

Diversity, Inclusion and Anti-Racism Resources

QPAT Conference 2020 - Rosemary Sadlier

Sadlier, Rosemary, et. al,

Black History: Africa, the Caribbean and the Americas,

Delmore 'Buddy' Day Learning Institute (Teachers Guide available)

QPAT SPECIAL ORDER CODE: "SADLIER"

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Tony Colaiacovo,

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Robin DiAngelo, White Fragility,

David Este, Christa Sato et Darcy McKenna, The Coloured Women's Club Of Montreal, 1902-1940: African-Canadian Women Confronting Anti-Black Racism, Canadian Social Work Review Volume 34, numéro 1, 2017, p. 5-163.

Dorothy W. Williams, "The Free Lance," in History of the Book in Canada, Carol Gerson, & Jacques Michon, eds., University of Toronto Press, Scholarly Publishing Division; 1st edition, 2007.

Dorothy W. Williams, Road to Now: A History of Blacks in Montreal, Montreal: Véhicule Press, 1997.

Dei, George J. Sefa. (1996). Anti-Racism Education: Theory and Practice. Halifax: Fernwood Publishing.

Dei, G. J. S. 2000. "Towards an Anti-Racism Discursive Framework." In Power, Knowledge and Anti-Racism Education: A Critical Reader, edited by G. J. S. Dei and A. Calliste, 23–40. Halifax, NS: Fernwood Press.

DiAngelo, R. (2018). White Fragility: Why It's So Hard for White People to Talk about Racism. Beacon Press.

* Sadlier, Rosemary, et. al, Black History: Africa, the Caribbean and the Americas, The Belmore “Buddy” Daye Learning Institute, 2018

**Sadlier, Rosemary, Mary Ann Shadd Cary: Publisher, Editor, Teacher, Lawyer, Suffragette, Umbrella Press

**Sadlier, Rosemary, Harriet Tubman: Freedom Seeker, Freedom Leader, Dundurn Press

Lewis, Stephen, (1992). Stephen Lewis Report on Race Relations in Ontario.

Thompson, A. 1997. “For: Anti-Racist Education.” Curriculum Inquiry 27 (1): 7–44.

Torczyner, J. L. 1997. Diversity, Mobility and Change: The Dynamics of Black Communities in Canada. Montreal: McGill Consortium for Ethnicity and Strategic Social Planning.

ONLINE

- Racial Bias test:

<https://implicit.harvard.edu/implicit/user/agg/blindspot/indexrk.htm>.

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<https://montrealgazette.com/news/local-news/montreals-black-pioneers-they-paved-the-way-for-others>

- Five charts that show what systemic racism looks like in Canada

<http://ctv.news/oStB4Pk>

The Atlantic “What Anti-racist Teachers Do Differently:

They view the success of Black students as central to the success of their own teaching.”

PIRETTE MCKAMEY

JUNE 17, 2020

Canadian Education Is Steeped in Anti-Black Racism | The Walrus

<https://thewalrus.ca/canadian-education-is-steeped-in-anti-black-racism/#.X4f4rbqhyFw.twitter> via @walrusmagazine

FILM

Black Soul https://www.nfb.ca/film/black_soul/ via @thenfb

- 13TH | FULL FEATURE | Netflix <https://youtu.be/krfcq5pF8u8> via @YouTube

Mr. Jean-Francois Roberge and Mr. Christopher Skeete,
For weeks now, my social media pages have been filled with protests for the Black Lives Matter movement. It was through social media that I learned about the huge number of Black people that were being subjected to racism on a daily basis. For the past few weeks, I have been signing petitions, donating money to local organisations that support the black community, and I have been sharing information through social media in hopes of spreading awareness about this crisis.

Recently, I have been questioning as a Black person, how come I did not know about the thousands of Black people being killed in the past few years? Why is my main source of information on this topic social media (not at all being the most reliable source)? How come as a black Canadian, I do not know any of the history of Black people in Canada? I am fully aware that parents play a key role in the education of their children, however, the school system cannot ignore its responsibilities in this matter.

During a discussion I was having with my parents, I realized that I learned little to nothing on Black History. I looked back into my history books from high school and realized that Black History was only mentioned a few times, which was only a few paragraphs long in total. In addition to that, my school, John Rennie High School, has an assembly during Black History Month. Although these initiatives are great, they do not suffice.

In my own research, I learned how black slaves were sold in New France. They were sold all over Canada as cheap labor to the government, merchants, priests, etc. This information, as stated in chapter 7 of the History and Citizenship Education document, “[helped me] understand social phenomena of the present in the light of the past”. Furthermore, the document states that History and Citizenship Education “allows students to grasp the impact of human actions on the course of history, and thus to become aware of their responsibilities as citizens”. It is important to explore the cultures that students are surrounded by in order for their personal growth and the growth of the community. The Black community has been part of Quebec for hundreds of years and it is time that that is more adequately represented in our history books.

