

Ongoing Commitment to Anti-Racism and Anti-Oppression

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Overview

The structural nature of racism and other intersecting systems of oppression pervade every aspect of immigrants' settlement and long-term outcomes in Canada, including employment, housing, education, and health.^{i, ii, iii, iv, v, vi, vii, viii, ix} The long-standing need for communities to establish an ongoing commitment to anti-racism and anti-oppression has garnered increasing attention as public manifestations of White supremacy perpetually devastate communities of all sizes, and members of racialized groups continue to experience discrimination in their daily lives.^{x, xi, xii, xiii}

Communities can take steps to mitigate the structural and individual level impact of racism and other systems of oppression by developing and committing to local anti-racism and anti-oppression strategies.^{xiv, xv} Because social groups and individuals experience harm in different ways, it is crucial to take an intersectional approach that considers how aspects of immigrants' identities – such as immigration class, gender, sexuality, , religion, age, and disability – intersect with racialization.^{xvi, xvii, xviii, xix} Any steps taken to identify and address underlying and systemic racism and other interlocking systems of oppression in the local context should also take a community-driven approach (i.e., the communities directly impacted are involved in all stages). Such an approach prioritizes the needs of the community before the needs of institutions, and should ensure transparency, including monitoring and publicly reporting measurable outcomes.^{xx, xxi} As stated in descriptions of other characteristics of a welcoming community, immigration will continue to help Canada's ethnic, racial, cultural, and religious diversity flourish, and an ongoing commitment to anti-racism and anti-oppression is fundamental to maintaining a strong and united social fabric, which is indispensable to any welcoming community.

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- ^{iv} Nkrumah, A. (2022). Covert racism: The case of Ghanaian immigrant entrepreneurs in three Canadian Prairie Provinces. *Canadian Journal of African Studies, 56*(2), 363–381.
- ^v Mahabir, D. F., O'Campo, P., Lofters, A., Shankardass, K., Salmon, C., & Muntaner, C. (2021). Experiences of everyday racism in Toronto's health care system: A concept mapping study. *International Journal for Equity in Health, 20*(1), 74–74.
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- ^{xi} Vaswani, M., Sutter, A., Lapshina, N., & Esses, V. M. (2023). Discrimination experienced by immigrants, racialized individuals and Indigenous peoples in small- and mid-sized communities in Southwestern Ontario. *Canadian Review of Sociology, 60*, 92–113.
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- ^{xiii} Nangia, P. (2013). *Discrimination experienced by landed immigrants in Canada*. Ryerson Centre for Immigration and Settlement (RCIS). https://rshare.library.ryerson.ca/articles/journal_contribution/Discrimination_experienced_by_landed_immigrants_in_Canada/14639880
- ^{xiv} Ben, J., Kelly, D., & Paradies, Y. (2020). Contemporary anti-racism: A review of effective practice. In J. Solomos (Ed.), *Routledge international handbook of contemporary racisms* (pp. 205–215). Abingdon, Oxon: Routledge.
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ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Public Commitment to Anti-Racism and Anti-Oppression				
The Belonging Pledge	No Hate in the Hammer <i>Non-profit coalition</i>	Program Information	Overview and Goals: <i>The Belonging Pledge</i> is a commitment to creating a safe, inclusive, and welcoming community in Hamilton, Ontario. - It is a collective, community-wide response to prevent and eliminate all forms of hate, racism, discrimination, and oppression. - The overarching goal is to foster a more inclusive Hamilton and take a stand against hate in all its forms. Key Features: - The initiative has two separate versions of the pledge, one for individuals and another for organizations, recognizing that everyone has a role to play in fostering a sense of belonging. Both are a public commitment to creating a hate-free community. - Signatories are encouraged to hold themselves accountable for their actions. While the pledge is not a “trap” or a tool for shaming, the initiative provides a framework for “calling in” rather than “calling out” and may send gentle, private prompts to signatories to reflect on their efforts. - The pledge outlines a series of nine concrete actions for individuals and organizations to commit to: - Acting against discrimination and intolerance - Understanding their role in reconciliation with First Nation, Métis, and Inuit Peoples - Collaborating with others through a collective effort to foster belonging - Speaking out against all forms of discrimination - Continuously educating themselves and others/facilitating learning for their team about the rise of hate and their responsibilities - Pressing/working with community leaders to take effective action - Pressing for the review of/consistently reviewing policies, by-laws, practices, and procedures using an anti-oppression framework - Maintaining engagement in this movement - Promoting a welcoming community in all interactions - The pledge is linked to other resources provided by the No Hate in the Hammer campaign, such as the Anti-Hate Toolkit and a report on Hamilton’s Community Response to Hate. - The website provides tools for signatories to publicly share their commitment, including printable posters and images for social media, encouraging a broader community movement.	Employers; Municipalities; Receiving community Hamilton, Ontario, Canada Mid-sized community
Inclusion Charter for York Region	Municipal Diversity and Inclusion Group (MDIG), York Region <i>Municipal Government</i>	Program Information Charter	Overview and Goals: - The <i>Inclusion Charter for York Region</i> affirms the Regional Municipality of York’s commitment to welcoming and embracing inclusive communities both within their organization and the wider community. - The Charter was developed by York Region’s Municipal Diversity and Inclusion Group (MDIG), a collaborative community group that brings together municipalities, police services, hospitals, school boards, conservation authorities, community agencies, and others with a shared commitment to creating an inclusive community. Key Features: - Thousands of community members contributed to the development and championing of the Charter through three rounds of community consultations with individuals, groups, councils, boards, and organizations. - The Charter was designed to be customized by each community partner who endorses it. - The Charter achieved international recognition by the United Nations Institute for Training and Research as a leading practice that communities, globally, can use to become more inclusive. - An annual progress report, which is publicly available on the program information website, tracks the progress of the Charter, highlighting endorsements and actions implemented by the MDIG. - Initiatives resulting from the Charter include a Diversity Calendar, the #EndHateYR anti-hate campaign, and an Inclusive Language Guide.	Municipalities; Community organizations; Receiving community York Region, Ontario, Canada Small and mid-sized communities

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Coalition of Municipalities Against Racism and Discrimination (CCMaRd) Booklet	Canadian Commission for UNESCO (CCU) <i>Non-profit</i>	Program Information Program Video Booklet	Overview and Goals: - The <i>Coalition of Municipalities Against Racism and Discrimination Booklet</i> serves as a guide for Canadian municipalities to join an international coalition, promoted by UNESCO, to recognize the role of local governments and take action to foster equality and respect for all citizens to create inclusive communities. - This collective initiative benefits municipalities in three ways: - It documents efforts to address racism and discrimination and build a more inclusive community and helps to advance these efforts - It allows for the exchange of practices and expertise with (inter)national communities - It builds cooperation and shared responsibility with other institutions, groups, and individuals to take action (which also includes the development of tools to monitor progress) Key Features: - The booklet has several sections and explains: - The importance of establishing a coalition - How municipalities, organizations, and individuals can participate - A list of ten common commitments and sample actions that municipalities can take to support these commitments in practice - A sample declaration to join the Canadian Coalition of Municipalities Against Racism and Discrimination that municipalities are invited to sign - An international and domestic (i.e., national and provincial/territorial) human rights framework that identifies Canada's human rights obligations	Municipalities; Receiving community Canada Communities of all sizes
Integrating Cities Charter	Eurocities <i>Non-profit</i>	Program Information Charter	Overview and Goals: - The <i>Integrating Cities Charter</i> is a commitment from Eurocities, a network of major (largely) European cities, focused on fostering the integration of migrants and advocating for inclusive migration policies within their increasingly diverse urban environments. - Initially developed in 2010 and updated in 2024, its primary goals are to guarantee equal opportunities for all residents, ensure equitable access to services without discrimination across all policy areas, and actively involve migrant communities in the policy-making process. Key Features: - The Charter outlines specific commitments for various relevant parties: - Policymakers: They commit to openly declaring their dedication to equal opportunities, ensuring non-discriminatory access to policies, and facilitating the direct involvement of migrant communities in creating policies. - Service providers: They commit to supporting equal access to services for migrants, with a particular focus on areas like language learning, housing, employment, health, social care, and education. They also pledge to ensure that migrants' needs are properly understood and met. - Employers: They commit to ensuring their workforce reflects the diversity of the city, providing fair and equal treatment to all staff, and ensuring that their employees understand and respect diversity and equality issues. - Buyers of goods and services: They commit to applying principles of equality and diversity in their procurement and tendering processes, fostering a diverse range of suppliers, and promoting these same principles among their contractors. - The Charter has been signed by 52 cities, primarily in Europe, and Toronto became the first non-European signatory. - Eurocities also provides stakeholders with resources, including free access to the UNITES online course, videos, toolkits, and reports to help put their commitments into practice.	Employers; Municipalities; Policymakers; Receiving community; Service providers Europe Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Anti-Racism Charter in Recreation	Recreation Nova Scotia Provincial Government	Program Information Charter Program Video	Overview and Goals: - The <i>Anti-Racism Charter in Recreation</i> is a resource and commitment designed to acknowledge and address the harm and exclusion caused by racism within Nova Scotia's recreation sector. - Created as a collaborative effort with a whole-sector approach, the Charter aims to provide unifying guidelines for organizations to combat systemic racism. - The ultimate goal is to make recreation welcoming and inclusive for all Nova Scotians by fostering a more equitable and representative sector. Key Features: - Organizations can become "signatories" by formally committing to the principles and actions outlined in the Charter. This involves pledging to actively work toward dismantling racism within their organization and communities. - The Charter is not just a symbolic document; it is a practical tool with a supporting action plan. It provides tangible tools (e.g., templates, guidelines) and a framework for organizations to create their own tailored plans for implementing anti-racism initiatives. - The Charter is structured around four key areas of focus: - Acknowledge and address racism - Provide ongoing training and educational opportunities - Build racially representative communities - Design equitable and inclusive opportunities - Recreation Nova Scotia offers resources and training to support signatories, including a training module to help individuals and organizations recognize, address, and mitigate racism in recreational environments. They also provide ongoing check-ins and consultation services to assist organizations with their initiatives. - The Charter was developed through a collaborative process involving recreation professionals, community leaders, and individuals with diverse lived experiences, including a Youth Advisory Council. The initiative emphasizes the importance of collaboration and ensuring those with lived experience have opportunities to communicate and impact change.	Employers; Sports and recreation organizations; Provincial governments; Receiving community Nova Scotia, Canada Small and mid-sized communities
Anti-Racism Commitment	Waterloo Region Immigration Partnership Local Immigration Partnership	Program Information	Overview and Goals: - The Anti-Racism Commitment serves as a declaration of strong support for Black, Indigenous, and all racialized individuals in the Waterloo Region. It openly recognizes the adverse effects that racism and racial discrimination have on the lives of immigrants. - The main objective of this commitment is to proactively eradicate both deep-rooted systemic and individual forms of racism by committing to executing a specific action plan. Key Features: - The commitment identifies six key areas to be addressed through an action plan: - Scrutinizing the organization's governing structures and membership with a focus on anti-racism principles - Actively listening to and incorporating the experiences and perspectives of racialized community members - Establishing clear boundaries and guidelines, including accountability mechanisms, for all activities undertaken as part of their anti-racism efforts - Supporting its partners in confronting and addressing racism within their respective areas - Using their power and platform to advocate for significant, systemic changes that aim to dismantle racist frameworks - Collaborating with other entities to develop and implement a comprehensive anti-racism strategy for the entire region - The work is guided by key principles ensuring it is driven by the community, adapts to needs, fosters teamwork, and aims for tangible results.	Employers; Local Immigration Partnerships; Service providers Waterloo Region, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Hamilton's Community Response to Hate	No Hate in the Hammer <i>Non-profit Coalition</i>	Program Information	Overview and Goals: • <i>Hamilton's Community Response to Hate</i> is a comprehensive resource and blueprint for creating a collaborative, coordinated, and holistic path forward against all forms of hate in Hamilton. • The initiative was formed by a coalition of individuals and organizations in response to public expressions of hate and violence in the city. • Its purpose is to make Hamilton an inclusive city where everyone is free from all forms of hate through education, collaboration, knowledge sharing, and advocacy. Key Features: • The initiative uses a broad and inclusive definition of "hate" that goes beyond overt acts of violence. It encompasses a continuum from individual micro-aggressions to policies and practices within institutions and government that perpetuate divisions and discrimination. • The initiative considers decolonization to be the starting point for addressing hate, recognizing that Canadian systems and practices are rooted in a settler-colonial system. This work is a collective responsibility, and its blueprint is set out in the Calls to Action from the Truth and Reconciliation Commission and the Calls to Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls. • The document outlines several critical frameworks and practices for combating hate, including anti-racist and anti-oppressive practices, "calling in" versus "calling out," bridge building, and moving from allyship to "co-conspiratorship." • The accompanying <i>Anti-Hate Toolkit</i> consists of concrete action steps for all levels of government, emergency services, the education sector, non-governmental organizations, employers, faith institutions, and individuals. The initiative seeks to hold everyone accountable for their respective commitments. • The coalition values a restorative practice approach to constructively address both the harmed and the harmer. This aims to build relationships and connection rather than punishment and shame. • The resource is a "living document" that will be amended to reflect shared learnings.	Municipalities; Receiving community Hamilton, Ontario, Canada Mid-sized community
Anti-Racism Strategy and Plan	City of Edmonton <i>Municipal Government</i>	Program Information Strategy	Overview and Goals: • The City of Edmonton's <i>Anti-Racism Strategy</i> is a comprehensive initiative designed to bring the community together to tackle racism, boost equity, alleviate poverty, and advance progress toward Truth and Reconciliation. • It acknowledges that addressing racism is a complex task and therefore uses a multi-faceted approach to pinpoint and dismantle racism embedded within various systems, institutions, policies, and prevailing attitudes. Key Features: • An Independent Anti-racism Advisory Panel, made up of 14 diverse community representatives, was appointed by the City Manager to help create an autonomous body focused on anti-racism. • The City Council has committed financial resources to establish a High Level Office for Reconciliation and Anti-racism in 2024, demonstrating a significant institutional commitment. • An <i>Anti-Black Racism Action Plan</i> has been collaboratively developed with Edmonton's communities to address specific issues affecting Black residents. • The City has teamed up with the University of Alberta to offer a free course exploring the history, present, and anti-racist future of Black Canadians. • The strategy includes specific plans (TRC Municipal Response Plan and MMIWG2S+ Action Plan) to respond to the Calls to Action from the Truth and Reconciliation Commission and the Calls for Justice from the Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ People inquiry, with guidance from Indigenous elders and knowledge keepers. • The strategy also provides funding to strengthen the capacity and address the needs of local organizations led by Black, Indigenous, and people of colour (BIPOC) communities.	Municipalities; Receiving community Edmonton, Alberta Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
City of Ottawa Anti-Racism Strategy	City of Ottawa <i>Municipal Government</i>	Program Information Program Video Strategy	Overview and Goals: - The <i>City of Ottawa Anti-Racism Strategy</i> is a five-year initiative with the primary aim of proactively identifying and dismantling systemic barriers within the City of Ottawa's policies, programs, and services. - Its central goal is to achieve racial equity, ensuring that all City offerings are responsive to the varied needs of Ottawa's diverse residents. The strategy also seeks to create an equitable and inclusive work environment within the city itself. Key Features: - The strategy outlines a detailed action plan comprising seven key areas of focus, supported by 28 specific recommendations and 132 actionable steps. - It prioritizes efforts in several critical sectors, including governance, housing, economic development, children and youth development, achieving racial equity in the workplace, and institutional practices. - The strategy will be carried out in two distinct phases: - Phase 1 (2023-2025): This initial phase concentrates on building awareness of the challenges that Indigenous, Black, and other racialized staff and communities experience, alongside the crucial task of collecting race-related data. Action items related to the seven priority areas identified above will also be implemented during this phase. - Phase 2 (2025-2028): This subsequent phase will integrate feedback, data, and lessons learned from Phase 1, continuing the implementation of the strategy's outlined actions. - The City's Anti-Racism Advisory Table is tasked with providing ongoing insights and guidance to ensure the effective implementation of the strategy's actions.	Employers; Municipalities; Receiving community Ottawa, Ontario Large community
Anti-Racism and Anti-Oppression Framework	City of London <i>Municipal Government</i>	Program Information	Overview and Goals: - The City of London's <i>Anti-Racism and Anti-Oppression Framework</i>, along with its Equity Tool, is a strategic initiative designed to address and eliminate systemic racism and oppression within the City Corporation and the broader community. - The purpose of this framework is to support the City by embedding the principles of equity and inclusion into its policies, procedures, programs, services, and budget decisions, from their initial design through to their implementation. - The goal is to move the organization away from the status quo toward a "Race Equity Culture," which involves proactive counteraction of social inequities. - The framework is a result of the City's acknowledgment that systemic racism and oppression exist and that action is needed to dismantle them. Key Features: - The framework is guided by principles that shape the City's approach to equity work. These include a commitment to Truth and Reconciliation, using an intersectional approach to recognize the multiple aspects of a person's identity, a trauma- and violence-informed approach, and a focus on curiosity, humility, and grace. - A core component of the framework is the Equity Tool, which is a series of questions that prompt staff to proactively examine the potential unintentional consequences of their decisions on "equity-deserving groups." It's designed to help identify and remove barriers to inclusion. The tool can be used for various proposals, including policies, programs, projects, and budget decisions. - The initiative emphasizes accountability by committing to creating metrics for its equity work and requiring the thoughtful evaluation of its impacts. The results from the Equity Tool are to be submitted to leadership and can be included in reports to City Council to demonstrate alignment between commitments and actions.	Employers; Municipalities; Receiving community London, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Strategic Plan 2023–2027	City of Calgary <i>Municipal Government</i>	Program Information Program Video Strategy	Overview and Goals: • <i>Dismantling Systemic Racism, Transforming Lives</i> serves as a guiding document to help Calgary become a racially just city, ultimately aspiring for the City to progress to the highest level of anti-racism maturity. • The strategy concentrates its efforts on creating systemic changes that impact Calgarians, City employees, and public safety. • The City publicly committed in June 2020 to becoming an anti-racist organization and the strategy was developed in direct response to ongoing concerns about systemic racism, racial inequality, discrimination, and oppression affecting Indigenous, Black, and various racialized communities, including City employees. • The plan's core goals are to proactively combat racial inequities and injustice, ensuring Calgary is a welcoming place for all, where everyone, including Indigenous, Black, and diverse racialized people, can thrive. Key Features: • The strategy was developed using a human-centred design approach. This involved actively listening to and incorporating the lived experiences of Indigenous, Black, and diverse racialized Calgarians, including City employees, to collaboratively create solutions for systemic anti-racism change. • The plan outlines five specific areas of focus, each with nine strategic actions, designed to address systemic racism. These five areas emerged from various community, organizational, and public safety anti-racism strategies and include: 1. Training and education 2. Disaggregated race-based data 3. Diversity within positions of leadership 4. Racially equitable programs, services, policies, and systems 5. Anti-racist safe spaces and processes • The plan's creation (and subsequent implementation) was guided by six key principles including: 1. Advancing and advocating for racial equity and racial justice 2. Centring lived and living experiences 3. Amplifying transformative engagement 4. Applying intersectionality 5. Adopting an anti-colonial lens 6. Monitoring and evaluation for accountability • The City also draws on a maturity model framework that outlines different stages an organization progresses through on its journey to becoming racially just. The City aims to advance from its current Level 2 to Level 5 by continuously implementing anti-racism recommendations. • The Strategy is available to download in the following languages: Arabic, Blackfoot, Chinese (Simplified and Traditional), Cree, Farsi, French-CA, Oromo, Pashto, Punjabi, Tigrinya, and Vietnamese.	Employers; Municipalities; Receiving community Calgary, Alberta, Canada Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Accélérer le changement pour une Ville exempte de racisme et de discriminations	City of Montréal <i>Municipal Government</i>	Program Information Report	Overview and Goals: - The City of Montréal's 2023-2025 commitments are a set of 17 initiatives designed to accelerate the transformation of its municipal operations, with a significant focus on combating systemic racism and discrimination. - The overarching goal is to ensure the City's administration reflects its diverse population and that every individual living in Montréal feels safe and has the opportunity to thrive. - The City emphasizes a "zero tolerance" approach to racism and discrimination, starting within its own workplace. Key Features: - These commitments are structured around five key pillars, drawing inspiration from 38 recommendations provided by the Office de consultation publique de Montréal (OCPM): - An administration free from racism and systemic discrimination: Aims to make the City of Montréal an exemplary employer by focusing on prevention and supporting staff, including regulatory changes to the "Politique du respect de la personne" (Policy on Respect for Individuals), the creation of a support centre for staff complaints (Centrale d'accompagnement du personnel en matière de plainte [CAPP]), and plans for a sensitivity campaign for all City employees. - Urban security without profiling: Commits to systemic changes to combat profiling, particularly by diversifying the Montréal police service (SPVM), revising recruitment and integration practices for new police officers, and developing an action plan against discrimination and racism within the SPVM. - Cultural equity: Focuses on integrating issues of racism and systemic discrimination into the consultations and development of the City's 2024-2030 Cultural Policy, ensuring these topics are addressed across all cultural initiatives. - Economic and territorial equity: Aims to reduce inequities in different city areas that disproportionately affect vulnerable, racialized, or Indigenous populations; will use the "Indice d'équité des milieux de vie" (Living Environment Equity Index) to guide investments and projects; and seeks to ensure a fairer distribution of municipal investments and link greening initiatives to anti-racism efforts for greater environmental justice. - Inclusive citizen participation: Committed to increasing the involvement of racialized and Indigenous people in city affairs and includes a participatory budget that reflects Montreal's diversity and support for major events celebrating Afro-Montréalers and Indigenous populations. - The City of Montréal also plans to provide annual reports on its progress in combating racism and systemic discrimination, fulfilling a recommendation from the OCPM.	Employers; Municipalities; Receiving community Montréal, Québec, Canada Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
First Steps: A Community Driven Report on Making Mississauga More Equitable for Black Communities	City of Mississauga <i>Municipal Government</i>	Program Information Report	Overview and Goals: • <i>First Steps: A Community-Driven Report on Making Mississauga More Equitable for Black Communities</i> was presented to the City of Mississauga Council in April 2022. It serves as a comprehensive document that emerged from extensive consultations with Black community members, experts, and City staff. • The report's fundamental purpose is to acknowledge historical injustices and systemic barriers faced by Black communities in Mississauga and to lay down the initial foundations for moving the City towards greater cultural cohesion and equity. • Its overarching goal is to guide the City of Mississauga and its partners in developing creative and innovative solutions to address systemic anti-Black racism, ensuring equity and inclusion are central to all city operations. • The report emphasizes that these are just the "First Steps" in an ongoing commitment to build a more equitable city where Black communities feel included, supported, and empowered. Key Features: • The report is the direct result of a year-long community engagement process, which included six public consultations and four co-design sessions. These sessions involved approximately 900 participants from the public, City staff, and subject matter experts. Six key themes that arose from the sessions include: 1. The need to address the connectivity gap that poses barriers for Black communities to access the city and its resources 2. The need for integration and inclusion into the City's political and social infrastructure 3. The need to develop a framework from which Black communities and Peel Regional Police can work collaboratively from 4. The need for the City to provide culturally specific programs, services, and events for Black communities 5. The need for targeted messaging to ensure that Black women are invited to participate in City programs targeted to women 6. The need for targeted support of local Black businesses 7. The report compiles over 60 recommendations aimed at addressing these themes and empowering Black community members. • One of the key recommendations is for the current Mayor's Black Caucus to transition into a new, independent non-profit organization, referred to as "The Black Caucus Alliance." This new entity would be responsible for overseeing the implementation of the report's recommendations, serving as a unified force for Black communities in Mississauga, and bridging the gap between Black communities and the City's activities and policies. It is also suggested that the Black Caucus Alliance establish various subcommittees (e.g., governance, economic inclusion, policing) to correspond with key activity areas. • The report highlights the City's commitment to taking action on these recommendations, ensuring it is not merely a document to be "put on the back burner." It also recommends semi-annual reporting back to Council by the Black Caucus Alliance on its progress and reciprocal reporting by the City on its own progress, including key performance indicators. • The report also proposes "Operation Black Box," a community data acquisition campaign to help the City identify and connect with Black residents and businesses in Mississauga, creating a knowledge hub for resources and information.	Municipalities; Receiving community Mississauga, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Dismantling Racism and Hate Act	Nova Scotia Government <i>Provincial Government</i>	Program Information Program Video Act	Overview and Goals: - The <i>Dismantling Racism and Hate Act</i> is designed to actively confront and eliminate systemic forms of hate, inequity, and racism throughout the province of Nova Scotia. - It is founded on the recognition that policies and practices, even those seemingly neutral, often lead to unfair disadvantages for marginalized and racialized individuals and communities. - The government's objectives under this Act are to increase public awareness about equity and anti-racism, create an environment that promotes these values, and support initiatives that align with the Act's core principles and focus areas. Key Features: - The Act was developed by a committee made up of members from all political parties and involved extensive engagement with the people of Nova Scotia. - This particular legislation is groundbreaking as it is the first of its kind in Canada to address systemic inequalities and racism throughout the government. - The Act requires the government to create a comprehensive strategy, specifically aimed at addressing systemic hate, inequity, and racism, and it also mandates the creation of a community network to foster engagement and collaboration with marginalized communities. - It calls for the development of specific standards for collecting and using data, which will be crucial for identifying, monitoring, and effectively addressing systemic hate, inequity, and racism. - This legislation requires public bodies, including municipalities, villages, colleges, and universities, to develop their own plans to tackle systemic hate, inequity, and racism within their respective operations.	Provincial governments; Receiving community Nova Scotia, Canada Small and mid-sized communities
Equity and Anti-Racism Strategy	Nova Scotia Government <i>Provincial Government</i>	Program Information Strategy	Overview and Goals: - Nova Scotia's <i>Equity and Anti-Racism Strategy</i> is a comprehensive plan designed to implement a province-wide approach to tackle systemic hate, inequity, and racism. - Its main objective is to cultivate a more equitable and inclusive Nova Scotia by identifying and removing existing systemic barriers within public sector policies and programs. Key Features: - This strategy is the first of its kind in Canada. - Over 1,200 individuals and 70 community groups in Nova Scotia contributed their insights to define the specific forms of racism and discrimination the strategy would target, including xenophobia. - Current and planned actions and initiatives designed for newcomers include: - Strategies to attract and support the expanding francophone-newcomer community - Allocating funds to support various settlement services and programs for newcomers, including employment services - Increased funding for the Newcomer Health Clinic in Halifax - Government departments making their materials available in more languages - The strategy also aims to develop an equity and race-based data standard for use across government. - It includes specific actions to review and enhance how hate-motivated crimes are handled. - Another focus of the strategy seeks to improve on relationships and engagement between the government and underrepresented communities. - It also commits to financial investments to help municipalities and villages develop their own equity and anti-racism plans, with an aim to extend this support to other public sector bodies. Up to \$250,000 per year is also available to support anti-racism and equity work undertaken by community organizations.	Provincial governments; Receiving community Nova Scotia, Canada Small and mid-sized communities

