

## *inVisible*

Stories can change us.

We see the world from our own experience, and until that perception of the world is challenged, our understanding remains our only truth.

Hearing another's experience, and truly listening, can change our perspective about that person, about politics, about justice.

I have been moved by the voices and stories that have found a platform through the Black Lives Matter movement, particularly in recent months. The murder of George Floyd lit a spark that was already there, turning it into a bonfire. I, like many other Canadians, thought that this was primarily an American problem, thankful that Canada did not have that kind of racism, but immediately that notion was challenged. I was reminded about the history of Indigenous peoples on this land, their treatment from settlers that continues to be charged with with racism to this day. I thought of the Japanese internment camps, the extended detainment of refugees, the Mosque shooting in 2017, and countless other race related injustices at the hands of the dominant white culture, macro and micro-aggressions. I began to listen to the stories of people of colour in my own country, my own neighborhood, and thought about how the majority of the white population in Canada have been wearing rose coloured glasses about racism. Since it is not our experience, we have not acknowledged it as real. We have not even seen it. But this narrative was always there, but under the whitewashing of history, ignored by many.

*inVisible* is my response to this idea. I want to show that these stories exist, if we choose to see them. We must look beyond the black and white of our own belief, to stop devaluing these narratives by saying, "I don't see colour", and instead stop to listen and allow our perspective to change with the reality of all Canadian experiences. Canada is still young, and though our cultural foundation was built on pushing some down to lift others up, we can still change, we can still be a country that honours all people.

In this, I hope that art can be a reminder, an advocate, and an instigator that compels us to break down barriers between people, and move towards a truer view of others, and ultimately a more just world.

Crystal Loszchuk

Resources for white people to become anti-racist, from Dismantle Collective in New Orleans. Retrieved from <https://www.dismantlecollective.org/resources/>

## Articles

Frances E. Kendall, [How to Be an Ally if You Are a Person with Privilege](#)  
Peggy McIntosh, [White Privilege: Unpacking the Invisible Backpack](#)  
Ta-Nehisi Coates, [The Case for Reparations](#)  
Ali Michael Org, [10 Quick Ways to Analyze Children's Books For Racism and Sexism](#),  
Allan Johnson, [Excerpt from Privilege: Power and Difference](#)  
Margaret Biser, [I used to lead tours on a plantation. You wouldn't believe the questions I got about slavery. Holy shit, being an ally isn't about me!](#), Voices of WOC & Allies  
Levana Saxon, [Allyship and Accountability Glossary](#)  
Ryan Struyk, [Blacks and whites see racism in the US very very differently](#)  
Matthew Hughey & W. Carson Byrd [Born that Way: Scientific Racism is Creeping Back Into Our Thinking](#)  
NPR: Michael Martin, [Fear of the Black Man, How Racial Bias Impacts Crime/Labor](#)  
Ernest Owens, [10 Messages of Wisdom We Need to Give Black Youth Right Now](#)  
Alexis Madrigal, [The Racist Housing Policy that Made your Neighborhood](#)  
Goyette and Scheller, [15 Charts that Prove We're Far From Post Racial](#)  
Julie Turkowicz, [A 'Historic Moment' for Native Americans](#)  
Nicholas Kristof, [When Whites Just Don't Get It, Parts 1-7](#)  
Joy Sewing, [Marianne Williamson Asked White People To Apologize. She Got It Right](#)  
Tara Bahrapour, [They Considered Themselves White, But DNA Tests Told a More Complicated Story](#)

