



2024
EDITION

ANTI-OPPRESSION & EQUITY EVERYDAY TOOLKIT

Community Impact Consulting

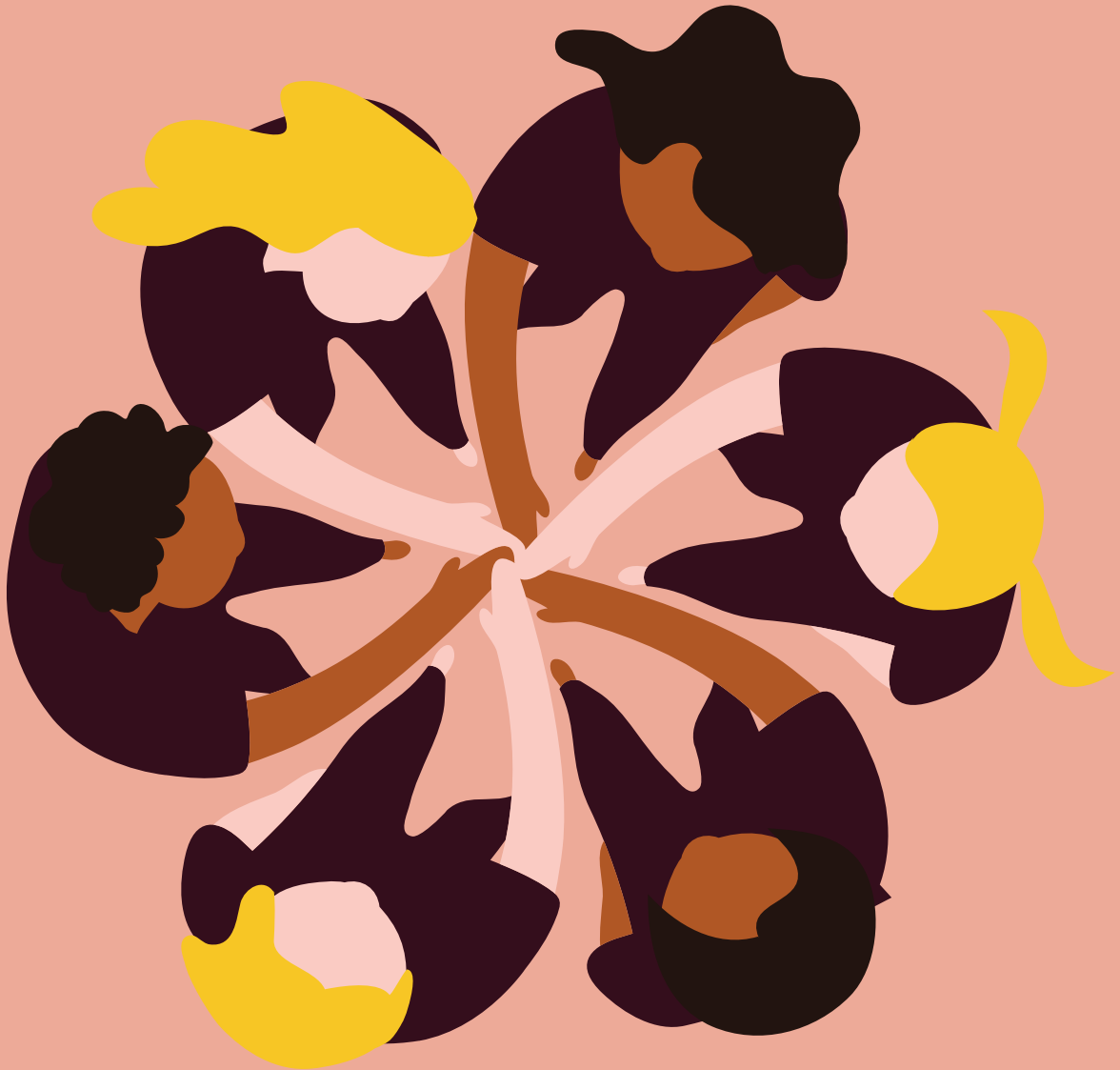


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This toolkit is intended to supplement the learning that has occurred in our anti-oppression and equity workshops. In this toolkit, there are practical, everyday resources that can be introduced into your personal practice and work. Enjoy!

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ANTI-OPPRESSION & EQUITY GLOSSARY

ADAPTED FROM THE 519'S EQUITY GLOSSARY

Accommodation: An adjustment made to policies, programs and practices to enable individuals to benefit from and participate in the provision of services equally and perform to the best of their ability. Accommodations are provided so that individuals are not disadvantaged on the basis of the prohibited grounds of discrimination identified in the Ontario Human Rights Code or other similar codes.