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Taking Action on Racism: Building Momentum	Alberta Government	Program Information	Overview and Goals: • <i>Taking Action on Racism</i> is the second annual implementation report of <i>Alberta's Anti-Racism Action Plan</i> (a comprehensive strategic guide for the government to combat discrimination and address systemic racism throughout the province). • It highlights the progress achieved over the past year across the five areas identified in the original anti-racism action plan. Key Features: • The report evaluates key actions organized across the five areas: 1. Public education/cultural awareness: Key actions include establishing grant programs to combat racism and foster cultural awareness, launching awards to recognize the achievements of newcomers, and creating public education campaigns that highlight the impact of racism, including Indigenous-specific content. The government also formally condemns racism and hate and actively engages Albertans on diversity issues. 2. Government as a catalyst for system improvements: Key actions include providing training and skill development to help racialized and Indigenous people find long-term employment, offering anti-racism resources in multiple languages, supporting Indigenous post-secondary education, and enabling mentorship for internationally trained professionals. It also covers efforts to create a barrier-free workplace within the government, update K-12 curriculum with anti-racism concepts, implement mandatory unconscious bias training for hiring staff, and ensure schools are welcoming environments. 3. Empowering communities: Key actions involve creating safe spaces for diverse groups to discuss racism and inclusion, collaborating with Indigenous and racialized groups on provincial grant processes, revising grant policies to support cultural organizations, and working with Indigenous and Métis communities to address racism in the healthcare system. It also includes incorporating anti-racism into key events like the <i>Premier's Summit on Fairness for Newcomers</i> and gathering feedback from Indigenous groups on healthcare complaint processes. 4. Responding to hate incidents and crimes: Key actions include establishing a Provincial Hate Crime Coordination Unit, ensuring law enforcement receives inclusion and diversity training, recruiting Hate Crimes Community Liaisons to improve government response, providing grants to organizations at risk of hate crimes for security upgrades, and collaborating with the federal government to improve hate crime legislation. 5. Data and measurement: Key actions include implementing a data ethics and privacy framework to enable the collection and analysis of disaggregated race-based data, assessing this data to identify disparities in areas like employment, health, and the justice system, regularly reporting progress on anti-racism efforts to Albertans, and commissioning expert reports to establish frameworks for collecting and using race-based data.	Provincial governments; Receiving community Alberta, Canada Communities of all sizes
	Provincial Government	Report		