## Books

Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools, 2nd Edition (2015) Glenn Singleton  
Race Amity: A Primer on America's Other Tradition, Natl Center for Race Amity  
White Privilege: Essential Readings on the Other Side of Racism, Paula Rothenberg  
Woke Church: An Urgent Call for Christians in America to Confront Racism and Injustice, Eric Mason  
White Fragility: Why It's So Hard for White People to Talk About Racism, Robin DiAngelo  
Privilege: Power and Difference, Allan Johnson  
Privilege: A Reader, Michael Kimmel & Abby Ferber  
Raising Race Questions, Ali Michael  
The New Jim Crow: Mass Incarceration in the Age of Colorblindness, Michelle Alexander  
Just Mercy, Bryan Stevenson  
America's Original Sin : America's Original Sin: Racism, White Privilege, and the Bridge to a New America, Jim Wallis  
Slavery By Another Name, Douglas Blackmon  
When Affirmative Action Was White, Ira Katznelson  
So You Want to Talk About Race, Ijeoma Oluo  
The Color of Law: The Forgotten Story of How Government Segregated America, Richard Rothstein  
Stamped from the Beginning: The Definitive History of Racist Ideas in America, Ibram X. Kendi  
How to be an Antiracist, Ibram X. Kendi  
White Awake: An Honest Look at What it Means to be White, Daniel Hill  
Empire of Cotton: A Global History, Sven Beckert  
Slavery's Capitalism: A New History of American Economic Development, Sven Beckert and Seth Rockman  
The Business of Slavery and the Rise of American Capitalism, Calvin Schermerhorn  
The History of White People, Nell Irvin Painter

# Films

13th, Ava DuVernay

When They See Us, Ava DuVernay

The Color of Fear, Lee Mun Wah

I'm Not Racist Am I?, Andre Lee

BOSS: The Black Experience in Business, PBS documentary

Slavery By Another Name: The Re-Enslavement of Black Americans From the Civil War to World War II, PBS based on book by Douglas Blackmon

Reconstruction, PBS based on book by Eric Foner

# Videos

[White Lies We Tell Our Children](#), Colin Stokes

[The Enduring Myth of Black Criminality](#), Ta-Nehisi Coates via The Atlantic

[How to Have a Voice and Lean Into Conversations on Race](#), Amanda Kemp

[The Future of Race in America \(on The New Jim Crow: Mass Incarceration in the Age of Colorblindness\)](#), Michelle Alexander

[A Conversation with Black Women on Race](#), New York Times Op-Docs Series

[A Conversation with White People about Race](#), New York Times Op-Docs Series

[How Race Settled the Suburbs](#), Upworthy (Adam Ruins Everything)

[Equity vs Equality](#), Carneades

## Canada specific resources

Retrieved from <https://uwaterloo.ca/human-rights-equity-inclusion/anti-racism>

### **RACISM, AND ANTI-BLACK RACISM IN CANADA**

<b>Resource</b>	<b>In Brief</b>
<b><u>Dominant Cultural Narratives, Racism, and Resistance in the Workplace: A Study of the Experiences of Young Black Canadians</u></b>	Published by Community Psychology Article by Julian Hasford, focuses on experiences of young black Canadians in the workforce
<b><u>Colour of Poverty: Fact Sheets Tools and Resources</u></b>	Collection of fact sheets, tools and resources unpacking the intersections of poverty and race in Canada
<b><u>Racism in Canada Is Ever-Present, But We Have A Long History Of Denial</u></b>	Author: Maija Kappler Excerpt from online article: "Growing up, people always talked about racism like: 'It's over there. It's in America,'" Black Toronto writer and educator Barbara Yebuga told me. 'But that's just not true. Don't let a border fool you.'"
<b><u>Interrupted childhoods: Over-representation of Indigenous and Black children in Ontario child welfare</u></b>	Published by the Ontario Human Rights Commission
<b><u>Book: The Skin We're In: A Year of Black Resistance and Power, Desmond Cole</u></b>	A book that addresses the "bubble of Candian smugness and naïve assumptions of a post-racial nation" and "chronicles just one year- 2017- in the struggle against racism in this country"
<b><u>Canada Has a Black Incarceration Problem</u></b>	Author: Catherine McIntyre Explores the annual report (2016) authored by then federal prison watchdog Howard Sapers, where he details the demographics and conditions within Canada's federal prisons
<b><u>Podcast: Colour Code</u></b>	A Podcast about Race in Canada; produced by Globe and Mail Hosted by <a href="#">Denise Balkissoon</a> and <a href="#">Hannah Sung</a>
<b><u>Podcast: The little-told history of Canadians as slave owners, not just slave rescuers</u></b>	Canadians take pride in the story of the Underground Railroad, but McGill art history professor, Charmaine Nelson says Canada was not so innocent, and that we, too, were a slave-trading country.
<b><u>Statement from Black Health Leaders on COVID-19's impact on Black Communities in Ontario</u></b>	Published by <a href="#">Alliance for Healthier Communities</a> Argues that we will not "contain COVID-19 without bringing critical analysis and differential population health actions to our pandemic response." Explores the ways the COVID-19 has amplified disparities that already existed in Canada