Ally: A person with particular privileges who is guided by oppressed communities and learns how best to fight oppressions, like ableism, ageism, audism, classism, homophobia, transphobia, racism, sexism, etc.

Anti-oppressive Practice: This work practice is based on empowerment and the belief that clients have the right to make their own choices. It actively challenges and confronts oppressions.

Barrier: A belief, policy, practice, object or environment that prevents or limits people's access to opportunities, benefits, or advantages available to other members of society.

Bias: An opinion formed without reasonable justification that limits a person's ability to make fair judgments.

Bullying: Causing fear, distress or harm to another person

Colonization: The process of focusing on and devaluing people's differences in order to dominate and control them.

Culture: The shared patterns of learned behaviours, interactions and emotional understanding. It includes knowledge, values, belief, art, law, history, and customs.

Cultural Competence: A person's ability to interact effectively with people of different cultures. Cultural competence comprises four components: (a) Awareness of one's own cultural worldview; (b) Attitude towards cultural differences; (c) Knowledge of different cultural practices and world views; and (d) cross-cultural skills. Developing cultural competence results in an ability to better understand, communicate with, and effectively interact with people across cultures.

Discrimination: Unfair or prejudicial treatment of individuals or groups. Discrimination prevents or limits access to opportunities, benefits, or advantages that are available to other members of society. Discrimination may be evident at a systemic level or an individual level.

Dominant Group: A group that is considered the most powerful and privileged in a particular society and that has power and influence over others.

Duty to Accommodate: The legal obligation that employers, organizations, service providers and public institutions have under the Ontario Human Rights Code to take steps so that everyone can benefit from and take part in services equally.

Equity: The practice of ensuring that everyone has access to services, supports and opportunities and that they can achieve economic, political and social equality. Equity involves honouring and accommodating an individual's or groups' needs.

Harassment: A form of intimidation that may include unwelcome attention, jokes, threats, remarks, name-calling, touching, or other behaviour that is meant to insult or demean a person because of their identity when these comments are known – or reasonably known to be – offensive, inappropriate, intimidating and hostile.

Hate Crime: Criminal activity motivated by hate towards a specific group.

Human Rights: Rights that recognize the dignity and worth of every person and provide for equal rights and opportunities without discrimination.

Inclusion: An approach that aims to reach out to and include all people, honouring the diversity and uniqueness, talents, beliefs, backgrounds, capabilities and ways of living of individuals and groups.

Internalized Oppression: When members of a marginalized group come to believe and accept they are inferior to a dominant group.

Intersectionality: When two or more oppressions overlap and create complex forms of discrimination.

“ _____”**ism:** A harmful belief that a certain group of people are superior to another group of people. Examples include: ageism, anti-semitism, audism, cis-sexism, classism, ethnocentrism, heterosexism, monosexism, racism, sexism, shadism, sizism, etc.

Marginalization: Excluding whole groups of people from meaningful participation and confining them to the outer edges of society.

Oppression: The obvious and subtle ways dominant groups unjustly maintain status, privilege and power over others.

“ _____”**phobia:** A learned dislike, fear and/or hatred of a particular group of people. It is expressed through beliefs and tactics that devalue, demean and terrorize people. Examples include: biphobia, homophobia, Islamophobia, transphobia, xenophobia, etc.

Power: One’s ability to influence or control people, events, processes or resources. We each have different levels of power in different situations depending on our personal combination of privileges and oppressions.

Prejudice: A negative opinion formed about a person without looking at all the facts.

Privilege: Unfair advantages given to some people, but not others, based on their identity or position in society. People are not always aware of the privileges they have until they learn that someone else does not have that same privilege. Examples include: cissexual privilege, heterosexual privilege, male privilege, white privilege.

Social Determinants of Health: Things that are needed for people to avoid illness and to be physically, mentally and socially healthy (e.g. income, employment, housing, access to services).

Social Exclusion: One of the social determinants of health - it refers to the ways in which certain groups of people in society are pushed to the margins and not included (e.g. not hiring people with disabilities for jobs because they have disabilities).

Social Justice: A concept based on a vision of society in which the distribution of resources is equitable. Social justice involves individuals who have a sense of their own agency as well as a sense of social responsibility toward society as a whole.

Stereotype: An assumption or judgement made about a whole group of people based on the actions of a few individuals.