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Changing Systems, Transforming Lives: Canada's Anti-Racism Strategy 2024-2028	Department of Canadian Heritage, Government of Canada <i>Federal Government</i>	Program Information Strategy	Overview and Goals: • <i>Changing Systems, Transforming Lives</i>, which builds on an earlier version, is designed to tackle systemic racism and foster greater equity and inclusion across various parts of Canadian society. • The central goals of the strategy are to promote empowerment across economic, social, and cultural spheres; advance racial equity within critical systems like immigration, health, and housing; and drive reform within justice, law enforcement, and public safety. • It also seeks to leverage international partnerships to inform domestic progress on racial equity and inclusion and to champion anti-racism, equity, and inclusion within the Federal Public Service itself. Key Features: • The strategy takes a community-driven and intersectional approach that is decolonizing in intent. • Consultations were conducted across the country, including 15 town halls; 2 national summits on antisemitism and Islamophobia; 1 national youth forum on anti-Black racism; 21 roundtables; and an online questionnaire on racism and discrimination, open to everyone in Canada. • It specifically addresses anti-Indigenous racism, anti-Black racism, and challenges faced by racialized and religious minority communities. • The strategy uses various government mechanisms to make existing systems more equitable and inclusive for all. • A built-in evaluation approach is part of the strategy to regularly assess its effectiveness and impact. • The Federal Anti-Racism Secretariat is a central component, responsible for coordinating federal efforts, and working with different government departments and agencies to address systemic racism and discrimination.	Employers; National governments; Receiving community Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Action Plan to Combat Anti-Muslim Racism 2025–2030	Ministry of Culture and Equality, Government of Norway	Program Information	Overview and Goals: - The Norwegian government introduced the <i>Action Plan to Combat Anti-Muslim Racism 2025–2030</i>, featuring 30 measures aimed at combating racism and discrimination specifically targeting Muslims, both within Norway and in its international engagement. - This plan is an integral part of a larger governmental initiative to intensify efforts against racism, harassment, and discrimination based on ethnicity and religion. The core goal is to significantly reduce racism and discrimination against Muslims, fostering a society where individuals, regardless of their ethnic or religious background, feel included and are not apprehensive about expressing their identity or beliefs. Key Features: - This initiative was prompted by concerning data, including a 2024 survey indicating prevalent hostile attitudes and prejudices towards Muslims and Islam in Norway and over half of Norwegian Muslims reporting recent experiences of discrimination. - The Action Plan is structured around three main focus areas: - Dialogue and a well-functioning democracy: This pillar emphasizes promoting open communication and democratic participation to counter prejudice. - Knowledge and competence: This pillar focuses on enhancing understanding and expertise regarding Muslim communities. - Safety and security: This pillar is dedicated to ensuring the physical and emotional safety of Muslims. - Key specific measures and features of the plan include: - Muslim Pathfinders Program: A “Muslim Pathfinders” project will be established, connected to an educational or research institution, to disseminate knowledge about Muslims in Norway and challenge stereotypes. - Data collection and research: More comprehensive data on public attitudes towards both Muslims and Jews will be gathered and used to assess the living conditions of Muslims, analyze their interactions with municipalities, and investigate racism within sports. - Strengthening existing programs: The Dembra program, which focuses on democratic preparedness against racism and antisemitism, will receive enhanced support. - Increased funding: Funding for grant schemes designed to combat racism, discrimination, and hate speech will be boosted. - Dynamic and long-term approach: The plan is designed to be flexible and will extend until 2030, allowing for new measures to be added or adapted as societal needs evolve.	National governments; Receiving community Norway Communities of all sizes
	National Government	Report		
United Against Discrimination (UAD) Sticker Campaign	Athens Anti-Discrimination Movement (AADM) Non-profit	Program Information	Overview and Goals: - The primary goal of the United Against Discrimination (UAD) Sticker Campaign is to build a network of solidarity against discrimination by encouraging individuals and businesses to visibly demonstrate their commitment to creating inclusive spaces. - The campaign aims to raise awareness and foster meaningful conversations about equality, respect, and diversity. Key Features: - The campaign has a three-step participation process: - Pledge: A commitment to actively stand against all forms of discrimination, including based on race, gender, age, sexual orientation, and immigration status. - Display: Participants must prominently display a “United Against Discrimination” sticker in their business or home. - Participate: Participants are required to host or attend a Diversity, Equity, and Inclusion (DEI) networking event or host a percentage night at their business within 12 months of joining.	Immigrants, Receiving community Athens, Georgia, USA Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
#IWillEatWithYou	GetUp! Non-profit	Program Information In the News	Overview and Goals: - The #IWillEatWithYou campaign was a public initiative launched to support Chinese and Asian businesses, such as restaurants and grocery stores, that were experiencing a significant drop in revenue due to fear and misinformation about COVID-19. - The main goal was to combat baseless fears and prevent people from losing their jobs and livelihoods by encouraging Australians to take a pledge and actively support these businesses. Key Features: - The campaign was centred on a public pledge to defeat fear and support local Chinese and Asian businesses. - It was a direct response to the misinformation circulating on social media that unfairly impacted Chinese and Asian communities. - The initiative encouraged a simple yet powerful action—a “simple decision about dinner”—to have a profound impact on the affected businesses. - The campaign aimed to create a sense of solidarity and unity by showing support for a community unfairly targeted by panic.	Asian immigrants; Chinese immigrants; Receiving community Australia Communities of all sizes
Initiatives that Raise Awareness / Celebrate Diverse Immigrant Communities				
Multifaith Calendar	Multifaith Action Society Non-profit	Program Information	Overview and Goals: - The Multifaith Calendar promotes diversity through interfaith, multifaith, and cross-cultural understanding. - It provides a resource for organizations to demonstrate inclusivity by being aware of the holy days, festivals, and other observances of various religious and spiritual paths. - The online calendar is a subscription-based service designed to make this information easily accessible to all employees, helping organizations plan events and accommodate religious observances respectfully. Key Features: - The online calendar provides a list of over 480 events from 14 world religions and spiritual paths with descriptions, helping users understand the significance of each date. - It is hosted online, so it requires no software installation and can be accessed on any computer, including Macs and PCs, as well as on tablets and smartphones. A single login can be used by all employees within an organization. - A new feature identifies observances that require religious accommodation to help organizations be more inclusive and respectful of different religious or spiritual beliefs.	Educators; Employers; Ethno-cultural organization staff; Non-profit staff; Receiving community; Religious/faith organization staff; Service providers Canada Communities of all sizes
Waterloo Region Migration Film Festival	Waterloo Region Immigration Partnership Local Immigration Partnership	Program Information	Overview and Goals: - The Waterloo Region Migration Film Festival is an annual event, organized by the Waterloo Region Immigration Partnership and its partners, aimed to showcase the challenges and promises of migration, celebrate the contributions of newcomers, and advocate for human rights. - Its primary goal is to foster a deeper understanding of migration by creating a safe space for respectful dialogue and discussion. Key Features: - The festival showcases a diverse range of films and documentaries from around the world that focus on migration and relocation. - It uses storytelling through film as a powerful educational platform to influence perceptions and promote a sense of belonging in the community. - Screenings are often followed by conversations with filmmakers, writers, and local community members, along with Q&A sessions. - The festival offers both in-person and online screenings, making it accessible to a wider audience in the community and beyond. - Non-English films are subtitled in English.	Immigrants; Receiving community Waterloo Region, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
DiverseCity Festival	Immigrant & Refugee Services Association (IRSA) of Prince Edward Island <i>Service Provider Organization</i>	Program Information	Overview and Goals: - The DiverseCity Festival is an annual multicultural event that celebrates the cultural diversity of Prince Edward Island. - Organized by IRSA and various partners, its goal is to bring newcomers and the receiving community together to share and celebrate their cultures. Key Features: - Since its inception in 2007, the festival has grown from a single location in Charlottetown to a multi-event fair held in all three counties of Prince Edward Island. - It was originally created to mark Canadian Multiculturalism Day and has since grown into a multi-event festival that showcases the cultures of both immigrant and First Nations communities. - The festival involves performers, vendors, and community groups representing approximately 80 different cultures, reflecting the continuously growing diversity of the province. - A highlight of the festival is the annual citizenship ceremony, which was added in 2016 and has become a regular tradition.	Immigrants; Indigenous people; Receiving community Alberton, Charlottetown, Kensington, Souris, Summerside, Three Rivers, and West Point, Prince Edward Island, Canada Small communities
Tapestry Festival	Kamloops Immigrant Services <i>Service Provider Organization</i>	Program Information Program Video	Overview and Goals: - The Tapestry Festival, organized by the Kamloops Immigrant Services in partnership with the City of Kamloops and other community organizations, is a community event that aims to celebrate diversity and promote cultural understanding in Kamloops. - Its primary goal is to build cultural awareness and help reduce incidents of racism and discrimination by providing an inclusive environment where the community can experience and enjoy different foods, traditions, music, dances, history, and art. Key Features: - The event encourages performers and vendors to dress in traditional attire and uses flags and vibrant colours to create an immersive and festive experience. - The Cultural Foodies Pavilion features global flavours prepared by local chefs and community members. - The Around the World Performances showcase music, dance, and performances from a variety of cultures. - The Multicultural Neighbourhood space highlights the diverse communities of Kamloops through music, traditional dances, and art displays, featuring artwork from local artists. - In partnership with Kamloops Art Party, the Children Around the World Zone offers hands-on activities for children to learn about different cultures in a fun way.	Immigrants; Receiving community Kamloops, British Columbia, Canada Mid-sized community
Hamilton Newcomer Day	Hamilton Immigration Partnership Council (HIPC) <i>Local Immigration Partnership</i>	Program Information Program Video	Overview and Goals: - Hamilton Newcomer Day is an annual event that celebrates diversity and welcomes new Canadians to the city. - The main goal of the event is to connect newcomers with the local community and provide them with information about the many services, programs, and support systems available in Hamilton. Key Features: - The day often begins with a Canadian citizenship ceremony, allowing attendees to witness this important milestone for new Canadians. - The event is designed to be inclusive and offers various activities for the whole family to enjoy. An on-site fair provides a space for newcomers to meet and engage with local organizations that offer resources and support. - The festival features live entertainment, cultural performances, and food trucks that reflect the multicultural essence of Hamilton. - A marketplace showcases local vendors and artisans, contributing to the community's vibrant atmosphere.	Immigrants; Receiving community Hamilton, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
I am London	London & Middlesex Local Immigration Partnership (LMLIP) Local Immigration Partnership	Program Information Program Video	Overview and Goals: - I am London is a social media campaign that has been running since 2013 with the goal of showcasing the diversity of London, Ontario. - The initiative focuses on sharing the success stories of immigrants who have made the City of London their home, highlighting both the economic and cultural benefits newcomers bring to the community. Key Features: - Each year, the campaign has a specific theme. For the 2025 campaign, “Chose to Stay,” it is collecting nominations of individuals who originally came to London for a temporary reason but decided to remain there permanently. - The initiative features the “Faces of London,” which are the stories of nominated individuals. - The campaign primarily uses social media to share these stories and engage the community.	Immigrants; Receiving community London, Ontario, Canada Mid-sized community
Welcoming Ottawa Week (WOW)	Ottawa Local Immigration Partnership (OLIP) Local Immigration Partnership	Program Information	Overview and Goals: - Welcoming Ottawa Week (WOW) is an annual series of free events and activities aimed at building connections between newcomers and long-time residents of Ottawa and surrounding communities. - The primary goals are to show genuine welcome and solidarity to newcomers and to create a city where every resident feels they belong. Key Features: - The week features a variety of free events, including town halls, cultural celebrations, sports tournaments, food festivals, job fairs, film screenings, and guided tours. - An annual awards ceremony honours residents who have made a significant positive difference in the lives of newcomers with the Welcoming Ottawa Ambassadors Award. Individuals are nominated by immigrants for their exceptional kindness and support. - The initiative has grown beyond Ottawa to include neighbouring communities in Lanark and Renfrew counties, with over 50 free events offered in multiple languages.	Immigrants; Receiving community Lanark County, Ottawa, and Renfrew County, Ontario, Canada Small and large-sized communities
Multicultural Dance Program	New Brunswick Cares Service Provider Organization	Program Information	Overview and Goals: - The Multicultural Dance Program provides affordable dance classes to the community. The program’s core belief is in the power of dance for self-expression. - Its goal is to create an inclusive space where people can learn new dance styles, explore different rhythms, and let their creativity shine with the help of professional instructors. Key Features: - The program is committed to providing a welcoming space for participants to explore different cultures through dance. - It offers a variety of dance forms, including Ladies Style, Salsa, and Bollywood, with plans to introduce more classes in the future. - The classes are guided by seasoned professional instructors to ensure a high-quality and enjoyable learning experience.	Immigrants; Receiving community Greater Moncton, New Brunswick, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Public Education and Awareness Campaigns				
#ITSTARTS	Simcoe Local Immigration Partnership (SCLIP) Local Immigration Partnership	Program Information P2P Brief P2P Video	Overview and Goals: • #ITSTARTS is a public awareness campaign about racism and discrimination in Simcoe County that takes place in public spaces and on social media. • The goal of the annual campaign is to create a unified community that takes collective action against racism and discrimination. This is done by encouraging local residents to talk about racism and discrimination and by encouraging learning and relearning of practices that encourage equity, diversity, inclusion, and accessibility. • The campaign takes place every March and highlights March 21, the International Day for the Elimination of Racial Discrimination. Key Features: • Since its launch in 2017, the campaign has evolved with the development of ambassador and community champion roles. • Ambassadors are individuals who are passionate about equity, diversity, and inclusion and are willing to share messages of anti-racism within their sphere of influence (e.g., community of practice, friends, family and community connections). • Community champions are organizations that are willing to take a leadership role for a minimum of one week of the month-long campaign. This includes planning activities/events in their organization and sharing daily social media messages with their followers. Due to their large size, community champions have the infrastructure and expertise to support the social media aspects of the campaign. In fact, the strong social media channels of the community champions have accelerated the social media outcomes. • Many of the campaign resources are enhanced each year building on previously used resources, and the repository of learning materials is augmented annually. Overall, material costs are low, contributing to the efficiency of the campaign. • The campaign is low cost and has high impact, as evinced through the campaign's growth on social media. In the first year of the campaign, the social media reach on Facebook and Twitter was 1.5 million users. In the fifth year of the campaign, the social media reach on Facebook and Twitter increased to 5.1 million users. In other words, over 5 years, the social media reach increased by over 300%.	Employers; Community organizations; Immigrants; Receiving community Simcoe County, Ontario, Canada Small and mid-sized communities
I am the Bridge	City of Saskatoon Municipal Government	Program Information Program Video	Overview and Goals: • "I am the Bridge" is an anti-racism campaign designed to create understanding and address misconceptions that lead to racism. • The goal of the campaign was to spark discussion and inspire community members to "be a bridge" in ending racism. Key Features: • The campaign theme was selected to highlight the role of all individuals in addressing racism. • The City of Saskatchewan collected videos from residents sharing their perspectives on racism. The submissions were used to create a montage video highlighting what racism means to residents, experiences of racism, and how they can help eliminate racism. • The campaign also featured ads on billboards, backs of buses, bus shelters, and social media displaying thought-provoking quotes from the video. • In 2023, the City collaborated with several sports organizations in Saskatchewan to launch <u>another video</u>, this time featuring local athletes.	Immigrants; Receiving community Saskatoon, Saskatchewan, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Anti-Racism in Sport	Immigration Partnership Winnipeg (IPW)	Program Information	Overview and Goals: - The “Anti-Racism in Sport” campaign seeks to raise awareness and promote discussions about the prevalence of racism at all levels of sport in Winnipeg, the impact this has on the lives of First Nations, Métis, Inuit, Black, racialized, and religious minority communities, and how to identify and address all forms of racism through anti-racist initiatives. Key Features: - The Campaign takes a multi-pronged approach to identifying and disrupting racism in sport. Existing initiatives include: - A public awareness video, featuring athletes and partners from Winnipeg’s sport community - An Anti-Racism in Sport Research Report - An Anti-Racism in Sport Call to Action Accord - An anti-racism policy template - School presentations delivered to middle-school students - An Anti-Racism in Sport Teacher Workbook - A three-hour interactive training workshop for groups who may be interested in anti-racism literacy and action in sport (e.g., coaches, administrators, officials, parents, athletes, and board members) - A resources page with links to external sources	Receiving community; Sports organizations
	Local Immigration Partnership	Program Video Infographic		Winnipeg, Manitoba, Canada Mid-sized community
Intercultural Cities (ICC) Programme	Council of Europe International Organization	Program Information	Overview and Goals: - The Intercultural Cities (ICC) Programme helps cities and regions develop strategies to manage diversity and leverage its potential. - The program’s core belief is that successful cities of the future will be those that can best utilize the talent and energy of their diverse populations. - Its main goals are to help cities create a pluralistic identity, build a governance model that empowers all citizens, promote participation and co-creation, and ultimately build trust and social cohesion. Key Features: - The program provides cities with a proven methodology and tools to reshape their policies and services to be more effective in a diverse context. - More than 150 cities from all over the world—including Europe, as well as places like Australia, Canada, the United States, Japan, and Mexico—have adopted the principles and tools of the ICC. - It offers support through initial analyses using the Intercultural Cities Index, expert visits, and international meetings for city coordinators. - The initiative hosts “Intercultural Academies” to build capacity and fosters intercultural competence among public officials. - The program facilitates study visits to “mentor” and “fellow” cities, allowing for the sharing of best practices. - It provides tools like the Anti-Rumour Methodology to help cities manage public perceptions of diversity and combat stereotypes. - The program promotes a multi-level approach to integration and encourages joint campaigns to spread messages of equality and diversity.	Municipalities; Receiving community Worldwide Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Stand Up to Racism Together	Newcomers Employment & Education Development Services (N.E.E.D.S.) Inc. <i>Service Provider Organization</i>	Program Information	Overview and Goals: - The “Stand Up to Racism Together” campaign empowers newcomer youth to fight against racial injustice. - Its primary goal is to use digital media and storytelling to raise public awareness about racism, drawing on the personal experiences of the participants. Key Features: - The campaign is an eight-week project where participants attend workshops to learn about the different forms of racial discrimination. - Participants receive hands-on training in graphic design to create their own anti-racism posters. - The youth create videos where they share their personal experiences, challenge stereotypes, and present the concepts behind their artwork. - The campaign uses social media platforms to showcase the videos and posters created by the youth, amplifying their voices and their messages of hope. - Videos are available on the program website.	Immigrant youth; Receiving community Winnipeg, Manitoba Mid-sized community
Speak Up Against Racism	Ontario Council of Agencies Serving Immigrants (OCASI) <i>Settlement Umbrella</i>	Program Information In the News	Overview and Goals: - The “Speak Up Against Racism” campaign is a public awareness initiative created in response to a reported 72% increase in the hate crime rate between 2019 and 2021. - The primary goal is to combat racism in Canadian society by encouraging people to be actively anti-racist and to speak up against microaggressions and casual racism. - The campaign emphasizes that silence allows racism, particularly casual racism, to grow and go unnoticed. Key Features: - The campaign uses several videos to illustrate its core message: <i>Multiply</i> demonstrates how silence can cause racism to thrive <i>Backyard Blast</i> shows how people often let casual racism go unchallenged - The initiative was a collaborative effort with a creative and media partner, Mass Minority, and an advisory committee. - The campaign specifically aims to shift the conversation around racism by focusing on “seemingly small acts of abuse” that contribute to an environment of exclusion and hate.	Immigrants; Receiving community Ontario, Canada Communities of all sizes
Toronto For All	City of Toronto <i>Municipal Government</i>	Program Information	Overview and Goals: “Toronto For All” is a public education campaign designed to foster dialogue among residents to combat all forms of discrimination and racism, particularly systemic racism. - The initiative aims to equip residents with the knowledge and skills needed to identify and challenge these barriers, while also supporting civic resiliency, which is the community’s ability to adapt to a changing social environment and see diversity as a strength. Key Features: - The campaign uses a conversational approach to help residents understand and question systemic barriers. - It has included various campaigns on topics, such as <u>allyship</u>, <u>anti-East Asian racism</u>, <u>Islamophobia</u>, <u>confronting antisemitism</u>, and <u>Black mental health week</u>. - An internal feature of the initiative is to train City staff to understand their own biases, helping them provide better service to equity-seeking groups. - The program is designed to enhance the community’s ability to adapt to a changing social environment and view diversity as a strength.	Immigrants; Receiving community Toronto, Ontario, Canada Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
I am London	London & Middlesex Local Immigration Partnership (LMLIP) <i>Local Immigration Partnership</i>	Program Information Program Video	Overview and Goals: - I am London is a social media campaign that has been running since 2013 with the goal of showcasing the diversity of London, Ontario. - The initiative focuses on sharing the success stories of immigrants who have made the City of London their home, highlighting both the economic and cultural benefits newcomers bring to the community. Key Features: - Each year, the campaign has a specific theme. For the 2025 campaign, “Chose to Stay,” it is collecting nominations of individuals who originally came to London for a temporary reason but decided to remain there permanently. - The initiative features the “Faces of London,” which are the stories of nominated individuals. - The campaign primarily uses social media to share these stories and engage the community.	Immigrants; Receiving community London, Ontario, Canada Mid-sized community
#AllAreWelcomeHere	London & Middlesex Local Immigration Partnership (LMLIP) <i>Local Immigration Partnership</i>	Program Information	Overview and Goals: #AllAreWelcomeHere is a campaign that aims to foster more welcoming communities. - The main goal is to encourage residents of London and Middlesex County to take concrete actions to combat discrimination and racism. Key Features: - The initiative provides various resources, including tools to combat racism, information on the local immigrant community, and relevant research. - A key feature of the campaign is the distribution of free #AllAreWelcomeHere / #TousSontLesBienvenus Ici lawn signs, window decals, and bumper stickers, which serve as a visible public declaration of support for a welcoming community. - There is a yearly <i>All Are Welcome Here</i> event, which is a free, full-day workshop for community leaders and residents. This workshop provides practical tools and hands-on learning, including bystander intervention techniques and understanding microaggressions. - The campaign celebrates local champions through annual awards for workplaces and landlords who have created welcoming spaces for newcomers.	Immigrants; Receiving community London and Middlesex County, Ontario, Canada Small and mid-sized communities
Racism. It Stops With Me.	Australian Human Rights Commission (AHRC) <i>National Government</i>	Program Information	Overview and Goals: - The “Racism. It Stops With Me” campaign is a national anti-racism initiative that seeks to increase public awareness of racism and to equip Australians with the tools to address it. Key Features: - The campaign’s website offers a wealth of information and tools for the public, including the Workplace Cultural Diversity Tool, which is a confidential online self-assessment for organizations to improve their approach to cultural diversity. - The initiative includes content that addresses common myths and misconceptions about racism to facilitate more meaningful conversations. - The campaign encourages individuals to “ask themselves the hard questions” and develop personal anti-racism skills to better understand and challenge the role of racism in society.	Immigrants; Receiving community Australia Communities of all sizes
#RiseAgainstRacism	Multicultural Council of Saskatchewan (MCoS) <i>Non-profit</i>	Program Information	Overview and Goals: - The #RiseAgainstRacism initiative is a provincial educational campaign coordinated by MCoS as part of the broader March 21 observance of the International Day for the Elimination of Racial Discrimination. - The goal of this specific campaign is to equip people with the knowledge to recognize and reject racism and to increase public awareness of the issue. Key Features: - The campaign uses the hashtag #RiseAgainstRacism to encourage people to share their personal reasons for standing against racism, fostering a wider conversation on social media. - MCoS provides downloadable resources, including social media graphics and activity kits in both English and French, to support local anti-racism efforts.	Immigrants; Receiving community Saskatchewan, Canada Small and mid-sized communities

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
#TogetherAgainstRacism	Irish Network Against Racism (INAR) Non-profit	Program Information Program Video	Overview and Goals: - The #TogetherAgainstRacism social media campaign is organized to mark the International Day for the Elimination of Racial Discrimination on March 21. - The campaign's goals are to show opposition to racism, xenophobia, and far-right ideologies, to stand in solidarity with those affected by racism, and to promote a positive message of inclusion and diversity in Ireland. Key Features: - The campaign is centred around social media platforms like Twitter, Facebook, and Instagram. - Participants are encouraged to write “#TogetherAgainstRacism” on a piece of paper or their hand, take a photo of themselves, and post it online. - INAR finds and re-posts these photos, collects them in a dedicated album, and uses them to create a final collage or video. - The campaign has been running since 2018 and is part of INAR's annual Anti-Racism Month celebrations.	Immigrants; Receiving community Ireland Communities of all sizes
ACT2EndRacism Video Movement	ACT2EndRacism Non-profit	Program Information	Overview and Goals: - The #Act2EndRacism Video Movement is a campaign that encourages people to create and submit short videos to combat anti-Asian sentiment and counteract misinformation and disinformation. - The primary goal is to inform and empower people to take a stand against racism. Key Features: - The movement showcases videos from individuals who share personal experiences, calls to action, and artistic expressions related to discrimination and anti-Asian racism. - The initiative is designed to empower people by giving them a platform to voice their experiences and advocate for change. - The campaign specifically addresses the harmful “model minority” and “yellow peril” stereotypes, which are used to minimize the advancement of racialized groups and depict Asian Canadians as a threat. - The campaign includes a “Let's Talk” short video series and a companion Discussion Guide, which organizations and community groups can use as a resource to facilitate conversations and bring awareness to anti-Asian racism.	Asian immigrants; Receiving community Canada Communities of all sizes
#RacialEquityWR Campaign	Waterloo Region Immigration Partnership Local Immigration Partnership	Program Information	Overview and Goals: - The #RacialEquityWR Campaign is a public awareness initiative that seeks to provide a central hub of resources, tools, and information to help residents, local businesses, and community partners take action against racism and discrimination. - The campaign is part of the Local Immigration Partnership's commitment to building a welcoming and anti-racist community. Key Features: - The initiative engages residents, local businesses, and community partners in creating a welcoming and anti-racist community. - The campaign provides a dedicated webpage with resources, tools, and information on how to combat racism and discrimination. - The campaign uses free #RacialEquityWR lawn signs to encourage people to visibly show their support for an anti-racist community. - The campaign suggests sample social media posts and uses the hashtag #RacialEquityWR to encourage public engagement and dialogue.	Employers; Immigrants; Receiving community Waterloo Region, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
"Am I racist?" Campaign	BC Office of the Human Rights Commissioner (BCOHRC)	Program Information	Overview and Goals: - The "Am I racist?" Campaign is a public awareness initiative launched with the goal to get British Columbians to "self-interrogate" and examine their own internal biases and stereotypes in order to address racism, particularly systemic racism, in the province. - The campaign was a direct response to a rise in hate crimes in British Columbia. Key Features: - The campaign used billboards and signs on buses and at transit stops across the province with questions such as, "If I say I don't see skin colour, am I racist?" and "If I want to forget our province's history, am I racist?" - The signs and billboards included a QR code and directed people to an interactive educational experience on the BCOHRC website, where they could find resources to help them unpack their personal biases. - The campaign highlighted that racism is not always about overt hatred but can be a subconscious bias that upholds systemic racism embedded in laws, policies, and education. - The initiative encouraged people to move from being "subconsciously racist" to "actively anti-racist" by confronting their own biases and taking action.	Immigrants; Provincial governments; Receiving community British Columbia, Canada Communities of all sizes
	Provincial Government			
United Against Discrimination (UAD) Sticker Campaign	Athens Anti-Discrimination Movement (AADM)	Program Information	Overview and Goals: - The primary goal of the United Against Discrimination (UAD) Sticker Campaign is to build a network of solidarity against discrimination by encouraging individuals and businesses to visibly demonstrate their commitment to creating inclusive spaces. - The campaign aims to raise awareness and foster meaningful conversations about equality, respect, and diversity. Key Features: - The campaign has a three-step participation process: - Pledge: A commitment to actively stand against all forms of discrimination, including based on race, gender, age, sexual orientation, and immigration status. - Display: Participants must prominently display a "United Against Discrimination" sticker in their business or home. - Participate: Participants are required to host or attend a Diversity, Equity, and Inclusion (DEI) networking event or host a percentage night at their business within 12 months of joining.	Immigrants, Receiving community Athens, Georgia, USA Mid-sized community
	Non-profit			
#IWillEatWithYou	GetUp!	Program Information	Overview and Goals: - The #IWillEatWithYou campaign was a public initiative launched to support Chinese and Asian businesses, such as restaurants and grocery stores, that were experiencing a significant drop in revenue due to fear and misinformation about COVID-19. - The main goal was to combat baseless fears and prevent people from losing their jobs and livelihoods by encouraging Australians to take a pledge and actively support these businesses. Key Features: - The campaign was centred on a public pledge to defeat fear and support local Chinese and Asian businesses. - It was a direct response to the misinformation circulating on social media that unfairly impacted Chinese and Asian communities. - The initiative encouraged a simple yet powerful action—a "simple decision about dinner"—to have a profound impact on the affected businesses. - The campaign aimed to create a sense of solidarity and unity by showing support for a community unfairly targeted by panic.	Asian immigrants; Chinese immigrants; Receiving community Australia Communities of all sizes
	Non-profit	In the News		

