

Anti-Racism Resources & Links to Continue The Learning

Robin D'Angelo

Book – White Fragility

Video - <https://www.youtube.com/watch?v=45ey4jgoxeU&t=2096s>

Ibram X. Kendi

Books – How To Be An Antiracist; Antiracist Baby (Children's Book); Be An Antiracist: A Journal for Awareness, Reflection and Action

Video - <https://youtu.be/TzuOlyyQlug>

Layla F. Saad

Book - Me & White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor

Reni Eddo-Lodge

Book - Why I'm No Longer Talking to White People About Race

Guardian Article - <https://www.theguardian.com/world/2017/may/30/why-im-no-longer-talking-to-white-people-about-race>

Emmanuel Acho

Book - Uncomfortable Conversations with a Black Man

Videos - <https://uncomfortableconvos.com/watch>

Dr. Anastasia S. Kim

Book – It's Time to Talk & Listen: How to Have Constructive Conversations about Race, Class, Sexuality, Ability & Gender in a Polarized World.

Blog - <https://www.newharbinger.com/blog/are-constructive-conversations-about-culture-and-politics-possible>

Evangelia Kambites

Video - Christian context on “why Black history matters” - <https://youtu.be/XJqE-Jx-AP4>

John Ralston Saul

Book - The Comeback www.johnralstonsaul.com

The New York Times 1619 Project

Huge multimedia project on the history & lasting impact of slavery in America (including photos, articles and podcasts)

<https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html>

The Invisible Backpack (White Privilege)

Article - https://psychology.umbc.edu/files/2016/10/White-Privilege_McIntosh-1989.pdf

Forbes Magazine

Article – Allyship: The Key to Unlocking the Power of Diversity

<https://www.forbes.com/sites/shereatcheson/2018/11/30/allyship-the-key-to-unlocking-the-power-of-diversity/?sh=21ea8f5549c6>

Dan Hill

Article - 'My pain was your pain.' On wrestling with my racial inheritance at a moment of great reckoning (Globe and Mail, Feb 6/21)

<https://www.theglobeandmail.com/opinion/article-my-pain-was-your-pain-on-wrestling-with-my-racial-inheritance-at-a/>

Song/Video – “What About Black Lives?” <https://www.youtube.com/watch?v=nFIYAUGetTo>

Joshua Glover

A freedom seeker who escaped enslavement and jail in the United States and then lived and worked at Montgomery’s Inn in Etobicoke.

Read about his Story - <http://www.etobicokehistorical.com/joshua-glover.html>

Song/Video - “Freedom Heights (A Song for Joshua Glover)”

<https://www.youtube.com/watch?v=72osw7EJ2YY&t=0s>

Ruth B on Q - CBC Radio One

Song - Canadian singer-songwriter Ruth B performs her song “If I Have a Son” which she released last year after the murder of George Floyd.

[Ruth B on her new remix of If I Have a Son | q with Tom Power | Live Radio | CBC Listen](#)

Shop Black-Owned Businesses

Below are just a few examples of the resources available on-line about supporting businesses owned by BIPOC individuals in our city.....

Black Owned Toronto is an online platform dedicated to highlighting black owned businesses. This is a one stop shop for shopping/service needs and also a great way to buy locally and support the city’s economy. <https://blackownedto.com>

Here’s A List of 100 Black Businesses You Can Support Right Now, (blog TO, Summer 2020)
<https://www.blogto.com/city/2020/06/black-owned-businesses-toronto/>

A Different Booklist An African-Canadian owned bookstore showcasing the literature of the African and Caribbean diaspora, the global south & all the major publishers and independents.
www.adifferentbooklist.com

Support Black Charities

Below are just a few examples of the resources available on-line about donating to charities that are serving BIPOC individuals in our city.....

Black Organizations and Fundraisers You Can Support in Toronto, NOW Magazine, June 2, 2020 - Community groups, non-profits and GoFundMe's aimed at supporting Black residents of Toronto through advocacy, resources, funding, training and more
<https://nowtoronto.com/news/black-organizations-toronto-donate>

Black Community Organizations, Stepstones
<https://www.stepstonesforyouth.com/about/antiracism/black-community-organizations-to-support/>

Glossary of Anti-Racism Terminology

The definitions below are drawn primarily from two resources, and will be noted with their respective symbols:

^Robin DiAngelo. *White Fragility: Why It's so Hard for White People to Talk about Racism*. London: Allen Lane, an imprint of Penguin Books, 2019.

*Layla F. Saad. *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor*. Sourcebooks, 2020.