Stigma: Severe social disapproval with a person on the grounds of their particular circumstance, usually based on a person differing from social or cultural norms

Tokenism: The practice of making only a symbolic effort towards limited involvement of underrepresented groups in order to give the false appearance of inclusivity.



WHEN NAVIGATING THE COMPLEXITY AND INTERSECTIONALITY OF SYSTEMS OF OPPRESSION, CONSIDER THE FOLLOWING.

SYSTEMS OR FORMS OF OPPRESSION	'RACE' OPPRESSION	GENDER OPPRESSION	CLASS OPPRESSION	SEXUAL OPPRESSION	ABILITY OPPRESSION	AGE OPPRESSION
Assumed norm:	White	Male-bodied	Middle upper-class and upper-class	Heterosexual	'Able'-bodied	Adult
What is considered to be marginal or not the norm:	Non-whites or people of colour, Aboriginal people, mixed race people	Female, transgendered, transsexual, intersex people	The poor and working class	Homosexual or queer folks	'Disabled' people	Children, youths, and the elderly (seniors)
Name of the discrimination based on this system of oppression	Racism	Sexism and transphobia	Classism	Heterosexism homophobia, bi-phobia, and transphobia	Ableism	Ageism



RESOURCE INDEX

ACROSS BOUNDARIES

Provides mental health support and services within Anti-Racism and Anti-Oppression frameworks.

ACT 2 END RACISM

Focus on anti-Asian-related racism with media releases and a national anti-racism registry.

Visit their Instagram [here](#).

AFRICAN WOMEN ACTING (AWA)

Non-profit women artists organization focused on highlighting women's issues and African culture through art.

Visit their Instagram [here](#).

ALLIANCE FOR SOUTH ASIAN AIDS PREVENTION

Providing holistic health support for South Asian, Indo-Caribbean and Middle-Eastern communities.

Visit their Instagram [here](#).

ANISHNAWBE HEALTH TORONTO

Healthcare centre based on Indigenous traditions and culture.

Visit their Instagram [here](#).

AQUA (ASIAN QUEER ALLIANCE)

Organization serving queer Asians of marginalized genders in Toronto and creating intersectional social spaces.

Visit their Instagram [here](#).

ASIAN CANADIAN WOMEN'S ALLIANCE

Non-partisan network for Asian Canadian women.

ASIAN COMMUNITY AIDS SERVICES

Provides safe sex education for East and Southeast Asian communities, and support services to persons living with AIDS.

Visit their Instagram [here](#).

BLACK ARTISTS' NETWORK DIALOGUE

Showcases the artistic contributions of Black artists internationally and in Canada.

Visit their Instagram [here](#).

B CURRENT

Performing arts company producing works by and about Black and Brown diaspora.

BLACK COALITION FOR AIDS PREVENTION

Works to reduce HIV/AIDS in Toronto's Black, African and Caribbean communities.

Visit their Instagram [here](#).

THE BLACK EXPERIENCE PROJECT

Research study examining the lives of those who self-identify as Black across the Greater Toronto Area.

BLACK HEALTH ALLIANCE

A community-led initiative aimed at improving the well-being of Black communities in Canada.

Visit their Instagram [here](#).

BLACK STONE FOUNDATION LIBRARY

Aimed at creating an Afrocentric library that encourages cultural education and literacy among Black youth.

Visit their Instagram [here](#).

BLACK WOMEN IN MOTION

A youth-led organization supporting the advancement of Black women and survivors of sexual violence.

Visit their Instagram [here](#).

BUTTERFLY

Providing support for Asian and migrant sex workers.

Visit their Instagram [here](#).

CANADIAN COUNCIL FOR REFUGEES

A national non-profit committed to the rights and protection of refugees and other vulnerable migrants in Canada and around the world, and to the settlement of refugees and immigrants in Canada.

CANDIAN RACE RELATIONS FOUNDATION

Focuses on raising public awareness of the causes and manifestations of racism in Canada.

Visit their Instagram [here](#).

CARIBBEAN AFRICAN CANADIAN SOCIAL SERVICES (CAFCAN)

Charitable organization strengthening the service framework for African Canadians through counselling and youth mentorship.

Visit their Instagram [here](#).

CEE CENTRE FOR YOUNG PROFESSIONALS

Initiative addressing economic and social barriers of Black individuals in employment, education, or training (NEET).

Visit their Instagram [here](#).

CHINESE CANADIA NATIONAL COUNCIL (CCNC) TORONTO CHAPTER

National organization researching anti-Asian racism and creating resources to respond to racism.

