry Queer Somali Boy](#) by Mohamed Abdulkarim Ali

[The Skin We're In](#) by Desmond Cole

[Black Feminist Thought](#) by Patricia Hill Collins

[Eloquent Rage: A Black Feminist Discovers Her Superpower](#) by Dr. Brittney Cooper

[Heavy: An American Memoir](#) by Kiese Laymon

[How To Be An Antiracist](#) by Dr. Ibram X. Kendi

[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

[White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo, PhD

[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 Fire Next Time](#) by James Baldwin

[When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America](#) by Ira Katznelson

Fiction

[The Book of Negroes](#) by Lawrence Hill

[I Know Why the Caged Bird Sings](#) by Maya Angelou

[The Bluest Eye](#) by Toni Morrison

[The Warmth of Other Suns](#) by Isabel Wilkerson

[Their Eyes Were Watching God](#) by Zora Neale Hurston

[Just Mercy](#) by Bryan Stevenson

[Africville](#) by Jeffrey Colvin

FILMS AND TV SERIES

13th (Ava DuVernay) — Netflix
American Son (Kenny Leon) — Netflix
Black Power Mixtape: 1967-1975 — Available to rent
Blindspotting (Carlos López Estrada) — Hulu with Cinemax or available to rent
Clemency (Chinonye Chukwu) — Available to rent
Dear White People (Justin Simien) — Netflix
Disclosure (Sam Feder) — 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
King In The Wilderness — HBO
See You Yesterday (Stefon Bristol) — Netflix
Selma (Ava DuVernay) — Available to rent
The Black Panthers: Vanguard of the Revolution — Available to rent
The Hate U Give (George Tillman Jr.) — Hulu with Cinemax
When They See Us (Ava DuVernay) — Netflix

ORGANIZATIONS TO FOLLOW ON SOCIAL MEDIA

Antiracism Center: [Twitter](#)
Audre Lorde Project: [Twitter](#) | [Instagram](#) | [Facebook](#)
Black Women's Blueprint: [Twitter](#) | [Instagram](#) | [Facebook](#)
Color Of Change: [Twitter](#) | [Instagram](#) | [Facebook](#)
Colorlines: [Twitter](#) | [Instagram](#) | [Facebook](#)
The Conscious Kid: [Twitter](#) | [Instagram](#) | [Facebook](#)
Families Belong Together: [Twitter](#) | [Instagram](#) | [Facebook](#)
The Leadership Conference on Civil & Human Rights: [Twitter](#) | [Instagram](#) | [Facebook](#)
MPowerChange: [Twitter](#) | [Instagram](#) | [Facebook](#)
Muslim Girl: [Twitter](#) | [Instagram](#) | [Facebook](#)
RAICES: [Twitter](#) | [Instagram](#) | [Facebook](#)
Showing Up for Racial Justice (SURJ): [Twitter](#) | [Instagram](#) | [Facebook](#)
SisterSong: [Twitter](#) | [Instagram](#) | [Facebook](#)
United We Dream: [Twitter](#) | [Instagram](#) | [Facebook](#)

MORE ANTI-RACISM RESOURCES TO CHECK OUT

[Black Organizations and Anti-Racism Groups Canadians Can Support Now](#)

[How to Deal with Racist People](#)

[75 Things White People Can Do for Racial Justice](#)

[Anti-Racism Project](#)

[Jenna Arnold's resources \(books and people to follow\)](#)

[Rachel Ricketts' anti-racism resources](#)

[Resources for White People to Learn and Talk About Race and Racism](#)

[Save the Tears: White Woman's Guide by Tatiana Mac](#)

[Scaffolded Anti-Racism Resources](#)

[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](#)

SOURCES

[Anti-Racism Resources for White People](#) compiled by Sarah Sophie Flicker, Alyssa Klein in May 2020.

[An Essential Reading Guide For Fighting Racism](#) compiled by Arianna Rebolini in May 2020

This is a document in progress and by no means complete. If you have any resources you would like added to or removed from this document, please email diversityandinclusion@edmonton.ca.