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
#MyImmigrantRoots	Stop AAPI Hate <i>Non-profit</i>	Program Information	Overview and Goals: - The #MyImmigrantRoots initiative is a campaign that encourages Asian Americans and Pacific Islanders (AAPI) to share stories about their immigrant heritage. - The initiative's main goal is to affirm the collective right of AAPI communities to call America home, especially in the face of rising anti-immigrant and racist attacks. - It also aims to serve as an act of resistance against xenophobia and to ensure that the experiences of AAPI communities are seen, heard, and remembered. Key Features: - The initiative invites participants to share personal stories and photos related to their immigrant heritage. - It features a social wall where submitted stories are displayed to inspire others and showcase the diversity of AAPI experiences. - The campaign provides a simple three-step process for people to participate: - Discover: look through family photos or talk to relatives - Reflect: find or take a photo that represents your roots - Share: write a short caption and post with the hashtag #MyImmigrantRoots - Participants have the option to submit their stories anonymously to mitigate risks associated with sharing sensitive information.	Asian immigrants; Polynesian immigrants; Receiving community USA Communities of all sizes
Eradicate Hate: A Toolkit for Combatting Online Hate	Council of Agencies Serving South Asians (CASSA) <i>Non-profit</i>	Program Information Toolkit	Overview and Goals: - The <i>Eradicate Hate Toolkit</i> was compiled and written by the Council of Agencies Serving South Asians (CASSA), in collaboration with the Anti-Hate Community Leaders' Group, for organizations and individuals to combat online hate. - The toolkit aims to fill a gap for social justice organizations and their clients who face online hate but may lack the capacity to combat it. - It specifically focuses on hate stemming from racism and xenophobia. Key Features: - The toolkit is divided into four sections: - Education: This section defines hate speech under Canadian law, summarizes hate statistics in Canada, and outlines different types of online harassment and hate, such as doxxing, deepfake, defamation, and misinformation. It also discusses the impact of online hate on individuals and society. - Action: This part of the toolkit provides guidance on allyship and solidarity, including the "5 D's of Bystander Intervention." It also offers advice for victims of online hate using the "ERRR" framework (Examine, Redirect, Respond, Recover). - Digital Security: This section offers digital security tips for various platforms, including Instagram, Twitter, Facebook, TikTok, and Zoom. - Resources: The toolkit concludes with a list of resources for self-care, reporting to law enforcement, and other third-party reporting and victim services. It also includes a list of community organizations and partners involved in the initiative. - Supplemental features include a Resources List, Infographics, and YouTube Tutorials.	Ethno-cultural organization staff; Immigrants; Non-profit staff; Receiving community; Religious/faith organization staff; Service providers Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
#EradicateHate 2.0	Council of Agencies Serving South Asians (CASSA) Non-profit	Program Information	Overview and Goals: #EradicateHate 2.0 is a youth-focused adaptation of the original toolkit, designed specifically for children (ages 8-14) and youth (ages 15-24) in Ontario. - The initiative's primary goal is to create engaging and relevant content to raise awareness about the harmful effects of online hate. - It aims to provide the younger generation with the support and resources they need to recognize, combat, and report online hate. Key Features: - The initiative uses communication styles that resonate with young people, such as storytelling, social media, animations, graphics, posters, and games. - The project provides a diverse range of materials, such as comics, infographics, awareness posters, memes, and GIFs, to effectively convey its message. - An app was developed for both children and youth, and the resources for parents and educators are translated into multiple languages, including Arabic, French, Simplified Chinese, Tamil, Punjabi, and English.	Immigrant youth; Receiving community youth Ontario, Canada Communities of all sizes
Fight Racism in Canada!	Chinese Canadian National Council for Social Justice (CCNC-SJ) Non-profit	Program Information	Overview and Goals: - The "Fight Racism in Canada!" initiative is an educational series developed in collaboration with Asian Canadian teachers, students, and families in the Greater Toronto Area (GTA). - The goal is to provide students in Grade 4 and up with the knowledge and tools to understand and combat racism in their communities. Key Features: - The program includes a video series that teaches foundational concepts of racial literacy, such as understanding what race and racism are, exploring different types of racism, and providing practical ways to fight it. - A set of infographics provides visual resources on race and racism, with a specific focus on the experiences of Chinese, Black, and Indigenous communities in Canada. These are available in multiple languages, including Chinese (Traditional and Simplified), English, French, Korean, Tagalog, and Vietnamese. - A facilitator's guide is included for educators and adults to support student learning. - A list of additional learning resources, including videos, articles, and books, on topics like intersectionality and the histories of various communities are also available on the website. - A "Community Conversations" video series presents discussions on race, racism, and allyship through family conversations, providing a model for how these topics can be addressed at home.	Caregivers; Educators; Asian immigrants; Parents; Receiving community Canada Communities of all sizes
Avoiding Microaggressions in Classrooms and Online	College Educated Private Company	Guide	Overview and Goals: - The <i>Avoiding Microaggressions in Classrooms and Online</i> guide is a resource for educators. Its main goal is to help educators understand and prevent microaggressions in both in-person and online learning environments. - The guide aims to create a more inclusive and safe space for all students by helping educators recognize and avoid harmful words and actions. Key Features: - The guide defines microaggressions and explains their impact, noting that they can lead to feelings of isolation, anxiety, and depression in students. - It breaks down microaggressions into three common types: verbal, nonverbal/behavioural, and environmental. Examples are provided for each type to help with recognition. - The guide offers specific steps for educators to take, such as being mindful of their words and actions, checking their own privilege, and being cautious when sharing personal stories. - It emphasizes the importance of creating a welcoming classroom climate by using inclusive language and having thoughtful conversations about race and ethnicity.	Educators USA Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Stop Tolerhating	City of London <i>Municipal Government</i>	Program Information Program Video	Overview and Goals: - The “Stop Tolerhating” initiative is a campaign with the goal of fighting against “Tolerhating”—the act of tolerating hate by remaining silent. - The movement’s primary objective is to create a more inclusive and safer environment for everyone by empowering individuals and businesses to actively oppose hate in various settings, including schools, workplaces, and public spaces. Key Features: - The campaign was developed through the Anti-Hate Pilot Project, a collaborative effort with over 50 local equity-denied communities and partners, and is led by the City of London’s Anti-Racism and Anti-Oppression Division. - The initiative works to educate London residents about the challenges faced by equity-denied groups and the different forms of hate, racism, and discrimination that exist. - It equips bystanders with the practical tools and knowledge to take action against hate and become better allies. - The campaign provides local support, helplines, and information to help these communities protect themselves and assert their rights. - Those interested in spreading the word can download and share campaign posters to show their support.	Immigrants; Municipalities; Receiving community London, Ontario, Canada Mid-sized community
Refugee Awareness Alberta	Centre for Race and Culture (CFRAC) <i>Non-profit</i>	Program Information Webinar	Overview and Goals: - The Refugee Awareness Alberta initiative was designed to educate service providers and the public on the refugee experience. - The main goal was to create more supportive and welcoming spaces for refugees by addressing the lack of funding dedicated to preparing host countries for their arrival. - The initiative was supported by the Government of Alberta and aimed to improve the successful and sustainable settlement of refugees in the province. Key Features: - The initiative’s primary component was the delivery of free workshops across Alberta. These workshops provided accurate information about refugees and the resettlement process to service providers and the general public. - CFRAC used social media to engage with Albertans on refugee issues and to share information. This helped to enhance the reach of the initiative beyond the workshops themselves. - Unlike many other settlement programs that focus on preparing refugees, this initiative was specifically designed to prepare the host community, which the project’s background identifies as a critical but often overlooked step in the successful resettlement process.	Ethno-cultural organization staff; Non-profit staff; Receiving community; Service providers Alberta, Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Tools for Reporting, Tracking, and Responding to Incidents of Discrimination and / or Hate				
Report Hate	Coalition of Muslim Women (CMW) of Kitchener-Waterloo <i>Non-profit</i>	Program Information Reporting Form	Overview and Goals: - Report Hate is an online tool designed to record incidents of hate and discrimination, which largely go undocumented, and fill the need for support among those affected by such incidents. - Anyone who has faced, witnessed, or is affected by an incident of hate or discrimination can make a report. Reports may also be made on behalf of another person. Key Features: - The tool was one of the first of its kind launched in Ontario and laid a framework for others to follow. - In addition to the online form, reports can be submitted via email, WhatsApp, SMS, or over the phone. - In the case of a language barrier, CMW's multilingual staff are available to provide language interpretation and assist with the completion of the report. - All reporting remains anonymous. - The reporting form includes an option to receive help or one-on-one support from CMW. - CMW's Anti-hate Services Coordinator also provides public education sessions about different types of hate and discrimination and how to use the reporting tool and seek support at no cost to community groups and organizations.	2SLGBTQIA+ people; Immigrants; Indigenous people; People with disabilities; Receiving community; Religious minority individuals Waterloo Region, Ontario, Canada Small and mid-sized communities
United Against Discrimination (UAD)	KCR Community Resources <i>Non-profit</i>	Program Information Portal	Overview and Goals: - The United Against Discrimination online reporting portal was designed to allow those who witness or experience racism and discrimination to report such incidents. - The project has three main goals: - To raise awareness by collecting incident reports with relevant information (i.e., time and location) and share this with the province - To collaborate with community partners and develop a community-based response protocol - To build capacity to support victims by educating service providers, community partners, and the general public on anti-racism and anti-discrimination Key Features: - In addition to submissions about racism and discrimination experienced/witnessed in person, users may also make submissions about incidents that occur online. This includes those that occur on social media (e.g., Facebook, Instagram, WhatsApp), in virtual spaces (e.g., Zoom or Skype meetings), or other public online sites (e.g., Yelp reviews of businesses). - All information provided is kept anonymous and any personal information will remain confidential. - The form is available in 23 languages.	2SLGBTQIA+ people; Immigrants; Indigenous people; People with disabilities; Racialized individuals; Receiving community; Religious minority individuals British Columbia, Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Incident Reporting & Referral Service Program	City of Thunder Bay <i>Municipal Government</i>	Program Information Reporting Form	Overview and Goals: - The Incident Reporting & Referral Service Program seeks to provide an accessible and community-based mechanisms to report and track incidents of racism. - It has five main objectives: - To provide baseline data to understand the magnitude of racism in the city - To track the type, location, and frequency of incidents - To support those affected by providing them with information and / or referrals to relevant community resources - To give voice and validate the experiences of those affected by racism and discrimination - To provide a community-based option for those who prefer not to pursue legal action - The data collected from this program will be used to identify trends that can inform policy, service, and anti-racism initiatives. Key Features: - The survey can be completed online, over the phone, or in person. - Users are given the option to request support through a follow up with information about relevant referrals. - A report was issued for the <u>first</u> and <u>second</u> year of the program. - The reports provide a descriptive and special analysis of the data, capturing the reality of racism and discrimination in Thunder Bay, which disproportionality affects Indigenous people. It also provides recommendations about how the city can address racism and its impacts based on the data.	Immigrants; Indigenous people; Municipalities; Racialized individuals; Receiving community; Religious minority individuals Thunder Bay, Ontario, Canada Mid-sized community
Barcelona Discrimination Observatory	Office for Non-Discrimination, Barcelona City Council <i>Municipal Government</i>	Program Information	Overview and Goals: - The Barcelona Discrimination Observatory, established in 2018, is an initiative focused on combating discrimination within the city. - Its main objective is to understand the extent and nature of discrimination problems in Barcelona. It serves as a tool to measure the magnitude, types, and severity of discriminatory incidents. Key Features: - The Observatory publishes an <u>annual report</u> detailing the discrimination cases from the previous year. The annual report focuses on a specific topic each year, such as discrimination in housing, allowing for a deeper analysis of issues. - The Observatory tracks discrimination committed by individuals, private companies, and public authorities, including police forces. - The reports take an intersectional perspective, analyzing discrimination across ten different grounds, including racism, and xenophobia, and they combine both quantitative and qualitative data to cover both direct and indirect forms of discrimination. - A unique feature is its emphasis on measuring the extent of discrimination. In addition to functioning as a reporting tool, it is a data-gathering mechanism to provide a realistic understanding of the problem. - The Observatory's purpose is not only to respond to past incidents but also to use the data to design and scale actions to prevent future issues. The annual report serves as a roadmap for addressing future challenges. - It operates as a joint project involving several organizations, including the Office for Non-Discrimination, the Human Rights Resource Center of the Barcelona City Council, and a board of 26 different organizations dedicated to assisting victims of discrimination.	2SLGBTQIA+ people; Immigrants; People with disabilities; Racialized individuals; Receiving community; Religious minority individuals Barcelona, Spain Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Racism Incident Reporting Centre	Project 1907 <i>Non-profit</i>	Program Information	Overview and Goals: - The Racism Incident Reporting Centre by Project 1907 is a community-based tool that confidentially collects data on incidents of racism, hate, and violence experienced by the Asian diaspora in Canada. - Its main goal is to use this aggregated data to develop strategies, design interventions, raise awareness, and advocate for policy changes to improve outcomes for these communities. - The Centre works in a joint effort with the Chinese Canadian National Council Toronto Chapter to analyze the national landscape of anti-Asian racism. Key Features: - The Centre collects reports of racism, hate, and violence with a strict commitment to keeping all personal information private. This information is not shared with law enforcement without explicit consent. - The aggregated data is used to produce reports that highlight trends in anti-Asian racism. These reports are used to inform strategies and advocate for systemic change. - The initiative is a joint effort with the Chinese Canadian National Council Toronto Chapter, which helps in the analysis and understanding of the data. - The reports from the Centre have identified specific trends, such as the disproportionate number of incidents reported by women, and a significant increase in online hate and racism. - The form is available in Arabic, Chinese (Simplified and Traditional), English, Hindi, Japanese, Korean, Nepali, Tagalog, Urdu, and Vietnamese.	Asian immigrants; Receiving community Canada Communities of all sizes
Racist Incident Helpline	Government of British Columbia; United Way British Columbia <i>Provincial Government; Non-profit</i>	Program Information	Overview and Goals: - The Racist Incident Helpline is a confidential, free service for people in British Columbia who have witnessed or experienced a racist incident. - It is not a replacement for emergency services but rather provides a safe and trauma-informed space for individuals to seek support and information. - The primary goal is to connect callers with community-based organizations that can offer resources like culturally safe counselling, legal assistance, and peer support. Key Features: - Calls to the helpline are answered by United Way BC Helpline Services professionals, who provide a culturally safe and trauma-informed space. - It offers referrals to a wide range of services that are tailored to a caller's specific needs and comfort level. - The helpline operates from Monday to Friday, 9:00 am to 5:00 pm (PT). - The helpline gathers anonymized data to help the Government of British Columbia better understand systemic issues and improve anti-racism initiatives. - It is available in over 240 languages and dialects to ensure accessibility for diverse communities.	Immigrants; Provincial governments; Receiving community British Columbia Communities of all sizes
HARRC Reporting Form	Hamilton Anti-Racism Resource Centre (HARRC) <i>Non-profit</i>	Program Information	Overview and Goals: - The HARRC Reporting Form is a direct tool to help people who have either experienced or witnessed acts of racism or hate in Hamilton, Ontario. - Its main goal is to provide a way for individuals to seek support or be connected with appropriate services, such as counselling or legal aid. It also aims to answer questions people may have about how to report a hate crime. Key Features: - The form is openly available to anyone who has experienced or witnessed a racist or hateful incident. - It's designed to be a non-police reporting option for those who may not want to engage with law enforcement, while also providing guidance on how to do so if they choose. - The information submitted is used to gather data and monitor trends of racism and hate incidents in Hamilton.	Immigrants; Receiving community Hamilton, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Islamophobia Incident Report	National Council of Canadian Muslims (NCCM) <i>Non-profit</i>	Program Information	Overview and Goals: - The Islamophobia Incident Report form offers an online form for individuals to report incidents of Islamophobia, including discrimination, harassment, and hate crimes. - The main goal of the form is to empower Canadian Muslims facing anti-Muslim discrimination by providing a secure way to report incidents and seek assistance. - This initiative helps the NCCM advocate on their behalf. Key Features: - The form collects specific details about the incident, such as the date and description, and allows users to upload relevant files to support their report. - A key feature is the commitment to privacy. The NCCM explicitly states that personal information is never shared without the user's consent. - The form gives users control over what happens with their report. They can choose to simply "Report Only" or allow the NCCM to take "Further Action" on their behalf. Users can also consent to having their story shared anonymously. - The form provides a dedicated email address for follow-up questions, ensuring that individuals can get in touch with the NCCM for guidance.	Muslim immigrants; Receiving community Canada Communities of all sizes
Submit a Report	Tell MAMA (Measuring Anti-Muslim Attacks) <i>Non-profit</i>	Program Information	Overview and Goals: - The Tell MAMA Submit a Report mechanism is a tool for people to report incidents of anti-Muslim prejudice or hate crimes. - Its main purpose is to serve as an accurate way to record these incidents and provide support to the victims. While it is not a replacement for emergency services, it ensures that victims have a safe and reliable way to document their experiences and get help. Key Features: - The initiative uses an online form to collect detailed information about an incident, including the type of prejudice (e.g., abusive behaviour, assault), the date, time, and location. Users can upload photos or videos to support their report, providing additional context for the caseworkers. - The form also has optional sections for collecting demographic information about both the victim and the perpetrator, which helps in gathering more comprehensive data for analysis. - The form is flexible, allowing victims, witnesses, or someone reporting on behalf of another person to submit an incident. - All private details collected are protected by the Data Protection Act, and information is not shared with third parties without the user's explicit consent. - Once a report is submitted, a trained caseworker follows up with the individual to gather more details and provide assistance.	Muslim immigrants; Receiving community United Kingdom Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Canada's National Hate Crimes Task Force	Canadian Race Relations Foundation (CRRF); Royal Canadian Mounted Police (RCMP) Non-profit; Law Enforcement	Program Information	Overview and Goals: - Canada's National Hate Crimes Task Force's main goal is to identify and address systemic challenges in how hate crimes and incidents are handled in Canada. - The Task Force aims to create effective tools and resources for police to prevent, investigate, and prosecute hate crimes more effectively, all with a focus on a collective, community-informed approach. Key Features: - The work of the Task Force has focused on creating standard models for three key areas: (1) hate crimes training, (2) reporting, and (3) community reassurance. These frameworks are designed to be flexible so that individual police services across Canada can adjust them to fit their specific local needs. - For community, the Task Force has created: - An information pamphlet to provide education on hate crimes and encourage reporting. - A statistical dashboard that provides transparent and updated data on hate-motivated incidents. - For policing services, the Task Force has created: - A National Standard on Hate Crimes Training, which establishes a required standard for all Canadian police officers to ensure they have the necessary skills and knowledge to effectively respond to, investigate, and prevent hate crimes. - A Community Reassurance Protocol, which is a victim-centred approach that ensures proper support is provided to victims of hate.	Immigrants; Law enforcement agency personnel; Receiving community Canada Communities of all sizes
Responding to Hate-Motivated Incidents	City of Waterloo Municipal Government	Program Information Guide	Overview and Goals: <i>Responding to Hate-Motivated Incidents</i> is part of the City of Waterloo's "How-To Guides" for neighbourhoods, designed to help residents build strong, connected communities. - This guide was created to help residents cope with and respond to hate-motivated incidents. The guide's purpose is to assist neighbours during challenging times, to help them understand what hate and discrimination are, and to show community care to those affected. - The guide's overall goal is to create an inclusive community and help individuals and neighbourhoods feel that they are not alone. Key Features: - The guide provides definitions and explanations for various forms of hate and discrimination, including anti-Asian racism, anti-Black racism, anti-Semitism, Islamophobia, and different types of hate crimes. - It outlines several ways to report hate incidents, specifying when to use emergency and non-emergency police services, Crime Stoppers, the Coalition of Muslim Women of KW, and City of Waterloo Municipal Enforcement. - The guide offers ideas for how neighbours can take action, such as offering support to impacted individuals, organizing community meetings, and cleaning up hate-motivated graffiti. - It provides a list of local resources for mental health, wellness, and other support services for individuals and groups affected by hate and discrimination. - The guide introduces Community Justice Initiatives and the Sulah program, which uses restorative approaches to address identity-based harm through dialogue and mediation. - The guide is available in Arabic, English, Spanish, and Tigrigna.	Immigrants; Municipalities; Receiving community Waterloo, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
WeSupportHamilton	Hamilton Centre for Civic Inclusion (HCCI); Hamilton Anti-Racism Resource Centre (HARRC) <i>Non-profits</i>	Program Information Program Video Reporting Form	Overview and Goals: - The WeSupportHamilton incident reporting form is a community-created online tool designed to collect information on hate incidents in Hamilton and the surrounding areas. - Its primary goal is to help the community better understand these incidents by gathering data from those who have experienced or witnessed them. - The form is a resource for people to report an incident that has happened to them or on behalf of someone else. Key Features: - A unique feature of the form is the ability to save a draft and complete it later, allowing users to gather their thoughts and necessary information before submitting. - The form collects detailed information about the incident, including a description, date, and the sector in which it occurred (e.g., workplace, public space). Users also have the option to upload audio or video clips to support their report. - The form includes an optional section for demographic questions to aid in a deeper understanding of the community and the nature of the incidents. - Users can provide their contact information to allow the organization to follow up for clarification or to offer assistance.	2SLGBTQIA+ people; Immigrants; Indigenous people; People with disabilities; Racialized individuals; Receiving community; Religious minority individuals Hamilton, Ontario, Canada Mid-sized community
Report a Hate Incident	Resilience BC Anti-Racism Network <i>Provincial Government</i>	Program Information	Overview and Goals: - The Report a Hate Incident initiative is a provincial program designed to help communities in British Columbia respond to and prevent acts of racism and hate. - The main goal is to provide a trusted, community-led reporting option for people who have experienced or witnessed an incident. - It aims to connect individuals with the support they need while also collecting data to better understand what is happening in communities and inform strategies for addressing and preventing racism. - It operates on a “hub and spoke” model, with a central hub that coordinates resources and local community-based “spokes” that lead anti-racism and anti-hate work at a local level. Key Features: - The initiative provides resources for victims and witnesses, including information on how to document and report incidents and connect with support services like VictimLink. - A key feature is the emphasis on community-based reporting as an alternative to police reporting. This option is particularly important for individuals who may not feel safe or comfortable reporting to law enforcement. - The program systematically collects data on hate incidents to gain a clearer picture of trends and to inform future strategies. - In addition to reporting, the initiative offers a variety of anti-racism tools, including bystander intervention training and educational resources, to empower communities to respond effectively. - The Resilience BC website is available in multiple languages, making the resource accessible to a diverse range of communities. In addition to English, its anti-racism tools and some of its resources are available in Arabic, Chinese (Simplified and Traditional), French, Hindi, Japanese, Korean, Persian, Punjabi, Spanish, Tagalog, and Vietnamese.	Racialized immigrants; Receiving community British Columbia, Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
School Racism Reporting Tool	Parents of Black Children (PoBC)	Program Information	Overview and Goals: - The School Racism Reporting Tool is a resource for tracking and documenting incidents of anti-Black racism in schools, as reported by school staff. - Its main purpose is to help school boards properly track such incidents, as they have previously claimed they were unable to do so. The data collected provides PoBC with a clearer picture of the reality of anti-Black racism within the education system.	Educators; School staff Canada; USA Communities of all sizes
	Non-profit	Reporting Tool	Key Features: - School staff members, including those in public, Catholic, or private schools in both Canada and the U.S., can anonymously report incidents. - The tool allows for the reporting of anti-Black racism incidents perpetrated against students, colleagues, or themselves. - The information collected is used by PoBC exclusively for data analysis and to gain insight into the prevalence and nature of anti-Black racism in schools. - The tool is not affiliated with any school board or union. It is intended for use by employees and does not replace the requirement for them to report incidents to their own school boards or unions.	
Education System Navigation Support	Parents of Black Children (PoBC)	Program Information	Overview and Goals: - The Education Systems Navigator is a pilot project launched by Parents of Black Children (PoBC) to support Black families in navigating the education system. - The program's main goal is to act as a neutral third party, standing alongside parents to help them overcome barriers and address the unique needs and challenges that Black Canadian families face within the school system.	Black-identifying families Canada Communities of all sizes
	Non-profit	Contact Form	Key Features: - The program offers support for a variety of issues, including questions about Independent Education Plans (IEPs), challenging suspensions, addressing anti-Black racism and bullying, and navigating unfair grades. - The Systems Navigator can attend meetings with families, provide advice, and connect them with the appropriate school boards or community groups. - The initiative recognizes that the education system was historically founded on colonial principles that did not include Black people, and the program aims to fight for a more inclusive and equitable system.	