Visit their Instagram [here](#).

CHECK OUT THIS ONLINE RESOURCE: [CALL IT OUT](#)

A 30-minute interactive eCourse that offers a foundation for learning about race, racial discrimination, and rights protections under Ontario's Human Rights Code. The course offers a historical overview of racism and racial discrimination, explains what "race," "racism" and "racial discrimination" mean, and provides approaches to preventing and addressing racial discrimination.

COLLECTIVE OF BLACK ARTISTS (COBA)

Performing arts institute producing dances of African Diaspora.

Visit their Instagram [here](#).

DANCE IMMERSION

Non-profit promoting and producing dances of African Diaspora.

Visit their Instagram [here](#).

FEDERATION OF BLACK CANADIANS

National non-profit organization patterning with local organizations across Canada to promote the social, economic, political and cultural interests of Black Canadians.

Visit their Instagram [here](#).



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National non-profit organization patterning with local organizations across Canada to promote the social, economic, political and cultural interests of Black Canadians.

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FOODSHARE

Non-profit aimed at improving food insecurity and supporting low-income families' access to food.

Visit their Instagram [here](#).

FOR A SAFER SPACE

A social enterprise providing accessible anti-oppressive mental health care and human rights advocacy support.

Visit their Instagram [here](#).



FU-GEN THEATRE COMPANY

Theatre company producing works that explore the Asian Canadian experience.

Visit their Instagram [here](#).

FREEDOM SCHOOL TORONTO

Youth and parent-driven initiative fighting anti-Black racism in the school system.

FRIENDS OF CHINATOWN (FOCT)

Grassroots organization aimed at voicing the concerns of Toronto's Chinatown community in light of increased gentrification and loss of affordable living.

Visit their Instagram [here](#).

HARRIET TUBMAN COMMUNITY ORGANIZATION

Non-profit committed to engaging with Black youth through programming and events.

Visit their Instagram [here](#).

HONG FOOK MENTAL HEALTH ASSOCIATION

Mental health support for Canada's Cambodian, Vietnamese, Chinese and Korean communities.

Visit their Instagram [here](#).

IMAGINENATIVE FILM FESTIVAL + INSTITUTE

A charity committed to inspiring and connecting communities through Indigenous film and media.

Visit their Instagram [here](#).

JAPANESE CANADIAN CULTURAL CENTRE

Aimed at educating on the history of Japanese Canadians through heritage research projects and creating a cultural space for multiple generations of Japanese Canadians.

Visit their Instagram [here](#).

KASHEDANCE

Performing arts company producing Afro-contemporary dance.

Visit their Instagram [here](#).

NATIONAL ASSOCIATION OF JAPANESE CANADIANS TORONTO CHAPTER

National organization advancing education and discrimination against Japanese Canadian.

Visit their Instagram [here](#).

NATIVE CANADIAN CENTRE OF TORONTO

Providing a cultural centre based on the teachings and traditions of First Nations people.

Visit their Instagram [here](#).

NATIVE EARTH PERFORMING ARTS

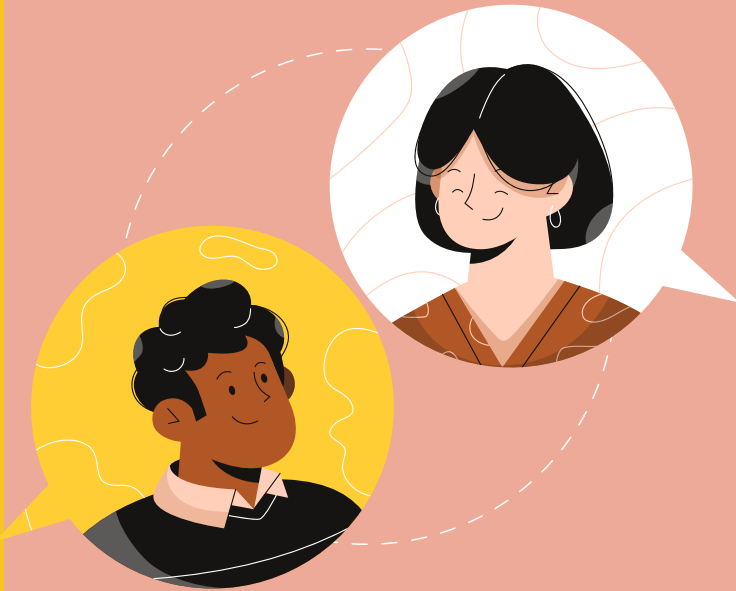
Canada's oldest professional Indigenous theatre company.

