

Resources for Addressing Anti-Black Racism – June 2020

Compiled by the Engineering Equity, Diversity & Inclusion Action Group

#BlackLivesMatters – frequently updated list of petitions, places to donate, and ways to advocate to government (Toronto/Canadian resources & contacts included): tinyurl.com/blmforever

Resources for anti-racism learning & increasing awareness of anti-Black racism

- [Anti-Racism Resources; Anti-Racism for Beginners](#)
- [How to help your Black friends and your non-Black friends today](#) (article)
- [How to overcome our biases? Walk boldly toward them](#) (video)
- [Anti-Racism Resources Scaffolded by Time](#) – this link provides a suggested schedule for how to approach ongoing anti-racism work
- [Anti-Racism Resources Scaffolded by Dr. Janet Helms' Stages of White Racial Identity Model](#)

- Helms, J.E. (1991). A Training manual to accompany Black and White Racial Identity. Topeka, KS: Content Communications.
- Helms, J.E. (1992). A Race Is a Nice Thing to Have: A Guide to Being A White Person or Understanding the White Persons in your life. Topeka, KS: Content Communications.
- [Compilation of Racial Identity Models](#)

White Students (Helms, 1990)	Students of Color (Cross & Vandiver, 2001)
1. Contact Unaware of own race and little to no concept of racism	1. Pre-encounter Internalization of racist messages (personal significance unrealized)
2. Disintegration Aware of racism and uncomfortable with this topic	2. Encounter Coping mechanisms vary
3. Reintegration Victim blaming used to cope	3. Immersion/emersion Desire to be with members of own race and to learn more about African and African American experience
4. Pseudo-independent Pull between feeling that change must happen and confronting one's own discomfort	4. Internalization Reframe internalized messages with positive self-image of one's race
5. Immersion/Emersion Seek out white role models who typify "anti-racist" stance	5. Commitment Commitment to solving problems faced by one's race
6. Autonomy Comfort in multicultural settings, positive association with change	

Figure 1. Stages of Racial Identity Development. Hubbard, A. R. (2017). Teaching Race (Bioculturally) Matters: A Visual Approach for College Biology Courses. *The American Biology Teacher*, 79(7), 516–524.

Canadian readings, podcasts & videos about anti-Black racism

- [No single right way to be an effective ally, says Black Lives Matter activist — but there is a wrong way](#) (article)
- [Founder of Black Lives Matter in Canada explains the call to defund police](#) (article)
- [What about Black Lives Matter makes you uncomfortable?](#) (article)
- [Living In Colour: Why ignoring Canada's anti-Black racism affects Black Canadians today](#) (video)
- [Canada offers words but not action when it comes to racism](#) (video)
- [Black history in Canada: a live, interactive roundtable](#) (video)
- [CHANGE & ACTION: Racism in Canada](#) (CTV TV Special from June 13, 2020)
- [U of T Libraries anti-Black racism reading list](#)
- [CBC 25 Books about being Black in Canada](#)
- [The Secret Life of Canada](#) (podcast)
- [Colour Code: A Podcast about Race in Canada](#)
- [Sandy & Nora Talk Politics](#) (podcast) – Eps #: 99, 103 & 104
- [National Film Board: Black Communities in Canada](#)
- [UofT Faculty of Applied Science & Engineering Striving for Black Inclusivity Report](#) (committee report from September 2019)