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Training and Resources for Service Provider Organizations				
Anti-Oppression Capacity Building Project	Tri-Cities Local Immigration Partnership <i>Local Immigration Partnership</i>	Program Information Report Program Video	Overview and Goals: - The Anti-Oppression Capacity Building Project was designed to increase awareness, recognition, and understanding of anti-oppression among service providers in the settlement sector and to evaluate the effectiveness of offering services to newcomers through an anti-oppressive lens. Key Features: - The project team consulted with settlement agencies and organizations that provide services to newcomers to determine what they knew about oppression and anti-oppression principles and what barriers may inhibit them from implementing anti-oppression policies and practices. - They also conducted focus groups with newcomers to learn about their experiences with programs and services that took their unique and intersecting needs into consideration. - Based on this research, anti-oppression capacity-building workshops and coaching initiatives were developed and delivered to service providers in the settlement sector. - The training took a cohort format. Participants had to make a three-month commitment and were required to attend three workshops and two group discussion sessions; they also had the opportunity to participate in one-on-one coaching. The training was delivered to four cohorts, with a total of 125 participants. - A number of tools and resources were developed as a result of this project, including the Join the Conversation tool (found on the program website), a guide to help facilitators build caring spaces, a guide to help English language instructors create inclusive spaces, and the Resilience Blanket tool. - Findings about the effectiveness of the training have been made available in an Evaluation Report.	Service providers Metro Vancouver Large community
Racial Equity: From Intention to Action	Ontario Council of Agencies Serving Immigrants (OCASI) <i>Settlement Umbrella</i>	Program Information	Overview and Goals: - Racial Equity: From Intention to Action is a webinar/conversation series designed to help those working in the settlement sector understand systemic racism, address racial discrimination, and work towards racial equity within and beyond the sector. Key Features: - The first series featured speakers who shared their expertise on anti-Black racism, anti-Asian racism, Islamophobia and anti-Muslim hate and discrimination. - In the second series, experts shared their knowledge about community safety and harm reduction and countering hate and prejudice. The final episode in this series featured practical strategies to countering racism, crowd-sourced through by OCASI member agencies. - All webinars were recorded and made available to view online: - The first series is available here. - The second series is available here.	Service providers Ontario, Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
OCASI Anti-Racism Anti-Oppression (ARAO) Policy	Ontario Council of Agencies Serving Immigrants (OCASI) <i>Settlement Umbrella</i>	Program Information	Overview and Goals: - The OCASI Anti-Racism/Anti-Oppression (ARAO) Policy is a set of tools and resources created to help organizations in the immigrant and refugee-serving sector combat racism and oppression. - The primary goal is to provide a framework for these organizations to take action against systemic barriers, ensuring that the rights of refugees, immigrants, and racialized people are recognized and protected. - The policy also aims to address intersectional oppression, recognizing that individuals have multiple identities that can lead to interlocking forms of discrimination. Key Features: - The policy is part of a larger kit that includes a guide for putting the policy into practice, an overview, and a glossary of key terms. - It advocates for a commitment to ongoing action to fight racial inequity by actively confronting the unequal power dynamics and structures that sustain it. - The policy requires a willingness from organizations to be held accountable for providing equitable practices and programs and to be open to feedback. - A core feature is the understanding that different forms of oppression, such as racism, gender discrimination, and class inequality, are interconnected and must be addressed together. - The policy and its resources were developed with input from equity leaders, frontline staff, and leaders in the sector to ensure they are practical and relevant.	Ethno-cultural organization staff; Non-profit staff; Service providers Ontario, Canada Communities of all sizes
Anti-Racism Framework	Manitoba Association of Newcomer Serving Organizations (MANSO) <i>Settlement Umbrella</i>	Program Information	Overview and Goals: - The MANSO Anti-Racism Framework's goal is to help member agencies with collective learning, planning, and action to address systemic racism within their own organizations and the settlement sector as a whole. It also provides guidance for individual Settlement Service Providers (SPOs). - By dismantling racism, the framework aims to reduce harm, violence, and inequality while creating equitable spaces where all individuals can thrive and be celebrated. Key Features: - The framework includes nine "Calls to Action" that are divided into two streams: - Core commitments: These prioritize ongoing learning, self-reflection, and cultural shifts to support authentic engagement. They include committing to transforming workplace culture and ongoing learning about systemic racism and colonialism. - Supporting change: These actions are designed to facilitate change by reducing barriers and addressing racial inequality. They include listening to racialized staff and communities, building relationships with ethnocultural communities, and advocating for system changes. - The framework was created through a collaborative effort, with input from the MANSO Antiracism Committee, as well as stakeholders from the settlement sector via surveys and focus groups. - The framework is designed to promote meaningful, strategic action over "tokenism or performative action."	Service providers Manitoba, Canada Small and mid-sized communities

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
National LIP Anti-Racist Working Group (NLS-ARWG)	National LIP Secretariat <i>Local Immigration Partnership</i>	Program Information	Overview and Goals: - The National LIP Anti-Racism Working Group (NLS-ARWG) is a resource hub at the national level that aims to promote equity and social justice. - The primary goal is to help Local Immigration Partnerships (LIPs) create welcoming communities by providing anti-racist tools and resources that can be adapted for their specific needs. - The group also supports LIPs in building their capacity for anti-racist work within their communities and municipalities. Key Features: - The NLS-ARWG develops resources, including toolkits and self-assessment tools, and compiles other valuable anti-racist materials. - The group is tasked with making recommendations to the National LIP Secretariat's Executive Committee. - Membership in the working group is open to all LIPs. - The group acknowledges that its work is part of a larger history of anti-racism efforts in the settlement sector and broader Canadian society, particularly those led by Black and Indigenous communities.	Local Immigration Partnerships; Service providers Canada Communities of all sizes
Empowering Change: A Critical Evaluation of Anti-Racism in the Local Immigration Partnership	National LIP Anti-Racist Working Group (NLS-ARWG) <i>Local Immigration Partnership</i>	Program Information Tool	Overview and Goals: <i>Empowering Change</i> is a self-assessment exercise designed to assess a Local Immigration Partnership's (LIP) understanding of racism, familiarity with anti-racism principles, and their capacity to integrate these into their work. - The goal is to provide valuable insights and help LIPs identify areas for growth in fostering equity and inclusivity within their organizations and the communities they serve. - The tool is a "versatile tool" meant to stimulate reflection and encourage critical dialogue Key Features: - The tool includes a summary of racism in Canada, a glossary of terms, a questionnaire that can be used individually or as a team, a four-dimensional rubric for insights, and a list of resources. - The questionnaire is divided into five main categories: (1) knowledge and awareness, (2) fostering Indigenous relationship building and reconciliation, (3) embedding anti-racism, (4) newcomer engagement, and (5) anti-racism initiatives. - Users can rate their organization on each criterion using a five-point scale, and the tool suggests taking notes during discussion. A comprehensive rubric then helps to assess the LIP's level of knowledge and existing initiatives based on their total score. - The document provides "next steps" and ideas for moving forward based on the rubric score, emphasizing that the tool is a step toward implementing actionable strategies. - The exercise encourages respondents to explore their own perspectives, biases, and assumptions, fostering a process of introspection and self-awareness. It promotes personal accountability and a culture of continuous learning and inclusivity.	Local Immigration Partnerships; Service providers Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Refugee Awareness Alberta	Centre for Race and Culture (CFRAC) <i>Non-profit</i>	Program Information Webinar	Overview and Goals: - The Refugee Awareness Alberta initiative was designed to educate service providers and the public on the refugee experience. - The main goal was to create more supportive and welcoming spaces for refugees by addressing the lack of funding dedicated to preparing host countries for their arrival. - The initiative was supported by the Government of Alberta and aimed to improve the successful and sustainable settlement of refugees in the province. Key Features: - The initiative's primary component was the delivery of free workshops across Alberta. These workshops provided accurate information about refugees and the resettlement process to service providers and the general public. - CFRAC used social media to engage with Albertans on refugee issues and to share information. This helped to enhance the reach of the initiative beyond the workshops themselves. - Unlike many other settlement programs that focus on preparing refugees, this initiative was specifically designed to prepare the host community, which the project's background identifies as a critical but often overlooked step in the successful resettlement process.	Ethno-cultural organization staff; Non-profit staff; Receiving community; Service providers Alberta, Canada Communities of all sizes
Conceptualizing a Pyramid Model on Equity, Diversity and Inclusion (EDI) for Non-Profits and Community Organizations	Access Alliance Multicultural Health and Community Services (MCHS) <i>Health Care Centre</i>	Program Information Guide	Overview and Goals: - Conceptualizing a Pyramid Model on Equity, Diversity and Inclusion (EDI) for Non-Profits and Community Organizations is a framework designed for non-profit organizations that serve newcomers and marginalized communities. - Its main goal is to help these organizations understand and commit to EDI, with the ultimate objective of building a sense of belonging for their clients, staff, and community members. Key Features: - The model is based on a four-level pyramid structure: - Equity is the foundation, described as "our lens of understanding." This principle emphasizes addressing structural and systemic barriers. It's supported by four pillars: (1) accountability, (2) mutuality, (3) intersectionality, and (4) cultural humility. - Diversity is the second level, defined as "who we are." It acknowledges the variety of human differences, such as race, gender, and immigration status, and the importance of understanding these differences. - Inclusion is the third level, representing "the intentional actions we are taking." This involves concrete steps to ensure people feel valued and respected, with a focus on leadership commitment and evidence-based approaches. - Sense of Belonging is the final and highest level, and the ultimate goal. It's the state where individuals feel welcomed, valued, and empowered to contribute fully within the organization.	Ethno-cultural organization staff; Non-profit staff; Service providers Toronto, Ontario, Canada Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
The Anti-Racism Blueprint: Action Planning Toolkit for Organizations	Alberta Association of Immigrant Serving Agencies (AAISA) <i>Settlement Umbrella</i>	Toolkit	Overview and Goals: • <i>The Anti-Racism Blueprint: Action Planning Toolkit for Organizations</i> is a guiding resource, specifically designed to help Service Provider Organizations in Alberta enhance their anti-racism efforts and meet the requirements of Immigration, Refugees and Citizenship Canada (IRCC). • The Toolkit's goal is to help organizations acknowledge and combat systemic racism and to make informed decisions to address it. Key Features: • The Toolkit includes a checklist for newcomer-serving organizations that aligns with both IRCC requirements and broader equity principles. • It provides essential knowledge and conceptual tools to help organizations understand anti-racism. • A key feature is a dedicated section on incorporating Indigenous worldviews, including frameworks like the Medicine Wheel and the Seven Grandfather Teachings. • The Toolkit offers examples of anti-racism action plans from various organizations to inspire and guide development. • It provides a list of training programs and courses to build staff capacity in anti-racism. • It includes resources for applying a Gender-Based Analysis Plus (GBA Plus) lens to anti-racism planning, which helps in addressing intersectionality and systemic inequities. • The Toolkit also directs users to external resources, toolkits, and frameworks to help embed racial equity into organizational operations, human resources, and service delivery.	Service providers Alberta, Canada Communities of all sizes
Anti-Racism Anti-Oppression (ARAO) Organizational Assessment	Ontario Council of Agencies Serving Immigrants (OCASI) <i>Settlement Umbrella</i>	Program Information Tool	Overview and Goals: • The Anti-Racism Anti-Oppression (ARAO) Organizational Assessment is a tool designed to evaluate how well an organization that serves immigrants and refugees is applying anti-racism and anti-oppression principles and practices. • Its main goal is to serve as a starting point to identify the organization's strengths, weaknesses, and gaps in its ARAO work. • The results are meant to inform a broader discussion within the organization and guide future strategic actions to create sustainable change. Key Features: • The assessment tool evaluates an organization's ARAO practices across three key areas: 1. Organizational Accountability: This section assesses an organization's basic commitment and accountability to anti-racism and anti-oppression. 2. Organizational Implementation and Application: This section focuses on how the organization has operationalized its ARAO principles in its day-to-day work. 3. Organizational Principles and Culture: This section evaluates the organizational norms, attitudes, and principles that reflect anti-racism and anti-oppression. • The tool is flexible and can be used by anyone within the organization, including staff, leadership, board members, and volunteers. • It can also be adapted to function as a survey or a guide for focus group discussions.	Ethno-cultural organization staff; Non-profit staff; Service providers Ontario, Canada Communities of all sizes

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Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Multifaith Calendar	Multifaith Action Society <i>Non-profit</i>	Program Information	Overview and Goals: - The Multifaith Calendar promotes diversity through interfaith, multifaith, and cross-cultural understanding. - It provides a resource for organizations to demonstrate inclusivity by being aware of the holy days, festivals, and other observances of various religious and spiritual paths. - The online calendar is a subscription-based service designed to make this information easily accessible to all employees, helping organizations plan events and accommodate religious observances respectfully. Key Features: - The online calendar provides a list of over 480 events from 14 world religions and spiritual paths with descriptions, helping users understand the significance of each date. - It is hosted online, so it requires no software installation and can be accessed on any computer, including Macs and PCs, as well as on tablets and smartphones. A single login can be used by all employees within an organization. - A new feature identifies observances that require religious accommodation to help organizations be more inclusive and respectful of different religious or spiritual beliefs.	Educators; Employers; Ethno-cultural organization staff; Non-profit staff; Receiving community; Religious/faith organization staff; Service providers Canada Communities of all sizes
Training and Resources for Employers and Organizations				
What Works Toolkit	Innovation, Science, and Economic Development Canada, Government of Canada <i>Federal Government</i>	Program Information Toolkit	Overview and Goals: - The <i>What Works Toolkit</i> is an extensive online resource that seeks to help Canadian organizations create more equitable and diverse workplaces to meet the “50 – 30 Challenge.” - The “50 – 30 Challenge” is a voluntary pledge that Canadian organizations may take with the ultimate goal of achieving gender parity (50%) and the significant representation (30%) of equity-deserving groups (i.e., racialized persons, Indigenous people, people living with disabilities, and members of the LGBTQ2+ community) on boards and senior-management roles. Key Features: - The Toolkit offers best practices, strategic workplace approaches, and practical actions to improve equity, diversity, and inclusion within organizations. Topics include recruitment, mentorship, promotions, and retention of diverse employees. Activities and initiatives to promote anti-racism and anti-harassment are also included. - Case studies and examples from Canadian organizations are featured throughout the toolkit to provide examples of successful diversity plans that can be replicated by other organizations. - When navigating the Toolkit, an assessment tool is available to help organizations identify strengths and opportunities, and considerations for different types of organizations (e.g., small vs. large) are provided throughout. - Each tool is also available to download in full: Mapping Your Journey to 50 – 30 10 Actions You Can Take Starting the Conversation Talent Processes Tool Board and Leader Guidebook Guide to Sustaining Organizational Change - The development of the Toolkit included workshops and interviews with relevant parties (e.g., partner organizations, subject matter experts), with both English and French participants, as well as rigorous research.	Employees; Employers Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
RaceWorks Toolkit	SPARQtools, Stanford University <i>Post-secondary Institution</i>	Toolkit	Overview and Goals: - The RaceWorks initiative is a toolkit for educators and facilitators, designed to make critical race studies more accessible for a range of learners, including students and colleagues. - The initiative's main goal is to address the common misconception that race is a biological trait rather than something that people "do" through their actions. - The toolkit aims to equip participants with the knowledge and skills needed to promote racial equity. Key Features: - The toolkit is a free, publicly available multimedia resource that includes a video series, concept guides, educational activities, and discussion topics. - The content is backed by the latest scholarship from Stanford University and is rooted in the idea that race is not a thing people "are" but rather actions that people "do." - The frameworks provided can be integrated into academic curricula or adapted for professional education opportunities, such as Diversity, Equity, and Inclusion (DEI) training. - The overall goal is to build racial literacy, which is the knowledge and skills needed to understand and have informed conversations about race and its impact on the world.	Educators USA Communities of all sizes
Creating Racism-Free Schools through Critical/Courageous Conversations on Race	Manitoba Education and Training <i>Provincial Government</i>	Program Information Guide	Overview and Goals: - The <i>Creating Racism-Free Schools through Critical/Courageous Conversations on Race</i> guide from the Manitoba government is a support document aimed at helping school divisions, schools, teachers, parents, and students engage in "critical/courageous conversations on race." - The main goal is to promote these conversations to create more inclusive and equitable classrooms and schools for all students, with a particular focus on First Nation, Métis, and Inuit (FNMI) students. - The initiative seeks to challenge inequity and work towards an educational system that provides a welcoming, appropriate, and meaningful experience for all learners. Key Features: - The guide is designed to help educators understand and recognize different levels of racist practice, from historical and institutional racism to the "everyday" racism that can occur in schools and communities. - It highlights the unique "dual track" of racism experienced by FNMI people due to colonialism, the Indian Act, and the residential school system, emphasizing that this is distinct from the racism experienced by other non-Indigenous, marginalized groups. - The initiative is built around stimulating dialogue and informed discussion as a "call to action" to facilitate change and develop strategies for overcoming racism. - The toolkit acknowledges the historical and contemporary impacts of racism on Indigenous people and aims to contribute to the Truth and Reconciliation Commission's Calls to Action. - The document acts as a guide for educators, providing them with the necessary background information on racism and human rights to inform their practice and promote effective anti-racism efforts in schools.	Educators Manitoba Small and mid-sized communities