Visit their Instagram [here](#).

NATIVE WOMEN IN THE ARTS

Non-profit supporting the artistic expression of First Nations, Inuit and Métis women and other Indigenous gendered persons.

Visit their Instagram [here](#).



NATIVE WOMEN'S RESOURCE CENTRE OF TORONTO

Providing space for Indigenous women and their children in the GTA.

Visit their Instagram [here](#).

Instagram: @nwrct

NIA CENTRE FOR THE ARTS

Multi-disciplinary facility supporting African Diasporic art.

Visit their Instagram [here](#).

NORTH AMERICAN ASSOCIATION OF ASIAN PROFESSIONALS TORONTO (NAAAP)

Toronto non-profit fostering leadership, career advancement and diversity in the workplace for Asian professionals.

Visit their Instagram [here](#).

NOT ANOTHER BLACK LIFE

Organization spreading awareness about anti-Black racism and police brutality in Canada.

Visit their Instagram [here](#).

OBSIDIAN THEATRE COMPANY

Theatre company specializing in works by Black Canadians.

Visit their Instagram [here](#).

THE ON CANADA PROJECT

A growing organization providing critical, informative social media content to young and marginalized audiences.

Visit their Instagram [here](#).

REEL ASIAN FILM FESTIVAL

Canada's longest-running pan-Asian film festival.

Visit their Instagram [here](#).

REGENT PARK FILM FESTIVAL

Free community film festival serving BIPOC by showcasing local and international films.

Visit their Instagram [here](#).

THE REMIX PROJECT

Provides access and resources into creative industries for marginalized youth in under-served communities.

Visit their Instagram [here](#).

REPRESENT ASIAN PROJECT

A project highlighting Asian stories and advocating for Asian representation in various fields.

Visit their Instagram [here](#).

SALAAM CANADA

An organization dedicated to LGBT Muslims.

Visit their Instagram [here](#).

SOUTH ASIAN MENTAL HEALTH RESOURCES (SOCH)

An initiative aimed at empowering the South Asian community with mental health resources.

Visit their Instagram [here](#).

SOUTH ASIAN WOMEN'S CENTRE

Non-profit working with South Asian women to develop their social and cultural potential, offering a variety of programs and services to promote women's mental health and well-being.

Visit their Instagram [here](#).

SOUTH ASIAN VISUAL ARTS CENTRE (SAVAC)

Non-profit dedicated to supporting South Asian artists.

Visit their Instagram [here](#).

TABIU COMMUNITY HEALTH CENTRE

Health care centre serving Black communities across the Greater Toronto Area.

TOGETHER PROJECT

Connects newcomers and Canadians for friendship and support as part of an effort to build stronger, more inclusive communities.

Visit their Instagram [here](#).

URBAN ALLIANCE ON RACE RELATIONS

Non-profit working with communities, and public and private sectors to provide educational programs and research to address racism in Canada.

Visit their Instagram [here](#).

WEDGE CURATORIAL PROJECTS

Exhibiting local and international artists to promote Black and Diaspora culture in Canada's art community.

Visit their Instagram [here](#).

2-SPIRITED PEOPLE OF THE 1ST NATIONS

Providing education and support for 2-Spirit, including First Nations, Métis and Inuit people with or at risk for HIV.

Visit their Instagram [here](#).



ANISHNABEK FIRST NATION'S "SEVEN GRANDFATHER TEACHINGS"

INSPIRED BY "SEVEN GRANDFATHER
TEACHINGS" BY NATY TREMBLAY

COURAGE

Challenge yourself to address oppression and interrupt discriminatory behavior wherever it occurs.

HEALING

If you are the target of oppression may you find meaningful ways to reject hurtful experience as "your fault." Try to identify and alter cycles of hurt in your communities and employ art healing tools and stories with others.

HONESTY

Speak your truth and honour that there are many truths connected to most human histories and dynamics.

HUMILITY

When someone offers feedback around oppressive behavior, it is important to treat it with care. You may not always understand or agree with everyone, but differing perspectives should at least complicate your understanding of things.

LOVE

Love yourself and your communities enough to heal, laugh, create and celebrate together.

RESPECT

Listen actively when talking about oppression and power with a community (don't wait for the first opportunity to interrupt or insert your opinion). Never make assumptions about people or their experiences.

RESPONSIBILITY

Aim to be responsible, caring or at least reduce harm with your words, actions and emotions, whenever possible.