<i>Resource</i>	<i>In Brief</i>
<a href="#"><u>Five Charts that Show Systemic Racism in Canada</u></a>	CTV published Statistics Canada data that underscores the systemic differences between white, people of colour, and Black communities.
<a href="#"><u>Canada Asked For a Report on MMIWG. Now It's Ignoring It</u></a>	Article by Alicia Elliott, focusing on the Report on Missing and Murdered Indigenous Women and Girls that was published June 3, 2019 – and the ways in which it has been ignored.
<a href="#"><u>National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)</u></a>	National Inquiry on MMIWG: the final report, findings, supplementary reports and other resources.
<a href="#"><u>On Anti-Black Racism Canada can do better, be better</u></a>	A Toronto Star article written by Perry Bellegarde, Asif Khan, Shimon Koffler Fogel, Queenie Choo and Tejinder Singh Sidh on the state of anti-Black racism in Canada.

## **RACISM, AND ANTI-BLACK RACISM IN EDUCATION**

<i>Resource</i>	<i>In Brief</i>
<a href="#"><u>The Diversity Gap in 2020: Leadership Pipelines at Five Canadian Universities</u></a>	Research by Genevieve Fuji Johnson and Robert Howsam, Methodology by Malinda S. Smith and Genevieve Fuji Johnson  Research that highlights the vast disparity between white and racialized members of senior management and leadership at Canadian Universities
<a href="#"><u>The Equity Myth: Racialization and Indigeneity at Canadian Universities</u></a>	Authors: <a href="#"><u>Frances Henry</u></a> , <a href="#"><u>Enakshi Dua</u></a> , <a href="#"><u>Carl E. James</u></a> , <a href="#"><u>Audrey Kobayashi</u></a> , <a href="#"><u>Peter Li</u></a> , <a href="#"><u>Howard Ramos</u></a> , and <a href="#"><u>Malinda S. Smith</u></a>
<a href="#"><u>Can We Talk About Canada's Racism Problem at Universities?</u></a>	Author: Victoria Rodney, AVP Equity, WUSA
<a href="#"><u>The Indigenous Diversity Gap</u></a>	Authors: Malinda S. Smith and Nancy Bray  Gap of Indigenous people in Canadian Academic spaces
<a href="#"><u>Addressing Anti-Black Racism in our Schools</u></a>	Webinar from the Canadian Race Relations Foundation on examining anti-Black racism in our schools
<a href="#"><u>Race, Structural Violence, and the Neoliberal University: The Challenges of Inhabitation</u></a>	Article published by Critical Sociology, by Jennifer F. Hamer, and Clarence Lang  About the relationship between race, racism, neoliberalism and post-secondary institutions
<a href="#"><u>Racialized Poverty in Education &amp; Learning</u></a>	Published by: <a href="#"><u>Colour of Poverty – Colour of Change</u></a>  Fact sheet discussing how racialized people are disadvantaged in education and learning
<a href="#"><u>Don't Say Nothing</u></a>	A call for the response of teachers and educators
<a href="#"><u>#BlackInTheIvory</u></a>	An article by Francie Diep on the movement #BlackInTheIvory (founded by Joy Melody Woods and Shardé M. Davis), focused on the experiences, advocacy and activism of Black scholars and

<i>Resource</i>	<i>In Brief</i>
	academics – specifically in relation to anti-racism and structural change in post-secondary institutions.

