**Anti-Racism Resources**

Talking about racism can be uncomfortable, but it is also extremely important if we want Guiding to be a place for all girls to feel safe and included. We need to get comfortable with discomfort.

Racism deeply harms our racialized members, staff and communities, and it is something that affects all of us. GGC is committed to addressing all forms of racism within our organization, and it is important to acknowledge that Black and Indigenous people and communities in Canada face systemic racism and violence that impacts every aspect of their lives. Girl Guides is a place for everyone to come and learn together, and we can only learn when we feel safe and supported. For everyone to experience safe space, all girls and women need to feel welcome and seen in Guiding.

To be a catalyst for girls empowering girls, we need to make a commitment to work towards becoming anti-racist together. Over the past few years GGC and our members have embarked on a number of diversity and inclusion initiatives – and we know there is still so much to be done. As part of our commitment towards equity and inclusion, everyone who joins us embarks on their individual and community journey of learning more about anti-racism and how to be active allies. There isn’t an easy solution to address racism, just as racism is not easy on those who experience it. That is why we need to build on what we’ve started and to continue growing and learning using the resources below.

We know that as Guiders and adult members in Guiding, you have a role as trusted mentors. To help you get started, we’ve compiled and created resources to support you to:

- Learn and reflect on your own and with your co-Guiders
- Provide resources when girls and families come to you with questions
- Be familiar with the best language to respond to girls and families who want to have these conversations

As you explore these resources, you might feel uncomfortable; just remember that discomfort is necessary for new learning and for change to happen within ourselves as well as our organization.

You might notice that we’re sharing resources from both Canada and the United States. While there are unique nuances to the experiences in each country, these resources are useful and apply in the Canadian context.
Before you get started, and to give all of us shared language, here are definitions for some words used in the resources:

**Ally** is someone who has a dominant or privileged social identity who stands for, and advocates for the rights of marginalized groups. Being an ally requires you to move beyond feelings of empathy into action. You may not understand fully what it feels like to be oppressed, but as part of society and as an ally, there is an active sense of responsibility for others.

**Bias** (unconscious or implicit) is favouring one perspective over another. You can be biased against a racialized person or group of people or towards your own race. Bias creates unfairness and prejudice, and it is driven by messages we receive from social institutions such as media, education, and our families.

**Blackface** is the racist act of non-Black people darkening their skin to act Black. The origins of blackface date back to minstrel shows where white performers darkened their skin and acted out negative stereotypes of Black people. These performances promoted the notion of white superiority. Blackface is an example of racism where impact outweighs intent as many people who have put on blackface have defended it as funny, a joke, or entertainment.

**Intersectionality** is a term coined by critical race scholar Kimberlé Crenshaw to describe how multiple aspects of a person’s identity may be met with multiple forms of systemic oppression, while other aspects afford the same person a certain amount of privilege and opportunity. Where multiple forms of oppression intersect, isolated forms of oppression will look and feel different from person to person. For example, sexism towards Indigenous women takes a different form than sexism towards white women, because Indigenous women also encounter anti-Indigenous racism.

**Oppression** is the systematic control and abuse of a social group by another social group resulting in inequalities such as access to institutional or systemic power. Individuals belonging to the dominant group are privileged and benefit at the expense of individuals in the subordinate group.

**Anti-oppression** is the framework for critically understanding socio-economic inequalities and processes of marginalization and countering oppression in its different forms.

**Racialization** is an ongoing process where value, importance, rights and privileges are attributed to people based on their attributes such as skin colour, hair texture, and physical features. Racialized – unlike more outdated terms such as ‘visible minority’ – highlights the way in which people of different races are categorized and therefore treated. We must understand that racial differences are not inherent, rather social, cultural beliefs, biases, and discrimination are what racializes people.
Racism is a system that advantages white people while disadvantaging Black, Indigenous and other racialized people. This plays out not only in individual beliefs and actions but is also upheld in cultural messages, institutions, policies and practices. When we consider racism, we must pay attention to the impact rather than the intent of actions and policies.

Anti-Black racism highlights the unique nature of systemic and interpersonal racism against Black people and their communities. It is rooted in the institutions of slavery and colonization, which although no longer functional still influence the life experiences of Black people. It is also evident in the attitudes and behaviours of others against people of African or Caribbean origin and descent.