1. **Allyship** - a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people. It is not self-defined, but rather work and efforts must be recognized by those you are seeking to ally with. It is an opportunity to grow and learn about ourselves, whilst building confidence in others. (Forbes Magazine, <https://www.forbes.com/sites/shereatcheson/2018/11/30/allyship-the-key-to-unlocking-the-power-of-diversity/?sh=1eedc20549c6>)
2. **Anti-Blackness**: Defined by *Merriam-Webster* as being opposed to or hostile toward Black people. Anti-Blackness or anti-Black racism can be found all around the world.*
3. **Antiracist**: Defined by Ibram X. Kendi as "One who is supporting an antiracist policy through their actions or expressing an antiracist idea." Kendi regards antiracist as the opposite of racist.
4. **BIPOC**: Black, Indigenous, and People of Color
5. **Black Lives Matter Movement**: A grassroots movement that arose out of the acquittal of George Zimmerman after he killed Trayvon Martin in 2012, led by Alicia Garza, Patrisse Cullors, and Opal Tometi. Today, the [Black Lives Matter Foundation, Inc.](#) is a global organization that's active in the U.S., U.K., and Canada, although it has supporters all over the world. The movement is decentralized, non-hierarchical, and led by a network of activists in its 16 chapters in the US and Canada. The BLM guiding principles are to eradicate white supremacy and intervene in violence inflicted on Black communities through advocacy, fundraising and education. The organization aims to combat and counteract violence, amplify Black innovation, and center Black joy. The movement advocates against police violence and for policy change.

6. **Discrimination:** Action based on prejudice. These actions include ignoring, exclusion, threats, ridicule, slander, and violence.^
7. **Microaggression:** Defined by psychologist Derald W. Sue, “The everyday slights, indignities, put downs and insults that people of color, women, LGBT populations or those who are marginalized experiences in their day-to-day interactions with people.” Ex: A non-white student is complimented for speaking “perfect English” when it is actually their first language.
8. **Optical Allyship:** The visual illusion of allyship without the actual work of allyship. Also known as *performative allyship* or *ally theatre*.*
9. **Prejudice:** Pre-judgement about another person based on the social groups to which that person belongs. Consists of thoughts, feelings, stereotypes, attitudes, and generalizations that based on little or no experience and then are projected onto everyone from that group.^
10. **Race:** An evolving social idea that was created to legitimize racial inequality and protect white advantage. Draws on origins from “race science” in which the question was asked “Why are blacks (and others) inferior?” Racial inferiority was created to *justify* unequal treatment.^
11. **Racism:** Defined by Ibram X. Kendi as “a marriage of racist policies and racist ideas that produces and normalizes racial inequities.” Other antiracist activists note the underlying supports of racism, first offered by Patricia Bidol, as prejudice + social power.
12. **Tokenism:** Defined by Oxford Dictionaries as “the practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial equality within a workforce.”*
13. **Tone Policing:** A tactic used by those who have white privilege to silence those who do not by focusing on the tone of what is being said rather than the actual content. Tone policing does not only have to be spoken out loud publicly. People with white privilege often tone police BIPOC in their thoughts or behind closed doors.*
14. **White Apathy:** A feeling of apathy, indifference, unconcern, detachment, dispassion, and disregard about racism by people with white privilege.*
15. **White Centering:** The centering of whiteness and white people, white values, white norms, and white feelings over everything and everyone else. The belief, whether conscious or not, that whiteness is “normal” and BIPOC are “other.”*
16. **White Exceptionalism:** The belief that people with white privilege are exempt from white supremacy. The belief of being “one of the good ones.”*
17. **White Fragility:** A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.^
18. **White Gaze:** The white supremacist lens through which people with white privilege see BIPOC. The white gaze also describes how BIPOC are defined, limited, stereotyped, and judged in the white imagination, usually to the detriment of BIPOC.*
19. **White Privilege:** A sociological concept referring to advantages that are taken for granted by whites and that cannot be similarly enjoyed by people of color in the same context (government, community, workplace, schools, etc.)^ A phrase coined by Peggy McIntosh in her 1988 paper “White Privilege and Male Privilege: A Personal Account of Coming to See

Correspondences Through Work in Women's Studies" and defined as follows: "I have come to see white privilege as an invisible package of unearned assets that I can count on cashing in each day, but about which I was 'meant' to remain oblivious. White privilege is like an invisible weightless knapsack of special provisions, assurances, tools, maps, guides, codebooks, passports, visas, clothes, compass, emergency gear, and blank checks."*

20. **White Saviorism:** A colonialist idea that assumes that BIPOC need white people to save them, that without white intervention, instruction, and guidance, BIPOC will be left helpless, and that without whiteness, BIPOC, who are seen and treated as inferior to people with white privilege, will not survive.*
21. **White Silence:** Occurs when people with white privilege stay complicity silent when it comes to issues of race.
22. **White Supremacy:** A descriptive and useful term to capture the all-encompassing centrality and assumed superiority of people defined and perceived as white and the practices based on this assumption. Does not refer to individual white people per se, but to an overarching political, economic, and social system of domination. Promotes the idea of whiteness as the ideal for humanity well beyond the West. Especially relevant in countries that have a history of colonialism. Eventuates in system of structural power privileges, centralizes, and elevates white people as a group.^