## **GENERAL RESOURCES ON RACISM, AND ANTI-BLACK RACISM**

<i>Resource</i>	<i>In Brief</i>
<u><a href="#">Black Lives Matter: A Commentary on Racism and Public Health</a></u>	Article by Jennifer Jee-Lyn García, PhD and Mienah Zulfacar Sharif, MPH  Focusing on the intersections of racism and public health
<u><a href="#">Good Ancestor Podcast: Conversations With Change-Makers &amp; Culture-Shapers</a></u>	Host: <u><a href="#">Layla Saad</a></u> , with special guests
<u><a href="#">Glossary for Understanding the Dismantling Structural Racism/Promoting Racial Equity Analysis</a></u>	Published by <u><a href="#">Aspen Institute</a></u>  A glossary that defines and provide context for key words essential in understanding the dismantling structural racism/promoting racial equity analysis (example: structural racism; racial equity; systemic racism; white privilege; institutional racism...)
<u><a href="#">COVID-19 in Racial and Ethnic Minority Groups</a></u>	Published by Centers for Disease Control and Prevention  Article explores disproportionate burden of illness and death among racial and ethnic minority groups.
<u><a href="#">Coronavirus is not the 'great equalizer' – race matters</a></u>	Author: <u><a href="#">Roberta K. Timothy</a></u>  Excerpt from online article: “Based on my research, I believe that the actions and omissions of world leaders in charge of fighting the COVID-19 pandemic will reveal historical and current impacts of colonial violence and continued health inequities among African, Indigenous, racialized and marginalized folks.”
<u><a href="#">How Racism Makes Us Sick</a></u>	Ted Talk by David R. Williams discussing the intersections of health and racism
<u><a href="#">The "Problem" Woman of Colour in the Workplace</a></u>	A resource adapted by COCo (Centre for Community Organizations) in Quebec, that highlights the common patterns/cycle that women of colour experience when they join an institution/organization, especially one with predominantly white leadership.

## **RESOURCES SPECIFICALLY FOR BIPOC (BLACK, INDIGENOUS, PEOPLE OF COLOUR) COMMUNITY MEMBERS**

<i>Resource</i>	<i>In Brief</i>
<u><a href="#">Self-Care Tips for Black People Who Are Struggling With This Very Painful Week</a></u>	Author: <u><a href="#">Rachel Miller</a></u>

<i>Resource</i>	<i>In Brief</i>
	Excerpt from online article: “Amid all this suffering, it can be hard to believe Audre Lorde when she said that caring for yourself is a form of self-preservation and, thus, “an act of political warfare.” But it is, and it matters.”
<b><u>BIPOC Wellness Practitioners Database For Kitchener-Waterloo</u></b>	A database of wellness practitioners and fitness spaces founded by self-identified People of Colour.
<b><u>5 Black Mental Health Resources to Fight the Harmful Effects of Racism</u></b>	Recommendations of podcasts and other online resources for black folks impacted by racism
<b><u>BLM Meditation to Help People Cope with the Tiring Cycle of</u></b>	Article and link to BLM Resource
<b><u>Self-Care DIY</u></b>	Self Care Resource written by Kim Crosby, a black queer journalist on self-care
<b><u>Coping With Race-Related Stress</u></b>	Resource for students of colour and how to cope with race related stress
<b><u>A Love Letter To My Black Community on Campus</u></b>	Posted by Charisse Williams, Ph.D., Licensed Psychologist, Assistant Director/Training Director, University of Washington Counselling Centre. An open letter to Black students on campus
<b><u>Resources for BIPOC Students, University of Washington Counselling Centre</u></b>	Resources for caring for mental health, specifically for BIPOC students who have been directly or vicariously impacted by racial trauma