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Workplace Cultural Diversity Tool	Australian Human Rights Commission (AHRC) National Government	Program Information	Overview and Goals: - The Workplace Cultural Diversity Tool is designed to help organizations promote cultural diversity and combat racism. - The Tool's goal is to provide employers, managers, and human resources personnel with a way to assess their current practices and get access to information and resources that support anti-racism efforts. - The assessment is meant to be a collaborative process, ideally completed by a multi-level team to ensure diverse perspectives are included. Key Features: - The assessment is structured around several "Good Practice Areas," each supported by case studies. These include: - Acknowledging the unique position and contributions of Australia's First Nations peoples - Understanding how racism manifests in the workplace - Demonstrating leadership and commitment to diversity - Strategic planning for cultural diversity and anti-racism - Ensuring equitable hiring and retention - Embedding anti-racism into daily practice - Having a clear process for responding to incidents of racism - Evaluating and monitoring the effectiveness of diversity strategies - It consists of 52 questions that can be completed in approximately 40 minutes. - The Tool highlights how a culturally diverse workforce can lead to increased productivity, improved innovation, better decision-making, and enhanced ability to connect with diverse customers and clients. It provides a strong business case for why organizations should invest in diversity and inclusion.	Employers Australia Communities of all sizes
Beyond Inclusion: Equity in Public Engagement	Morris J. Work Centre for Dialogue, Simon Fraser University Post-secondary Institution	Program Information Guide	Overview and Goals: <i>Beyond Inclusion: Equity in Public Engagement</i> aims to improve public engagement processes. The central goal is to go beyond simply including diverse voices and instead focus on equity. - The initiative provides a framework and principles to help organizations conduct public engagement in a way that is ethical, effective, and centred on shared power with communities. Key Features: - The guide proposes eight principles to achieve equitable public engagement and provides concrete strategies to help users implement these principles in their work. It also includes real-world case studies to illustrate how the principles can be applied in practice. - Suggested approaches for dealing with common challenges that arise in public engagement are also provided. - The guide includes a list of further resources for continued learning and application. - A key emphasis of the initiative is on building reciprocal relationships with communities and sharing power to co-create meaningful engagement processes.	Employers Burnaby, British Columbia, Canada Mid-sized community
Richmond Community Protocol: Responding to Racism and Hate	Richmond Community Collaboration Table Local Immigration Partnership	Program Information Protocol	Overview and Goals: - The <i>Richmond Community Protocol</i> prepares organizations and community members to respond to critical incidents of racism, hate motivated incidents and crimes, and/or any activities rooted in discrimination, prejudice, stereotypes, or xenophobia. Key Features: - The protocol provides a step-by-step guide to promptly and effectively assess and respond to such incidents, including: - Mechanisms for community members to respond to incidents - Mechanisms for organizations to respond to incidents - Mechanisms to support community members who are victims - For community members who are victims of racism, there is a referral list of organizations that may be able to provide them with appropriate supports. - The protocol also includes an education and resource list and a collection of key terms and definitions.	Employers, Immigrants, Indigenous people, Racialized individuals, Receiving community Richmond, British Columbia, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
LIGHT ON	European Union <i>International Organization</i>	Program Information Program Brochure	Overview and Goals: - The LIGHT ON project was a two-year initiative (2013-2014) funded by the European Commission's Fundamental Rights and Citizenship Programme. - Its main purpose was to combat the normalization of racism and intolerance by giving tools to both communities and law enforcement. - The overall goal was to foster a culture that actively denounces racism and encourages individuals to take an active role in combating it. Key Features: - The project offers various tools and resources, including a <i>Spot Racism Online</i> guide (also available in Italian, Hungarian, and Slovenian) with suggestions on how to safely act against hate speech. - A <i>multidisciplinary training curriculum</i> was developed for both theoretical and practical areas of training. - An <i>Anti-Racism Toolkit</i> was created specifically for law enforcement, judiciary officials, and legal professionals. This toolkit includes guidelines and self-reporting forms to assist victims and witnesses of hate incidents.	Law enforcement agency personnel; Legal practitioners Europe Communities of all sizes
Engaging Ethno-cultural Communities Toolkit	ActionDignity <i>Non-profit</i>	Toolkit	Overview and Goals: - The <i>Engaging Ethno-cultural Communities Toolkit</i> is a guide for organizations and individuals interested in community engagement, specifically with ethno-cultural communities. - The primary goal is to help users develop strategies to better engage with these communities. The goals of the engagement process include increasing community involvement, solving local problems, and enabling all community members to feel a sense of belonging. Key Features: - The Toolkit is based on the idea that involving community members is crucial for identifying local priorities, solving problems, and building a stronger sense of community. - It emphasizes the importance of going beyond simple inclusion to ensure that marginalized groups are fully engaged and empowered. - It provides information and ideas to help users move through the process of community engagement to community action. It is presented as a non-linear process, acknowledging that early stages, like "knowing your community," are foundational. - A key principle of the Toolkit is empowering local citizens to have control over their lives and to bring about change in their communities. - The Toolkit is built on the understanding that engaging marginalized groups often requires specific, proactive strategies to overcome barriers and reach those who may feel isolated.	Employers; Ethno-cultural organization staff; Non-profits; Service Providers Calgary, Alberta, Canada Large community
Building Bridges Workshops	Canadian Race Relations Foundations (CRRF) <i>Non-profit</i>	Program Information	Overview and Goals: - The Building Bridges Workshop series is a national initiative with the main goal to address the rise in hate crimes and to build a more inclusive and equitable society. - It focuses on providing training and support to communities and professionals to improve hate crime reporting and identification. Key Features: - The workshops are designed for a diverse audience, including law enforcement, community members, and practitioners who work with communities that experience hate. - The initiative is supported by the RCMP, which co-chairs the National Hate Crimes Task Force with the CRRF. - The workshops include training components for both police and community members. The CRRF also provides a supplementary <i>Reporting Hate, Finding Support – A Toolkit for Communities</i> that offers key steps for reporting hate and supporting victims.	Ethnocultural organization staff; Immigrants; Law enforcement agency personnel; Non-profit staff; Receiving community Canada Communities of all sizes

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Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Racial Equity Tools	Equity in the Center (EIC) Non-profit	Resource Compendium	Overview and Goals: - Racial Equity Tools is a comprehensive online resource dedicated to helping individuals and organizations advance racial equity and justice. - Its main goal is to provide a central hub of information, resources, and strategies to increase understanding of racial justice concepts and support practical work within systems, communities, and broader culture. Key Features: - The website features a library of over 5,000 resources, including curated lists on special topics. - The site is organized into logical sections to guide users through different stages of their work: “FUNDAMENTALS” for learning core concepts and finding data “PLAN” for examining issues and creating action plans “ACT” for accessing strategies and advocacy resources “EVALUATE” for measuring progress and results - The site regularly highlights and adds new resources to keep the information current and relevant.	Employers; Receiving community USA Communities of all sizes
#RacialEquityWR Campaign	Waterloo Region Immigration Partnership Local Immigration Partnership	Program Information	Overview and Goals: - The #RacialEquityWR Campaign is a public awareness initiative that seeks to provide a central hub of resources, tools, and information to help residents, local businesses, and community partners take action against racism and discrimination. - The campaign is part of the Local Immigration Partnership’s commitment to building a welcoming and anti-racist community. Key Features: - The initiative engages residents, local businesses, and community partners in creating a welcoming and anti-racist community. - The campaign provides a dedicated webpage with resources, tools, and information on how to combat racism and discrimination. - The campaign uses free #RacialEquityWR lawn signs to encourage people to visibly show their support for an anti-racist community. - The campaign suggests sample social media posts and uses the hashtag #RacialEquityWR to encourage public engagement and dialogue.	Employers; Immigrants; Receiving community Waterloo Region, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Eradicate Hate: A Toolkit for Combatting Online Hate	Council of Agencies Serving South Asians (CASSA) <i>Non-profit</i>	Program Information Toolkit	Overview and Goals: - The <i>Eradicate Hate Toolkit</i> was compiled and written by the Council of Agencies Serving South Asians (CASSA), in collaboration with the Anti-Hate Community Leaders' Group, for organizations and individuals to combat online hate. - The toolkit aims to fill a gap for social justice organizations and their clients who face online hate but may lack the capacity to combat it. - It specifically focuses on hate stemming from racism and xenophobia. Key Features: - The toolkit is divided into four sections: Education: This section defines hate speech under Canadian law, summarizes hate statistics in Canada, and outlines different types of online harassment and hate, such as doxxing, deepfake, defamation, and misinformation. It also discusses the impact of online hate on individuals and society. Action: This part of the toolkit provides guidance on allyship and solidarity, including the "5 D's of Bystander Intervention." It also offers advice for victims of online hate using the "ERRR" framework (Examine, Redirect, Respond, Recover). Digital Security: This section offers digital security tips for various platforms, including Instagram, Twitter, Facebook, TikTok, and Zoom. Resources: The toolkit concludes with a list of resources for self-care, reporting to law enforcement, and other third-party reporting and victim services. It also includes a list of community organizations and partners involved in the initiative. - Supplemental features include a Resources List, Infographics, and YouTube Tutorials.	Ethno-cultural organization staff; Immigrants; Non-profit staff; Receiving community; Religious/faith organization staff; Service providers Canada Communities of all sizes
Anti-Racism & Organizational Change: A Guide for Employers	Canadian Human Rights Commission <i>Federal Government</i>	Program Information Program Video	Overview and Goals: - The Canadian Human Rights Commission's "Anti-Racism & Organizational Change: A Guide for Employers" is a resource designed to help employers in all sectors develop and implement effective anti-racism initiatives. - The Guide's main goal is to help employers create a workplace that is actively anti-racist, going beyond simple diversity and inclusion efforts. It aims to support organizations in making a fundamental shift in their culture, practices, and systems to proactively address and dismantle systemic racism. Key Features: - The Guide provides a clear framework for employers to follow. It breaks down the process into actionable steps, from educating leadership to implementing long-term strategies. - It emphasizes that this change requires leadership commitment and a well-planned, resourced, and sustainable approach. - The Guide includes a dedicated section on human resources, offering guidance on how to embed anti-racism principles into key HR functions, such as hiring, promotions, and performance management. - The Guide stresses the importance of accountability, recommending that organizations establish metrics to track their progress and ensure their efforts lead to real, measurable change.	Employers Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
CCDI Toolkits	Canadian Centre for Diversity and Inclusion (CCDI) Non-profit	Resource Compendium Webinar	Overview and Goals: - The CCDI Toolkits are a collection of guides designed to help Canadian workplaces address a variety of diversity, equity, and inclusion (DEI) issues. - The goal of the toolkits is to provide practical, research-based resources to help organizations become more inclusive. Key Features: - The toolkits are based on research, with some content drawn from CCDI's own events and feedback from practitioners. - They are designed to break down complex topics into clear, actionable steps, enabling organizations to develop and implement effective DEI strategies. - The toolkits cover a wide range of subjects, including inclusive hiring practices, creating effective employee resource groups, and navigating race in the workplace. - The resources are created to be relevant and impactful, with some versions including "in action" highlights from CCDI's Employer Partners. - They are a roadmap for organizations to not only understand complex DEI concepts but also to implement actionable strategies that align with their overall vision and values.	Employers Canada Communities of all sizes
Black in Canada	Deloitte Private Company	Program Information	Overview and Goals: - The Black in Canada initiative is a program facilitated by Deloitte that aims to address anti-Black racism and promote a more equitable future. It focuses on raising awareness of systemic barriers and empowering Black individuals and communities. - A key objective is to contribute to a positive shift in the economic and social inclusion of Black people in Canada. Key Features: - The initiative includes a series of reports, such as <i>The Future is Equitable: Balancing the Impact of GenAI on Canada's Black Communities</i>, which explore the intersection of technology and equity to prevent the perpetuation of bias. - It provides actionable frameworks, such as the <i>Black in Canada Journey Map</i>, which gives organizations key actions and metrics to guide their progress. - The initiative promotes the L.E.A.D. framework (Listen, Engage, Acknowledge, Do) to help organizations take meaningful steps in their anti-racism efforts. - The program features virtual events, including fireside chats and webinars with influential Black professionals and business leaders, to share insights and promote dialogue.	Employers Canada Communities of all sizes
Inclusive Language Guide	York Region Municipal Government	Program Information Guide	Overview and Goals: - The <i>Inclusive Language Guide</i> was created as a practical outcome of the Inclusion Charter. - Its primary purpose is to equip both residents and regional staff with the tools to cultivate an inviting and inclusive atmosphere that acknowledges and values the full spectrum of diversity. Key Features: - The guide lays out fundamental guidelines for how to communicate in a way that respects everyone. - It addresses language considerations across a wide spectrum of identities, including age, citizenship status, religion, disability, gender identity, racial background, Indigenous heritage, socioeconomic status, mental health, and sexual orientation. - It offers specific recommendations for preferred words and phrases to ensure respectful and appropriate communication.	Employers; Employees; Receiving community York Region, Ontario, Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Anti-Racism Toolkit	BGC Canada <i>Non-profit</i>	Toolkit	Overview and Goals: - The <i>Anti-Racism Toolkit</i> is an initiative to help staff and volunteers at BGC Clubs nationwide to actively and empathically address racism. It is intended to help Clubs celebrate the unique aspects of their communities while actively addressing the systemic barriers that prevent all Canadians from being equal. - The Toolkit's purpose is to enhance conversations about anti-racism and oppression, and its goal is to help staff and volunteers confront these issues in a self-reflective manner. Key Features: - This Toolkit is one part of a larger, national effort by BGC Canada to identify and overcome the barriers that young people face, particularly those stemming from systemic racism. - It includes core concepts to help staff explore and expand their understanding of anti-racism principles. - The Toolkit provides tips and suggestions for supporting anti-racist programming - It features various activities that can be used in BGC Clubs to put the anti-racism concepts into practice.	Employers; Non-profit staff Canada Communities of all sizes
Anti-Racism and Anti-Oppression Advocacy 101 Digital Toolkit	Ontario Nurses' Association (ONA) <i>Professional Association</i>	Toolkit	Overview and Goals: - The <i>Anti-Racism and Anti-Oppression Advocacy 101 Digital Toolkit</i> is an advocacy guide created to raise awareness, foster action, and address intersectional forms of racism. - Its purpose is to guide members in their anti-racism and anti-oppression (ARAO) journey and help them strengthen solidarity across the union. Key Features: - The toolkit serves as an easy-to-use guide for understanding key ARAO concepts and practices. - It provides different ways for members to develop advocacy skills to combat racism and oppression. - The toolkit also encourages members to become allies for those from Indigenous, Black, racialized, and other historically marginalized communities. - It's one of several educational resources ONA has developed to increase awareness about the detrimental impact of systemic racism and to help members unlearn and transform their worldviews and practices. - By using the toolkit, members can reinforce their personal and collective commitment to ONA's ARAO journey.	Employees; Non-profit staff Canada Communities of all sizes
Cultural Broker Strategy	ActionDignity <i>Non-profit</i>	Program Information Report P2P Brief P2P Video	Overview and Goals: - The Cultural Broker Strategy uses trained community members, known as Ethno-Cultural Brokers, to connect their communities with social services, influence policy, and build civic infrastructure. - The strategy's primary goal is to bridge the gap between ethnocultural communities and service providers. It works to improve access to services and resources for community members and to build the capacity of these communities to address their own needs. Key Features: - The core of the strategy is the use of trained community members whose role has evolved from simply increasing access to services to also supporting advocacy and influencing systems change. - The strategy focuses on strengthening the capacity of ethnocultural communities to create change for their members. This includes training leaders and helping organizations develop action plans to address their specific needs. - The initiative is built on the principle of collaboration, fostering a network of ethnocultural groups and individuals to work together toward common goals. It also facilitates partnerships between community members and policymakers, funders, and service providers.	Ethno-cultural organization staff; Non-profits; Service Providers Calgary, Alberta, Canada Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Hamilton Anti-Hate Toolkit	No Hate in the Hammer	Toolkit	Overview and Goals: - The <i>Hamilton Anti-Hate Toolkit</i> is a community-wide initiative in Hamilton, Ontario, designed to combat and prevent hate, racism, discrimination, and oppression and help build a more inclusive community where all residents feel a sense of belonging. - Its main goal is to empower various community members, from individuals to institutions, to take practical action against hate. Key Features: - It offers pathways for individuals to create their own personal action plans to address hate. - It includes specific recommendations for stakeholder organizations on how to implement equity, diversity, and inclusion principles. - The toolkit provides a directory of local resources and programs available to those who have experienced hate. - It encourages individuals and organizations to sign a pledge to publicly commit to fostering an inclusive community.	Employers; Immigrants; Receiving community
	Non-profit			Hamilton, Ontario, Canada Mid-sized community
Anti-Racism Charter in Recreation	Recreation Nova Scotia	Program Information Charter Program Video	Overview and Goals: - The <i>Anti-Racism Charter in Recreation</i> is a resource and commitment designed to acknowledge and address the harm and exclusion caused by racism within Nova Scotia's recreation sector. - Created as a collaborative effort with a whole-sector approach, the Charter aims to provide unifying guidelines for organizations to combat systemic racism. - The ultimate goal is to make recreation welcoming and inclusive for all Nova Scotians by fostering a more equitable and representative sector. Key Features: - Organizations can become "signatories" by formally committing to the principles and actions outlined in the Charter. This involves pledging to actively work toward dismantling racism within their organization and communities. - The Charter is not just a symbolic document; it is a practical tool with a supporting action plan. It provides tangible tools (e.g., templates, guidelines) and a framework for organizations to create their own tailored plans for implementing anti-racism initiatives. - The Charter is structured around four key areas of focus: - Acknowledge and address racism - Provide ongoing training and educational opportunities - Build racially representative communities - Design equitable and inclusive opportunities - Recreation Nova Scotia offers resources and training to support signatories, including a training module to help individuals and organizations recognize, address, and mitigate racism in recreational environments. They also provide ongoing check-ins and consultation services to assist organizations with their initiatives. - The Charter was developed through a collaborative process involving recreation professionals, community leaders, and individuals with diverse lived experiences, including a Youth Advisory Council. The initiative emphasizes the importance of collaboration and ensuring those with lived experience have opportunities to communicate and impact change.	Employers; Sports and recreation organizations; Provincial governments; Receiving community
	Provincial Government			Nova Scotia, Canada Small and mid-sized communities