Since the Black community has faced racism for hundreds of years, and still today, I believe it is imperative that the topic be included in the curriculum. I understand that it may be difficult to include so much in the curriculum, however, it is important to educate the youth. I also understand that the Religion and Ethics course is currently being revamped into a new Civics course. What better time than now to include a proper curriculum that includes Black history?

Furthermore, the racism that black people are subjected to today should also be taught during the Religion and Ethics course in order for students to be educated on the reality of racism in today’s world and on various tools they can use when they see any cases of discrimination.

You are currently the policy and law makers, and the youth of today as well as the whole world is watching what your next steps will be. You just recently announced that you have assembled a team to fight racism in Quebec. Youth like myself should be brought into this panel to give you honest feedback of what is actually happening in our schools and communities today. I am looking for an action plan of how change will be made in our curriculum. We, as students and teenagers, are the future of our world and it is the schools’ responsibility to teach us about right and wrong and how we can

make our world a better place. Consequently, we will find a community that is more informed, more educated, and more prepared to lead our community towards a better future.

Yours truly,

Keisha Ferdinand

2020 Graduate

John Rennie High School

Backed by:

Raquel Lobaton, DDO, Quebec. Teacher, John Rennie High School.

Source:

http://www.education.gouv.qc.ca/.../PFEQ_histoire...

PRACTICAL STEPS

Self-Awareness

(You can be a good person yet have unconscious bias)

- Are you able to identify how your identity helps you to obtain whatever resources you require?
- In your work with students, are you aware of your power and privilege and does this give you more advantage or do you silence others?
- Do you have one way to 'classify' certain students and does this guide how you grade, assess, perform classroom management techniques, etc?
- Are you using materials that continue and support white supremacy or do you have materials that reflect and support the diversity of Black, Indigenous and People of Colour? [Black in particular to address anti-Black racism]
- What does a 'good' school look like?
- What does a 'good' neighbourhood look like?

Acknowledge Racism; Accept there is Systemic Racism

(It is part of Quebec culture and is not just an “English” or an “American” thing)

- Do you work past your discomfort to learn more, to try more, to understand the historical dimensions of racism?
- Are you able to identify problems related to racism?
- Can you consider ways to address these issues on your own or with allies?

Follow a more inclusive history

- Can you identify ways in which the educational system might perpetuate inequity?
- Are you willing to help write the revised curriculum?
- Select teaching materials that reflect more diversity.

Create a safe space for conversations about race

- Raise the issue in age appropriate ways eg. who is missing from this book/film? How would you feel if you had this happen to you?
- Talk about slavery (eg. Harriet Tubman), talk about segregation (eg. Viola Desmond), talk about work and who works where...
- Challenge and question students if an inappropriate comment is made
- Do not rely on the only racialize student to answer for all racialize people
- Provide them with a feeling that there are things they can do to address inequity or that can address racism...eg. a letter writing campaign to encourage full support for the initiative to have August 1st as Emancipation Day commemorated across Canada

Address racism

- Are there policies at your school, or rules that have more of a negative impact on Black students?

- Do you only talk about Black History/Black issues/Black experience during February?
- Cultivate relationships with social justice organizations

Black Lives Matter Links

● Single most expansive link to date:

<https://blacklivesmatters.carrd.co/>

○ Includes a link: [reading list](#)

○ Petitions to sign: <https://saytheirnames.carrd.co/#petitions>

○ Videos, movies and documentaries to watch, and music and podcasts to listen to:

<https://docs.google.com/document/u/1/d/1MgDJYiN5bXfupsPIs3nM9Q7gJH3RJaClxs7h0Tpgt28/mobilebasic>

○ Educational YouTube links:

<https://blacklivesmatters.carrd.co/#educate>

○ Black Mental Health Resources:

- [Therapy Resources For People Of Color](#)
- [Black Mental Health Matters](#)
- [Black Youth Helpline](#)

○ A list of accounts providing captioning for [BLM resources](#)
Justice in June is a resource database, that even breaks down learning and education by how much time (roughly) each will take:



<https://docs.google.com/document/d/1H-Vxs6jEUByXyIMS2BjGH1kQ7mEuZnHpPSs1Bpaqmw0/edit>

● Contains articles, videos, documentaries, ways to act, donate pages, and more

The now-famous YouTube Link that you can have on in the background (don't skip the ads) that donates to Black Lives Matter:

● <https://www.youtube.com/watch?v=k1qXHvAJIbA>

Important reads about White Supremacy, the Alt Right, and online culture of hate:

● Kill All Normies Angela Nagle

● [The Making Of A YouTube Radical](#) , New York Times
Kimberle Crenshaw, “The Urgency of Intersectionality” Ted Talk

● Kimberle Crenshaw coined the term intersectionality, which is “ the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage”

- This is an incredibly crucial concept right now, especially in a time of learning about the struggles others go through, because we don't all experience oppression in the same ways, or to the same degree

- https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en