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The Anti-Racist Growth Zone Map



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Becoming a Better Ally

- 1. Recognize this is a life long journey** – Being an ally isn't a status of certificate to achieve. It is a life long journey. It is a journey of learning (and in certain cases unlearning) as well as being willing to act with and for others in pursuit of ending oppression and creating equality. As Dr. Martin Luther King, Jr. said, "Injustice anywhere is a threat to justice everywhere."
- 2. Intentionally promoting a culture of inclusion** – Once we learn and educate ourselves, we must then put that knowledge into action. Inclusion within your team or organization should be at the core of everything you do, as the safety of some participants is at risk. For example, as you're planning a practice, game, tournament, etc, ask yourself "Is what we're doing open and inclusive for everyone?". If not, what can be changed/added? Another example is defining what is an inclusive culture in your organization via the creation of an inclusion policy.
- 3. When you see racism, call it out** – Let the perpetrator of the incident know it's not ok or funny. Check in and support the victim. Walk away from that racist "joke". Ask questions to the perpetrator – what do you think that joke is funny, what do you believe that is the case? Showing empathy towards the person receiving the racist remark/comment is important as well (asking are you ok, how can I help you).
- 4. Broaden your social groups – connect with people/groups that are unlike you** – Step outside your comfort zone and have meaningful conversation with individuals outside your "regular" social group. Listen deeply to others' perspectives without interruption or feeling the need to respond. Acknowledge the experience of others. While noticing the differences with people around you, also notice the commonalities. Should you notice yourself wanting to debate or interrupt, ask yourself why.
- 5. Be the king or queen of questions** – Ask open-ended question to interrupt your own biases and privileges. Asking questions and listening to the response without judgment shows empathy and enhances our ability to learn.

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- 6. Educate yourself** – Be proactive rather than reactive and educate yourself via books, articles and research documents. When learning via social media, question the source and do a “deeper dive” to better understand the topic at hand/

Do not rely on BIPOC individuals to educate or coach you on issues of race or equity, diversity and inclusion. For some BIPOC individuals, constantly speaking on these topics can be mentally exhausting or potentially triggering. It is not the job of historically marginalized communities to solve/correct the problems that they face.

- 7. Listen and accept feedback** – Stop saying “I’m not racist”. We all make mistakes. Should you say the wrong word, term, phrase or unintentionally offend an individual, listen to what they are saying. Don’t assume your intention is clear to anyone other than yourself. Acknowledge the gap between your intentions and how it may have had a different impact than intended. Apologize, learn and do better next time.

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What is Allyship

What allyship is...	What allyship isn't...
Intentional choices in values, beliefs, behaviours and actions	Passive and unintentional action/inaction
Proactive	Reactive
Acknowledging and respecting differences	Taking a one-size-fits-all approach
Listening to learn and grow	Listening to respond and resist
Uses power and privilege to create space	Uses power and privilege to take up space
Impact over intention	Intention over impact
Acknowledges and redresses harm caused	Being defensive and avoiding responsibility for harm caused
The responsibility of everyone (individuals, teams, organizations and communities)	The responsibility of individuals
Seeks to combat personal, interpersonal, institutional and systemic oppression	Seeks to change personal and interpersonal bias, prejudice and discrimination
Based on the time, effort and space to dedicate to learning, unlearning and action	Based on your proximity to marginalized peoples (friend, family, co-workers, etc.)
Determined by those around you	Determined by yourself
A life-long commitment to solidarity and tangible action	An identity/ a reward for your actions/ a way to alleviate guilt / a means of 'saving' people

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Resources for Continued Learning

Videos

- Get comfortable with being uncomfortable – TED Talk by Luvvie Ajayi Jones – <https://youtu.be/QijH4UAqGD8>
- Race: The Power of an Illusion – <https://www.racepowerofanillusion.org/clips/>
- The myth of race, debunked in 3 minutes – VOX Media – <https://youtu.be/VnfKgffCZ7U>
- Uncomfortable Conversations with Emmanuel Ocho – <https://youtube.com/playlist?list=PLXAptcMQLoM6jeadgiA4YZZbgW4BDovTB>

Books

- So You Want to Talk About Race – Ijeoma Oluo
- White Fragility – Dr. Robin DiAngelo
- How to Be an Antiracist – Dr. Ibram X. Kendi
- The Origin of Others – Toni Morrison
- A Mind Spread Out on the Ground – Alicia Elliott
- If I Go Missing – Brianna Jonnie with Nahanni Shingoose

Truth and Reconciliation Commission of Canada: Calls to Action

[https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Calls to Action English2.pdf](https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Calls_to_Action_English2.pdf)

Nova Scotia Community College Anti-Racism Resources

<https://subjectguides.nsc.ca/anti-racism/>

Coaching Association of Canada Anti-Racism in Coaching eModule

<https://coach.ca/anti-racism-in-coaching>