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
City of Ottawa Anti-Racism Strategy	City of Ottawa <i>Municipal Government</i>	Program Information Program Video Strategy	Overview and Goals: - The <i>City of Ottawa Anti-Racism Strategy</i> is a five-year initiative with the primary aim of proactively identifying and dismantling systemic barriers within the City of Ottawa's policies, programs, and services. - Its central goal is to achieve racial equity, ensuring that all City offerings are responsive to the varied needs of Ottawa's diverse residents. The strategy also seeks to create an equitable and inclusive work environment within the city itself. Key Features: - The strategy outlines a detailed action plan comprising seven key areas of focus, supported by 28 specific recommendations and 132 actionable steps. - It prioritizes efforts in several critical sectors, including governance, housing, economic development, children and youth development, achieving racial equity in the workplace, and institutional practices. - The strategy will be carried out in two distinct phases: - Phase 1 (2023-2025): This initial phase concentrates on building awareness of the challenges that Indigenous, Black, and other racialized staff and communities experience, alongside the crucial task of collecting race-related data. Action items related to the seven priority areas identified above will also be implemented during this phase. - Phase 2 (2025-2028): This subsequent phase will integrate feedback, data, and lessons learned from Phase 1, continuing the implementation of the strategy's outlined actions. - The City's Anti-Racism Advisory Table is tasked with providing ongoing insights and guidance to ensure the effective implementation of the strategy's actions.	Employers; Municipalities; Receiving community Ottawa, Ontario Large community
Anti-Racism and Anti-Oppression Framework	City of London <i>Municipal Government</i>	Program Information	Overview and Goals: - The City of London's <i>Anti-Racism and Anti-Oppression Framework</i>, along with its Equity Tool, is a strategic initiative designed to address and eliminate systemic racism and oppression within the City Corporation and the broader community. - The purpose of this framework is to support the City by embedding the principles of equity and inclusion into its policies, procedures, programs, services, and budget decisions, from their initial design through to their implementation. - The goal is to move the organization away from the status quo toward a "Race Equity Culture," which involves proactive counteraction of social inequities. - The framework is a result of the City's acknowledgment that systemic racism and oppression exist and that action is needed to dismantle them. Key Features: - The framework is guided by principles that shape the City's approach to equity work. These include a commitment to Truth and Reconciliation, using an intersectional approach to recognize the multiple aspects of a person's identity, a trauma- and violence-informed approach, and a focus on curiosity, humility, and grace. - A core component of the framework is the Equity Tool, which is a series of questions that prompt staff to proactively examine the potential unintentional consequences of their decisions on "equity-deserving groups." It's designed to help identify and remove barriers to inclusion. The tool can be used for various proposals, including policies, programs, projects, and budget decisions. - The initiative emphasizes accountability by committing to creating metrics for its equity work and requiring the thoughtful evaluation of its impacts. The results from the Equity Tool are to be submitted to leadership and can be included in reports to City Council to demonstrate alignment between commitments and actions.	Employers; Municipalities; Receiving community London, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Strategic Plan 2023–2027	City of Calgary <i>Municipal Government</i>	Program Information Program Video Strategy	Overview and Goals: • <i>Dismantling Systemic Racism, Transforming Lives</i> serves as a guiding document to help Calgary become a racially just city, ultimately aspiring for the City to progress to the highest level of anti-racism maturity. • The strategy concentrates its efforts on creating systemic changes that impact Calgarians, City employees, and public safety. • The City publicly committed in June 2020 to becoming an anti-racist organization and the strategy was developed in direct response to ongoing concerns about systemic racism, racial inequality, discrimination, and oppression affecting Indigenous, Black, and various racialized communities, including City employees. • The plan's core goals are to proactively combat racial inequities and injustice, ensuring Calgary is a welcoming place for all, where everyone, including Indigenous, Black, and diverse racialized people, can thrive. Key Features: • The strategy was developed using a human-centred design approach. This involved actively listening to and incorporating the lived experiences of Indigenous, Black, and diverse racialized Calgarians, including City employees, to collaboratively create solutions for systemic anti-racism change. • The plan outlines five specific areas of focus, each with nine strategic actions, designed to address systemic racism. These five areas emerged from various community, organizational, and public safety anti-racism strategies and include: 1. Training and education 2. Disaggregated race-based data 3. Diversity within positions of leadership 4. Racially equitable programs, services, policies, and systems 5. Anti-racist safe spaces and processes • The plan's creation (and subsequent implementation) was guided by six key principles including: 1. Advancing and advocating for racial equity and racial justice 2. Centring lived and living experiences 3. Amplifying transformative engagement 4. Applying intersectionality 5. Adopting an anti-colonial lens 6. Monitoring and evaluation for accountability • The City also draws on a maturity model framework that outlines different stages an organization progresses through on its journey to becoming racially just. The City aims to advance from its current Level 2 to Level 5 by continuously implementing anti-racism recommendations. • The Strategy is available to download in the following languages: Arabic, Blackfoot, Chinese (Simplified and Traditional), Cree, Farsi, French-CA, Oromo, Pashto, Punjabi, Tigrinya, and Vietnamese.	Employers; Municipalities; Receiving community Calgary, Alberta, Canada Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Accélérer le changement pour une Ville exempte de racisme et de discriminations	City of Montréal <i>Municipal Government</i>	Program Information Report	Overview and Goals: - The City of Montréal's 2023-2025 commitments are a set of 17 initiatives designed to accelerate the transformation of its municipal operations, with a significant focus on combating systemic racism and discrimination. - The overarching goal is to ensure the City's administration reflects its diverse population and that every individual living in Montréal feels safe and has the opportunity to thrive. - The City emphasizes a "zero tolerance" approach to racism and discrimination, starting within its own workplace. Key Features: - These commitments are structured around five key pillars, drawing inspiration from 38 recommendations provided by the Office de consultation publique de Montréal (OCPM): - An administration free from racism and systemic discrimination: Aims to make the City of Montréal an exemplary employer by focusing on prevention and supporting staff, including regulatory changes to the "Politique du respect de la personne" (Policy on Respect for Individuals), the creation of a support centre for staff complaints (Centrale d'accompagnement du personnel en matière de plainte [CAPP]), and plans for a sensitivity campaign for all City employees. - Urban security without profiling: Commits to systemic changes to combat profiling, particularly by diversifying the Montréal police service (SPVM), revising recruitment and integration practices for new police officers, and developing an action plan against discrimination and racism within the SPVM. - Cultural equity: Focuses on integrating issues of racism and systemic discrimination into the consultations and development of the City's 2024-2030 Cultural Policy, ensuring these topics are addressed across all cultural initiatives. - Economic and territorial equity: Aims to reduce inequities in different city areas that disproportionately affect vulnerable, racialized, or Indigenous populations; will use the "Indice d'équité des milieux de vie" (Living Environment Equity Index) to guide investments and projects; and seeks to ensure a fairer distribution of municipal investments and link greening initiatives to anti-racism efforts for greater environmental justice. - Inclusive citizen participation: Committed to increasing the involvement of racialized and Indigenous people in city affairs and includes a participatory budget that reflects Montreal's diversity and support for major events celebrating Afro-Montréalers and Indigenous populations. - The City of Montréal also plans to provide annual reports on its progress in combating racism and systemic discrimination, fulfilling a recommendation from the OCPM.	Employers; Municipalities; Receiving community Montréal, Québec, Canada Large community
Inclusive Workplaces – Recognizing Holidays, Observances and Celebrations	Equity, Diversity, and Inclusion (EDI) Knowledge Mobilization and Dissemination Centre, Sheridan College <i>Post-secondary Institution</i>	Guide	Overview and Goals: - The primary goal of this initiative is to create a more inclusive environment by encouraging employee participation in decisions about what holidays and observances to recognize and how to celebrate them. - Another goal is to encourage continuous improvement by evaluating events and making adjustments based on feedback, especially from the communities being celebrated. Key Features: - The guide recommends marking designated days, weeks, and months to reaffirm a commitment to inclusion and to educate employees about different cultures and events. - It provides various ways to celebrate, including hosting educational events like workshops, showcasing artistic exhibits, and organizing cultural activities such as museum visits or bringing in food trucks. - It suggests celebrating the achievements of members of equity-deserving groups in their professions and communities, going beyond just cultural or artistic accomplishments. - The tip sheet advises that no single religion should take precedence in the workplace. It recommends providing quiet reflection spaces, offering flexible time off for religious observances not covered by holidays, and sharing information about significant religious celebrations.	Employers; Employees Greater Toronto Area, Ontario, Canada Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Multifaith Calendar	Multifaith Action Society <i>Non-profit</i>	Program Information	Overview and Goals: - The Multifaith Calendar promotes diversity through interfaith, multifaith, and cross-cultural understanding. - It provides a resource for organizations to demonstrate inclusivity by being aware of the holy days, festivals, and other observances of various religious and spiritual paths. - The online calendar is a subscription-based service designed to make this information easily accessible to all employees, helping organizations plan events and accommodate religious observances respectfully. Key Features: - The online calendar provides a list of over 480 events from 14 world religions and spiritual paths with descriptions, helping users understand the significance of each date. - It is hosted online, so it requires no software installation and can be accessed on any computer, including Macs and PCs, as well as on tablets and smartphones. A single login can be used by all employees within an organization. - A new feature identifies observances that require religious accommodation to help organizations be more inclusive and respectful of different religious or spiritual beliefs.	Educators; Employers; Ethno-cultural organization staff; Non-profit staff; Receiving community; Religious/faith organization staff; Service providers Canada Communities of all sizes
Racism. It Stops With Me.	Australian Human Rights Commission (AHRC) <i>National Government</i>	Program Information	Overview and Goals: - The “Racism. It Stops With Me” campaign is a national anti-racism initiative that seeks to increase public awareness of racism and to equip Australians with the tools to address it. Key Features: - The campaign’s website offers a wealth of information and tools for the public, including the Workplace Cultural Diversity Tool, which is a confidential online self-assessment for organizations to improve their approach to cultural diversity. - The initiative includes content that addresses common myths and misconceptions about racism to facilitate more meaningful conversations. - The campaign encourages individuals to “ask themselves the hard questions” and develop personal anti-racism skills to better understand and challenge the role of racism in society.	Immigrants; Receiving community Australia Communities of all sizes
Supporting your Muslim Employees during Ramadan	Equity, Diversity, and Inclusion (EDI) Knowledge Mobilization and Dissemination Centre, Sheridan College <i>Post-secondary Institution</i>	Guide	Overview and Goals: - The <i>Supporting your Muslim Employees during Ramadan</i> tip sheet’s primary goal is to provide guidance for workplaces and organizations on how to support their Muslim employees during the holy month of Ramadan. - The document aims to help organizations foster a more inclusive environment by increasing awareness of Ramadan and the needs of Muslim employees. Key Features: - The tip sheet suggests ways for organizations to plan ahead and inform all staff about Ramadan. - It recommends creating and supporting employee resource groups for Muslim employees to help them feel included. The document also emphasizes that these groups should not be burdened with the task of educating the entire organization but rather provided with the necessary support to be successful. - The guide advises offering flexible work hours and paid time off for significant religious days. - The document warns against making assumptions about which employees are observing Ramadan, as Muslims are diverse and their practices vary, to avoid insensitive comments that can lead to microaggressions. - It encourages organizations to hold an Iftar (the meal to break the fast) and Eid celebrations to build a culture of sharing and open dialogue for all faiths.	Employers Greater Toronto Area Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
<i>Training and Resources for the General Public</i>				
WediActivists	Council of Europe <i>International Organization</i>	Program Information Program Video Pamphlet	Overview and Goals: - WediActivists is a pedagogical game created by four young Belgians as a part of the Council of Europe’s “No Hate Speech Movement.” The game is designed to raise awareness about digital citizenship and to combat online hate speech. - The game’s primary goal is to help young people “download the antivirus that will save our collective computer, contaminated by online hate.” It aims to stimulate critical thinking and empathy, while encouraging responsible behaviour online and offline. Key Features: - The two-hour game, including introduction and debriefing, is led by an animator to guide the experience. - The game is specifically designed for young people aged 10 to 25, with a maximum of 25 players divided into four teams. - The game uses a series of cards in four categories—general knowledge, creativity, scenarios, and discussion—to engage players. - The initiative also seeks to continue the work of the “No Hate Speech Movement” by providing a practical tool for addressing social injustices using new media.	Youth Worldwide Communities of all sizes
Anti-Racist Youth Lab	Canadian Race Relations Foundation (CRRF) <i>Non-profit</i>	Program Information	Overview and Goals: - The Anti-Racist Youth Lab brings together a cohort of young people (between the ages of 18 and 30) across Canada doing anti-racist work in their communities for an annual three-day event. - The program aims to build capacity and collaboration among these youth leaders with the goal of strengthening their anti-racism advocacy and creating a youth peer network of support across the country. Key Features: - Through interactive workshops, led by youth and anti-racism organizations, participants learn about peer-to-peer networking and mentorship opportunities, advocacy for their organization, grant writing, organizational development, and managing burnout and well-being. - Participants also have the opportunity to share their own anti-racism work and gain new perspectives about where, when, and how anti-racism work can be done. - Participation is free and travel and stay is subsidized (based on financial need).	Youth Canada Communities of all sizes
Inclusive Language Guide: Race & Ethnicity	Equity, Diversity, and Inclusion (EDI) Knowledge Mobilization and Dissemination Centre, Sheridan College <i>Post-secondary Institution</i>	Guide	Overview and Goals: <i>Inclusive Language Guide: Race and Ethnicity</i> is a tip sheet that provides guidance on using respectful and inclusive language when discussing race and ethnicity. - The guide’s purpose is to help people communicate in an unbiased and affirming way, fostering respectful and inclusive environments, and to raise awareness and inspire thoughtful, intentional communication. Key Features: - The guide emphasizes that language has power and that certain words can negatively impact individuals from different races, cultures, and ethnicities. - It provides a comprehensive list of definitions for key terms, such as “ethnocentrism,” “racial equity,” and the “Model Minority Myth,” to help users better understand the concepts. - It offers recommendations and principles for using inclusive language in personal and professional life. - It highlights the importance of considering historical and present-day context when using language, recognizing that terminology changes over time. - The guide advises users to ask individuals for their preferred terms and to prioritize their self-identification over standard definitions. It cautions against using terms that portray racialized people as “inferior.”	Receiving community Greater Toronto Area, Ontario, Canada Large community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Inclusive Language Guide	American Psychological Association Professional Association	Program information	Overview and Goals: - The <i>Inclusive Language Guide</i> was created to promote equity, diversity, and inclusion by encouraging the use of culturally sensitive language that respects marginalized communities. - The guide's main goal is to raise awareness about the power of language and to dismantle "destructive hierarchies" that have historically marginalized certain groups. It is intended as a tool for individuals and organizations to create psychologically safe, inclusive, and welcoming environments. Key Features: - The guide's core principle is to use appropriately specific terms and show respect by calling people what they call themselves. - It recognizes that people have multiple, intersecting identities that are affected by systems of oppression and privilege, and that no group is a monolith. - The document explains the origins of problematic terms and provides suitable, contemporary alternatives. It offers practical advice on topics such as gender-inclusive language, neurodiversity, religious discrimination, and weight stigma. - The guidelines are primarily focused on the use of language within a U.S. context, while acknowledging that there are global and regional differences. - The guide encourages users to be open to continuous learning and mindful of evolving language preferences.	Receiving community USA Communities of all sizes
Inclusive Language Guide	York Region Municipal Government	Program Information Guide	Overview and Goals: - The <i>Inclusive Language Guide</i> was created as a practical outcome of the Inclusion Charter. - Its primary purpose is to equip both residents and regional staff with the tools to cultivate an inviting and inclusive atmosphere that acknowledges and values the full spectrum of diversity. Key Features: - The guide lays out fundamental guidelines for how to communicate in a way that respects everyone. - It addresses language considerations across a wide spectrum of identities, including age, citizenship status, religion, disability, gender identity, racial background, Indigenous heritage, socioeconomic status, mental health, and sexual orientation. - It offers specific recommendations for preferred words and phrases to ensure respectful and appropriate communication.	Employers; Employees; Receiving community York Region, Ontario, Canada Communities of all sizes
Resources	HeartBeatsHate Non-profit	Resource Compendium	Overview and Goals: - The Resources page provides information and activities to help children and youth expand their understanding of others and gain insight into our shared human connections. HeartBeatsHate believes that kindness is a powerful and universal choice that can triumph over hate. Key Features: - The initiative's core feature is that it encourages and equips participants to stand up, speak out, and push back against hatred through various activities. - The resources are organized by age groups (Primary K-4, Intermediate 5-8, and Secondary 9-12) and follow the three-track system of "Stand Up," "Speak Out," and "Push Back." - The material is based on the idea that hate is learned and can be mimicked by children as young as three from their role models. These lessons illustrate that racism, sexism, and hate are a choice. - Other resources available on the site include a reading list, a terminology glossary, and information on important dates and microaggressions.	Children; Educators; Receiving community; Youth Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Community Resources	Act2EndRacism <i>Non-profit</i>	Resource Compendium	Overview and Goals: - The Community Resources section of Act2EndRacism’s website provides a central repository of anti-racism resources and tools with the aim of empowering individuals, communities, and educators by giving them the knowledge and practical guidance needed to combat racism. Key Features: - The site provides a wide range of materials, including workshop slide decks, reports, infographics, videos, and comic strips. - Resources are categorized to address specific issues, such as online hate, systemic racism in public education and policing, and microaggressions. - The materials offer practical advice, such as “Role Play Scripts” and “What to say when facing racism” guides, to help people engage in meaningful anti-racism action. - Resources are available in multiple languages, including Chinese (Traditional and Simplified), English, French, Japanese, Korean, Tagalog, and Vietnamese.	Asian immigrants; Educators, Non-profits; Receiving community Canada Communities of all sizes
Anti-Racism Tools	Resilience BC Anti-Racism Network <i>Provincial Government</i>	Resource Compendium	Overview and Goals: - The Resilience BC website’s Anti-Racism Tools section serves as a comprehensive resource hub for individuals and organizations seeking to learn about and take action against racism. - The primary goal is to empower people with knowledge and practical resources to build a more inclusive society. Key Features: - The initiative goes beyond text-based content by including links to videos, podcasts, and online courses, catering to different learning preferences to help users understand racism’s history and its contemporary impacts. - The tools provide practical guidance, such as bystander intervention training and official reports and toolkits, to help users move from learning to taking meaningful action. - Many of the resources are specifically tailored to the Canadian experience, with a focus on Indigenous and Canadian histories, as well as official government reports like the Truth and Reconciliation Commission’s Calls to Action. - The website highlights a variety of organizations and grassroots initiatives, showcasing a network of support and collaboration in the fight against racism.	Employers; Receiving community British Columbia, Canada Communities of all sizes
The CARED (Calgary Anti-Racism Education) Collective	Alberta Civil Liberties Research Centre (ACLRC) <i>Non-profit</i>	Program Information	Overview and Goals: - The CARED Collective is an initiative dedicated to anti-racism education. Its main goal is to build on existing anti-racism work by sharing knowledge and promoting the idea that dismantling racism is not just about what is taught, but how it is taught. Key Features: - The collective emphasizes that educators must be self-aware of their own roles and biases in the learning process to be effective. - The collective offers “The Basics: Level 1” and “The Basics: Level 2” to help users develop their anti-racism vocabulary and understanding of core concepts. - It provides a comprehensive glossary for definitions and “Learning Actions” for hands-on, group activities. - The collective encourages user feedback to continuously improve its resources and actively seeks to hear about people’s experiences in anti-racism learning.	Educators; Receiving community Alberta, Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Hamilton Anti-Hate Toolkit	No Hate in the Hammer <i>Non-profit</i>	Toolkit	Overview and Goals: - The <i>Hamilton Anti-Hate Toolkit</i> is a community-wide initiative in Hamilton, Ontario, designed to combat and prevent hate, racism, discrimination, and oppression and help build a more inclusive community where all residents feel a sense of belonging. - Its main goal is to empower various community members, from individuals to institutions, to take practical action against hate. Key Features: - It offers pathways for individuals to create their own personal action plans to address hate. - It includes specific recommendations for stakeholder organizations on how to implement equity, diversity, and inclusion principles. - The toolkit provides a directory of local resources and programs available to those who have experienced hate. - It encourages individuals and organizations to sign a pledge to publicly commit to fostering an inclusive community.	Employers; Immigrants; Receiving community Hamilton, Ontario, Canada Mid-sized community
Anti-Racism Resource List	Ontario Federation of Labour (OFL) <i>Umbrella Organization</i>	Resource Compendium	Overview and Goals: - The Anti-Racism Resource List is a curated collection of materials compiled by the OFL Workers of Colour Committee and the Coalition of Black Trade Unionists (CBTU). - The primary goal of this initiative is to provide a diverse range of educational resources to combat racism by offering tools for self-learning and activism. Key Features: - The list includes resources in multiple formats, such as courses, articles, books (non-fiction and fiction), videos, and podcasts, to cater to different learning styles. - The content covers a wide spectrum of anti-racism topics, from foundational concepts like white privilege to historical issues like police brutality and the history of anti-Black racism in Canada. - Many of the resources are designed for individual use, such as the “Anti-Racism 101 ‘Crash Course’” and recommended reading lists. - The list provides links to external organizations and funds, such as Black Lives Matter Toronto, to connect users with broader anti-racism movements and action-oriented groups.	Immigrants; Receiving community Ontario, Canada Communities of all sizes
Find the Resource You Need	Right to Be <i>Non-profit</i>	Resource Compendium	Overview and Goals: - Right to Be’s <i>Find the Resource You Need</i> webpage is a collection of educational resources designed to equip individuals with the knowledge and skills to address harassment and bigotry. - The main goal is to empower people to take action and create a world free of harassment by offering tools for both self-protection and allyship. Key Features: - The resources are organized into specific categories like Bystander Intervention, Online Harassment, and Workplace Harassment, making it easy for users to find relevant information for their situation. - The initiative includes a variety of resource formats, such as guides, trainings, research, and workshops, catering to different learning preferences. - The resources provide not only strategies for intervention (e.g., the “5Ds”) but also tools for personal well-being, like the “How To Respond 2.0” training that focuses on reconnecting with your body and voice, and the HEAL method for accountability. - The resources are tailored for different roles, offering specific guidance for individuals who are being harassed, for those who want to be allies, and even for organizations looking to build a more respectful culture.	Immigrants; Receiving community New York, New York, USA Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Challenging Racist “British Columbia:” 150 Years and Counting	University of Victoria; Canadian Centre for Policy Alternatives – BC Office Post-secondary Institution; Non-profit	Program Information	Overview and Goals: - The <i>Challenging Racist “British Columbia:” 150 Years and Counting</i> project is a multimedia, open-access resource that documents the history of anti-racist activism in British Columbia. - The goal is to make a complex history accessible and engaging, providing a narrative from the perspective of marginalized communities to offer hope for a more equitable future. Key Features: - The initiative connects historical struggles against racism and white supremacy with modern-day movements, highlighting the long-standing efforts of Indigenous, Black, and other racialized communities. - The project’s resources are available in various formats, including an 80-page illustrated booklet, a three-part video series, and an interactive digital edition. - The enhanced digital edition is specifically designed for educators, featuring a “Teachers’ Corner” that includes primary sources, learning activities, and community-based resources.	Educators; Policymakers; Receiving community British Columbia Communities of all sizes
Anti-Racism Resources	City of Calgary Municipal Government	Resource Compendium	Overview and Goals: - The City of Calgary’s <i>Anti-Racism Resources</i> page is a dedicated online hub for information and tools to help citizens and organizations understand, identify, and combat racism. - The initiative’s main goal is to educate the public about the various forms of racism and provide them with concrete resources to take action. Key Features: - The resources are organized by specific types of racism, such as anti-Indigenous, anti-Black, anti-Asian, antisemitism, and Islamophobia, providing a focused approach to understanding different forms of prejudice. - The page offers a wide variety of resources, including book lists, videos, and podcasts, to cater to different learning preferences and make the information accessible to a broad audience. - It aims to foster a more inclusive and equitable city by empowering people with knowledge about both historical and contemporary racism. - The initiative highlights resources from external organizations like the Calgary Public Library and the Canadian Centre for Diversity and Inclusion, showcasing a collaborative effort to provide comprehensive learning opportunities.	Receiving community Calgary, Alberta, Canada Large community
Learning About Racism	Canadian Race Relations Foundation (CRRF) Non-profit	Program Information	Overview and Goals: - Learning About Racism is a free online program that provides educational resources and a curriculum to help people from various sectors understand and combat racism. - Its main goal is to build a shared understanding and skills for effective communication and action in a culturally diverse country. Key Features: - The program features a curriculum and reading materials created by subject matter experts, ensuring a high level of academic rigour and reliability. - The initiative offers a series of courses that delve into specific aspects of racism, such as <i>Understanding how the Brain Develops Bias</i>, <i>Systemic Racism in Canada</i>, and <i>Canadian – Indigenous Treaties</i>. - The courses are designed for learners to read materials and participate in discussions led by expert faculty, promoting interactive learning and deeper understanding. - The program includes a course on <i>A Primer on Intercultural Dialogue</i> to help users develop practical skills for effective communication in a multicultural society.	Receiving community Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Speak Up: Responding to Everyday Bigotry	Southern Poverty Law Center (SPLC) <i>Non-profit</i>	Guide	Overview and Goals: • <i>Speak Up: Responding to Everyday Bigotry</i> is a resource designed to help individuals effectively respond to casual acts of bigotry. • Its primary goal is to empower people to interrupt bigotry in various settings, from home to the workplace, and to serve as a role model for respect and tolerance. Key Features: • The guide emphasizes that everyone has a role to play in fostering a more inclusive environment. • It is organized by specific scenarios, offering tailored advice for different situations, such as dealing with bigotry from family members, coworkers, and children. • It provides specific, actionable strategies for addressing different forms of bigotry, including racist jokes and biased comments. • A core feature of the guide is its suggestion to appeal to shared values to help change behaviour rather than just confront it. • The initiative includes a section dedicated to self-reflection, encouraging individuals to recognize and work on their own biases.	Immigrants; Receiving community Montgomery, Alabama, USA Mid-sized community
Reporting Hate, Finding Support – A Toolkit for Communities	Canadian Race Relations Foundations (CRRF) <i>Non-profit</i>	Program Information Toolkit	Overview and Goals: • The main goal of <i>Reporting Hate, Finding Support – A Toolkit for Communities</i> is to provide a comprehensive framework for how to report and record hate incidents in Canada, while also providing support to victims and affected communities. • The toolkit is part of the CRRF's ongoing research into the hate landscape in Canada and its "Building Bridges Workshop" series. Key Features: • The Toolkit is built on extensive consultations, recommendations, research, and best practices from various institutions and experts across Canada. • It incorporates direct testimonies and qualitative data from individuals in communities touched by hate, including racialized people, religious groups, and Indigenous people. • The resource focuses on providing support to those who have been harmed by hate, not just on the technical aspects of reporting.	2SLGBTQIA+ people; Immigrants; Indigenous people; People with disabilities; Racialized individuals; Receiving community; Religious minorities Canada Communities of all sizes
Racial Equity Tools	Equity in the Center (EIC) <i>Non-profit</i>	Resource Compendium	Overview and Goals: • Racial Equity Tools is a comprehensive online resource dedicated to helping individuals and organizations advance racial equity and justice. • Its main goal is to provide a central hub of information, resources, and strategies to increase understanding of racial justice concepts and support practical work within systems, communities, and broader culture. Key Features: • The website features a library of over 5,000 resources, including curated lists on special topics. • The site is organized into logical sections to guide users through different stages of their work: - "FUNDAMENTALS" for learning core concepts and finding data - "PLAN" for examining issues and creating action plans - "ACT" for accessing strategies and advocacy resources - "EVALUATE" for measuring progress and results • The site regularly highlights and adds new resources to keep the information current and relevant.	Employers; Receiving community USA Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Racism. It Stops With Me.	Australian Human Rights Commission (AHRC) National Government	Program Information	Overview and Goals: - The “Racism. It Stops With Me” campaign is a national anti-racism initiative that seeks to increase public awareness of racism and to equip Australians with the tools to address it. Key Features: - The campaign’s website offers a wealth of information and tools for the public, including the Workplace Cultural Diversity Tool, which is a confidential online self-assessment for organizations to improve their approach to cultural diversity. - The initiative includes content that addresses common myths and misconceptions about racism to facilitate more meaningful conversations. - The campaign encourages individuals to “ask themselves the hard questions” and develop personal anti-racism skills to better understand and challenge the role of racism in society.	Immigrants; Receiving community Australia Communities of all sizes
#AllAreWelcomeHere	London & Middlesex Local Immigration Partnership (LMLIP) Local Immigration Partnership	Program Information	Overview and Goals: #AllAreWelcomeHere is a campaign that aims to foster more welcoming communities. - The main goal is to encourage residents of London and Middlesex County to take concrete actions to combat discrimination and racism. Key Features: - The initiative provides various resources, including tools to combat racism, information on the local immigrant community, and relevant research. - A key feature of the campaign is the distribution of free #AllAreWelcomeHere / #TousSontLesBienvenus Ici lawn signs, window decals, and bumper stickers, which serve as a visible public declaration of support for a welcoming community. - There is a yearly All Are Welcome Here event, which is a free, full-day workshop for community leaders and residents. This workshop provides practical tools and hands-on learning, including bystander intervention techniques and understanding microaggressions. - The campaign celebrates local champions through annual awards for workplaces and landlords who have created welcoming spaces for newcomers.	Immigrants; Receiving community London and Middlesex County, Ontario, Canada Small and mid-sized communities
#RacialEquityWR Campaign	Waterloo Region Immigration Partnership Local Immigration Partnership	Program Information	Overview and Goals: - The #RacialEquityWR Campaign is a public awareness initiative that seeks to provide a central hub of resources, tools, and information to help residents, local businesses, and community partners take action against racism and discrimination. - The campaign is part of the Local Immigration Partnership’s commitment to building a welcoming and anti-racist community. Key Features: - The initiative engages residents, local businesses, and community partners in creating a welcoming and anti-racist community. - The campaign provides a dedicated webpage with resources, tools, and information on how to combat racism and discrimination. - The campaign uses free #RacialEquityWR lawn signs to encourage people to visibly show their support for an anti-racist community. - The campaign suggests sample social media posts and uses the hashtag #RacialEquityWR to encourage public engagement and dialogue.	Employers; Immigrants; Receiving community Waterloo Region, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
"Am I racist?" Campaign	BC Office of the Human Rights Commissioner (BCOHRC)	Program Information	Overview and Goals: - The "Am I racist?" Campaign is a public awareness initiative launched with the goal to get British Columbians to "self-interrogate" and examine their own internal biases and stereotypes in order to address racism, particularly systemic racism, in the province. - The campaign was a direct response to a rise in hate crimes in British Columbia. Key Features: - The campaign used billboards and signs on buses and at transit stops across the province with questions such as, "If I say I don't see skin colour, am I racist?" and "If I want to forget our province's history, am I racist?" - The signs and billboards included a QR code and directed people to an interactive educational experience on the BCOHRC website, where they could find resources to help them unpack their personal biases. - The campaign highlighted that racism is not always about overt hatred but can be a subconscious bias that upholds systemic racism embedded in laws, policies, and education. - The initiative encouraged people to move from being "subconsciously racist" to "actively anti-racist" by confronting their own biases and taking action.	Immigrants; Provincial governments; Receiving community British Columbia, Canada Communities of all sizes
	Provincial Government		Overview and Goals: - The <i>Eradicate Hate Toolkit</i> was compiled and written by the Council of Agencies Serving South Asians (CASSA), in collaboration with the Anti-Hate Community Leaders' Group, for organizations and individuals to combat online hate. - The toolkit aims to fill a gap for social justice organizations and their clients who face online hate but may lack the capacity to combat it. - It specifically focuses on hate stemming from racism and xenophobia. Key Features: - The toolkit is divided into four sections: - Education: This section defines hate speech under Canadian law, summarizes hate statistics in Canada, and outlines different types of online harassment and hate, such as doxxing, deepfake, defamation, and misinformation. It also discusses the impact of online hate on individuals and society. - Action: This part of the toolkit provides guidance on allyship and solidarity, including the "5 D's of Bystander Intervention." It also offers advice for victims of online hate using the "ERRR" framework (Examine, Redirect, Respond, Recover). - Digital Security: This section offers digital security tips for various platforms, including Instagram, Twitter, Facebook, TikTok, and Zoom. - Resources: The toolkit concludes with a list of resources for self-care, reporting to law enforcement, and other third-party reporting and victim services. It also includes a list of community organizations and partners involved in the initiative. - Supplemental features include a Resources List, Infographics, and YouTube Tutorials.	Ethno-cultural organization staff; Immigrants; Non-profit staff; Receiving community; Religious/faith organization staff; Service providers Canada Communities of all sizes
Eradicate Hate: A Toolkit for Combatting Online Hate	Council of Agencies Serving South Asians (CASSA) Non-profit	Program Information Toolkit		