Anti-Indigenous racism (systemic, institutional, and interpersonal) is the ongoing discrimination, negative stereotyping, and injustice experienced by Indigenous peoples within Canada. It is the inequitable outcomes that stem from the legacy of colonial policies and practices in Canada.

Anti-racism is an active and conscious effort to work against the multi-dimensional systems of racism (more specific than anti-oppression) including anti-Black and anti-Indigenous racism.

White privilege is the advantages and benefits that white people have not earned but access because they are not racialized. Because white privilege is built into systems and institutions like education and healthcare, it is easy to deny its existence.
As we grow together, we also recognize that we may be at different levels of growth and learning about anti-racism. Before we can support anyone, we need to equip ourselves with the knowledge and language to have meaningful conversations. The goal is to deepen our understanding, wherever we might be on this journey. It’s important to acknowledge that this is not a linear path; you might learn something from each of the resources offered here.

**Are you new to anti-racism?**

**WATCH:**

Systemic racism exists in Canada. Global News’ Living in Colour, *shares stories of Black Canadians* with racism and the change they hope to see in the world.

**LISTEN:**

Racism has roots in history and it also continues to have impacts on people today. Listen as the hosts of this podcast explore the history of Canada that are often not taught in schools including the government’s *state’s relationship with Indigenous communities*, and how blackface has long been a problem in Canada.

**READ:**

Not engaging in dialogue about race because “I don’t see colour” will not only not resolve the issues of racism but will also perpetuate it.
Have you been thinking about anti-racism and your role for a little while?

**WATCH:**

Five minute video on why it’s so hard for white people to talk about racism and why we must still all try.

**READ:**

- White privilege exists in Canada, but what is it?
- It’s important to listen to the voices of racialized people in conversations about race and racism. Learn about why and how to do it.

**LISTEN:**

We all struggle sometimes with finding the right words. Listen to the episode “2Legit” from Colour Code that explores what vocabulary we consider acceptable when talking about race and racism. You can find this podcast on your favourite podcast streaming service.
Receiving feedback about racism is not easy – and the person giving it is usually more vulnerable. Here are some tips on how to receive feedback in a way that does not shut it down.

You might already be working on being an ally. Here are some tips on How to be a Better Ally.

All of our work must be intersectional. Find out what intersectionality means and how you can consider intersectionality in Guiding.

Ready to begin your journey to becoming an antiracist? Listen to this podcast interview with Ibram X. Kendi, New York Times bestselling author to learn how. We especially love the rain and umbrella analogy to explain how to work through the discomfort and shame that comes with receiving feedback about racist comments and actions.
Having honest discussions about race is important for all families. We know that as Guiders you are a trusted member of the community and families will come to you for support with conversations around racism. You can share these resources with families who want to have conversations with children about race and racism.

**READ & ENGAGE:**

- Teaching Guides from Secret Life of Canada provides resources on teaching about the Indian Act, the migration history of different communities into Canada including Chinese and those from the Caribbean, as well as a guide on Inuit culture and politics.

- How to talk to kids about race and racism article from Today.com provides tips on talking to children about race and racism and includes videos interspersed throughout the article.

**WATCH, LISTEN or READ:**

- Here is a recorded webinar on how to speak to your kids who are racialized by Embrace Race, as well as a tipsheet that nurtures the resilience of racialized children, and provides resources for racial justice.

**CLICK:**

- Raising Anti-Racist Kids shares tips on Instagram on how to raise anti-racist children.
Learn more about being an ally (allyship) and what you can do in your community to support anti-racism. We’ve heard the word “ally” a lot, but what exactly does it mean to be an ally?

**READ:**

Guide to Allyship is an open source starter guide to help you become a more thoughtful and effective ally.

**VIEW:**

Graphic on three things we can all do to be allies.

**WATCH:**

5 Tips for Being an Ally is a three-minute video giving five tips on how to be an ally. If you check out the comments section, there are lots more resources you could check out on how to be an ally.

Here are some actions you can take right away:

1. Read Guiding is for Everyone, GGC’s brand new handbook for equity and inclusivity. In this handbook you’ll find the philosophy and framework for how GGC approaches diversity, equity and inclusion with explanations on how these concepts apply to everyday Guiding situations and tips for Guiders.

2. Complete the Safe and Inclusive Space e-course. Learn practical strategies to create an inclusive Guiding experience for girls.

Want more resources?

Check out this list of anti-racism resources from the Canadian Women’s Foundation.