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
#EradicateHate 2.0	Council of Agencies Serving South Asians (CASSA) Non-profit	Program Information	Overview and Goals: • #EradicateHate 2.0 is a youth-focused adaptation of the original toolkit, designed specifically for children (ages 8-14) and youth (ages 15-24) in Ontario. • The initiative's primary goal is to create engaging and relevant content to raise awareness about the harmful effects of online hate. • It aims to provide the younger generation with the support and resources they need to recognize, combat, and report online hate. Key Features: • The initiative uses communication styles that resonate with young people, such as storytelling, social media, animations, graphics, posters, and games. • The project provides a diverse range of materials, such as comics, infographics, awareness posters, memes, and GIFs, to effectively convey its message. • An app was developed for both children and youth, and the resources for parents and educators are translated into multiple languages, including Arabic, French, Simplified Chinese, Tamil, Punjabi, and English.	Immigrant youth; Receiving community youth Ontario, Canada Communities of all sizes
Fight Racism in Canada!	Chinese Canadian National Council for Social Justice (CCNC-SJ) Non-profit	Program Information	Overview and Goals: • The "Fight Racism in Canada!" initiative is an educational series developed in collaboration with Asian Canadian teachers, students, and families in the Greater Toronto Area (GTA). • The goal is to provide students in Grade 4 and up with the knowledge and tools to understand and combat racism in their communities. Key Features: • The program includes a video series that teaches foundational concepts of racial literacy, such as understanding what race and racism are, exploring different types of racism, and providing practical ways to fight it. • A set of infographics provides visual resources on race and racism, with a specific focus on the experiences of Chinese, Black, and Indigenous communities in Canada. These are available in multiple languages, including Chinese (Traditional and Simplified), English, French, Korean, Tagalog, and Vietnamese. • A facilitator's guide is included for educators and adults to support student learning. • A list of additional learning resources, including videos, articles, and books, on topics like intersectionality and the histories of various communities are also available on the website. • A "Community Conversations" video series presents discussions on race, racism, and allyship through family conversations, providing a model for how these topics can be addressed at home.	Caregivers; Educators; Asian immigrants; Parents; Receiving community Canada Communities of all sizes

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Stop Tolerhating	City of London <i>Municipal Government</i>	Program Information Program Video	Overview and Goals: - The “Stop Tolerhating” initiative is a campaign with the goal of fighting against “Tolerhating” — the act of tolerating hate by remaining silent. - The movement’s primary objective is to create a more inclusive and safer environment for everyone by empowering individuals and businesses to actively oppose hate in various settings, including schools, workplaces, and public spaces. Key Features: - The campaign was developed through the Anti-Hate Pilot Project, a collaborative effort with over 50 local equity-denied communities and partners, and is led by the City of London’s Anti-Racism and Anti-Oppression Division. - The initiative works to educate London residents about the challenges faced by equity-denied groups and the different forms of hate, racism, and discrimination that exist. - It equips bystanders with the practical tools and knowledge to take action against hate and become better allies. - The campaign provides local support, helplines, and information to help these communities protect themselves and assert their rights. - Those interested in spreading the word can download and share campaign posters to show their support.	Immigrants; Municipalities; Receiving community London, Ontario, Canada Mid-sized community
Responding to Hate-Motivated Incidents	City of Waterloo <i>Municipal Government</i>	Program Information Guide	Overview and Goals: <i>Responding to Hate-Motivated Incidents</i> is part of the City of Waterloo’s “How-To Guides” for neighbourhoods, designed to help residents build strong, connected communities. - This guide was created to help residents cope with and respond to hate-motivated incidents. The guide’s purpose is to assist neighbours during challenging times, to help them understand what hate and discrimination are, and to show community care to those affected. - The guide’s overall goal is to create an inclusive community and help individuals and neighbourhoods feel that they are not alone. Key Features: - The guide provides definitions and explanations for various forms of hate and discrimination, including anti-Asian racism, anti-Black racism, anti-Semitism, Islamophobia, and different types of hate crimes. - It outlines several ways to report hate incidents, specifying when to use emergency and non-emergency police services, Crime Stoppers, the Coalition of Muslim Women of KW, and City of Waterloo Municipal Enforcement. - The guide offers ideas for how neighbours can take action, such as offering support to impacted individuals, organizing community meetings, and cleaning up hate-motivated graffiti. - It provides a list of local resources for mental health, wellness, and other support services for individuals and groups affected by hate and discrimination. - The guide introduces Community Justice Initiatives and the Sulah program, which uses restorative approaches to address identity-based harm through dialogue and mediation. - The guide is available in Arabic, English, Spanish, and Tigrigna.	Immigrants; Municipalities; Receiving community Waterloo, Ontario, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Report a Hate Incident	Resilience BC Anti-Racism Network <i>Provincial Government</i>	Program Information	Overview and Goals: - The Report a Hate Incident initiative is a provincial program designed to help communities in British Columbia respond to and prevent acts of racism and hate. - The main goal is to provide a trusted, community-led reporting option for people who have experienced or witnessed an incident. - It aims to connect individuals with the support they need while also collecting data to better understand what is happening in communities and inform strategies for addressing and preventing racism. - It operates on a “hub and spoke” model, with a central hub that coordinates resources and local community-based “spokes” that lead anti-racism and anti-hate work at a local level. Key Features: - The initiative provides resources for victims and witnesses, including information on how to document and report incidents and connect with support services like VictimLink. - A key feature is the emphasis on community-based reporting as an alternative to police reporting. This option is particularly important for individuals who may not feel safe or comfortable reporting to law enforcement. - The program systematically collects data on hate incidents to gain a clearer picture of trends and to inform future strategies. - In addition to reporting, the initiative offers a variety of anti-racism tools, including bystander intervention training and educational resources, to empower communities to respond effectively. - The Resilience BC website is available in multiple languages, making the resource accessible to a diverse range of communities. In addition to English, its anti-racism tools and some of its resources are available in Arabic, Chinese (Simplified and Traditional), French, Hindi, Japanese, Korean, Persian, Punjabi, Spanish, Tagalog, and Vietnamese.	Racialized immigrants; Receiving community British Columbia, Canada Communities of all sizes
Richmond Community Protocol: Responding to Racism and Hate	Richmond Community Collaboration Table <i>Local Immigration Partnership</i>	Program Information Protocol	Overview and Goals: - The <i>Richmond Community Protocol</i> prepares organizations and community members to respond to critical incidents of racism, hate motivated incidents and crimes, and/or any activities rooted in discrimination, prejudice, stereotypes, or xenophobia. Key Features: - The protocol provides a step-by-step guide to promptly and effectively assess and respond to such incidents, including: - Mechanisms for community members to respond to incidents - Mechanisms for organizations to respond to incidents - Mechanisms to support community members who are victims - For community members who are victims of racism, there is a referral list of organizations that may be able to provide them with appropriate supports. - The protocol also includes an education and resource list and a collection of key terms and definitions.	Employers, Immigrants, Indigenous people, Racialized individuals, Receiving community Richmond, British Columbia, Canada Mid-sized community

ONGOING COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

Name of Practice / Program	Name and Type of Lead Organization(s)	Link(s)	Description of Practice	Tags
Education System Navigation Support	Parents of Black Children (PoBC) <i>Non-profit</i>	Program Information Contact Form	Overview and Goals: - The Education Systems Navigator is a pilot project launched by Parents of Black Children (PoBC) to support Black families in navigating the education system. - The program's main goal is to act as a neutral third party, standing alongside parents to help them overcome barriers and address the unique needs and challenges that Black Canadian families face within the school system. Key Features: - The program offers support for a variety of issues, including questions about Independent Education Plans (IEPs), challenging suspensions, addressing anti-Black racism and bullying, and navigating unfair grades. - The Systems Navigator can attend meetings with families, provide advice, and connect them with the appropriate school boards or community groups. - The initiative recognizes that the education system was historically founded on colonial principles that did not include Black people, and the program aims to fight for a more inclusive and equitable system.	Black-identifying families Canada Communities of all sizes
Building Bridges Workshops	Canadian Race Relations Foundations (CRRF) <i>Non-profit</i>	Program Information	Overview and Goals: - The Building Bridges Workshop series is a national initiative with the main goal to address the rise in hate crimes and to build a more inclusive and equitable society. - It focuses on providing training and support to communities and professionals to improve hate crime reporting and identification. Key Features: - The workshops are designed for a diverse audience, including law enforcement, community members, and practitioners who work with communities that experience hate. - The initiative is supported by the RCMP, which co-chairs the National Hate Crimes Task Force with the CRRF. - The workshops include training components for both police and community members. The CRRF also provides a supplementary <i>Reporting Hate, Finding Support – A Toolkit for Communities</i> that offers key steps for reporting hate and supporting victims.	Ethnocultural organization staff; Immigrants; Law enforcement agency personnel; Non-profit staff; Receiving community Canada Communities of all sizes
Refugee Awareness Alberta	Centre for Race and Culture (CFRAC) <i>Non-profit</i>	Program Information Webinar	Overview and Goals: - The Refugee Awareness Alberta initiative was designed to educate service providers and the public on the refugee experience. - The main goal was to create more supportive and welcoming spaces for refugees by addressing the lack of funding dedicated to preparing host countries for their arrival. - The initiative was supported by the Government of Alberta and aimed to improve the successful and sustainable settlement of refugees in the province. Key Features: - The initiative's primary component was the delivery of free workshops across Alberta. These workshops provided accurate information about refugees and the resettlement process to service providers and the general public. - CFRAC used social media to engage with Albertans on refugee issues and to share information. This helped to enhance the reach of the initiative beyond the workshops themselves. - Unlike many other settlement programs that focus on preparing refugees, this initiative was specifically designed to prepare the host community, which the project's background identifies as a critical but often overlooked step in the successful resettlement process.	Ethno-cultural organization staff; Non-profit staff; Receiving community; Service providers Alberta, Canada Communities of all sizes