## RESOURCES FOR WHITE ALLIES

<i>Resource</i>	<i>In Brief</i>
<b>Book:</b> <b><u>White Fragility: Why It's So Hard for White People to Talk About Racism</u></b>  <u>Reading Group Guide</u>  Robin DiAngelo discusses ' <u>White Fragility</u> '	Author: <u>Dr Robin DiAngelo</u> ; Foreword by: <u>Michael Eric Dyson</u>
<b>Book: <u>Me and White Supremacy</u></b>	Author: <u>Layla Saad</u>  Publisher notes: A 28-Day Challenge to Combat Racism, Change the World, and Become a Good Ancestor leads readers through a journey of understanding their white privilege and participation in white supremacy, so that they can stop (often unconsciously) inflicting damage on black, indigenous and people of color, and in turn, help other white people do better, too.
<b><u>For Our White Friends Desiring to Be Allies</u></b>	Author: <u>Courtney Ariel</u>  Six things allies can do to be stronger in their work
<b><u>'Scaffolding Anti-Racism'</u></b>	A google document created by Anna Stamborski, Nikki Zimmermann, and Bailie Gregory, for white allies with

<i>Resource</i>	<i>In Brief</i>
	staged resources and suggestions depending on your stage of development
<b><u>Deconstructing White Privilege</u></b>	Video Presenter: <u>Dr Robin D'Angelo</u>
<b><u>What White Colleagues Need to Understand</u></b>	Article by Clarice Brazas and Charlie Mcgeehan, that speaks to the experiences of educators of colour
<b><u>75 Things White People Can Do for Racial Justice</u></b>	Article by Corinne Shutack with some suggestions around engaging with anti-racism for white people.
<b><u>Confronting racism is not about the needs and feelings of white people</u></b>	Article by <u>Ijeoma Oluo</u> about the ways that white people take up space in discussions on race, and the impacts of that on educators of colour.
<b><u>White People: This is How to Check Your Privilege When Asking People of Colour for Their Labour</u></b>	Article by Sophia Stephens focused on how and when to ask BIPOC folks for their labour, and how not to.
<b><u>Teaching While White, White People Leading DEI Work</u></b>	Article by Ryan Williams-Virden on the role that white people have in anti-racism and equity.
<b><u>When Feminism is White Supremacy in Heels</u></b>	Rachel Cargle unpacks the ways in which “from tone policing to whitesplaining, the liberal white women’s feminism is more toxic than they realize”

## **RESOURCES TO WORK TOWARD ANTI-RACISM**

<i>Resource</i>	<i>In Brief</i>
<b><u>Black Lives Matter – Various Resources</u></b>	Include mental health resources, BIPOC resources, etc.
<b><u>Talking About Race from National Museum of African American History &amp; Culture</u></b>	Collection of resources, tools and guidance on talking about race and racism
<b><u>So You Want to Talk About Race</u></b>	Author: <u>Ijeoma Oluo</u>  Publisher notes: Ijeoma Oluo guides readers of all races through subjects ranging from intersectionality and affirmative action to “model minorities” in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they infect almost every aspect of American life.
<b><u>Building the anti-racist university: next steps</u></b>	Article discussing anti-racist higher education institutions and how to address institutional racism
<b><u>Anti-Racism Guide from Western Carolina University</u></b>	Definitions of racism, anti-racism, white supremacy, a collection of resources for anti-racist allies and people of colour
<b><u>Navigating race in Canadian workplaces: A toolkit for diversity and inclusion practitioners</u></b>	Published by Canadian Centre for Diversity and Inclusion



<i>Resource</i>	<i>In Brief</i>
<u><a href="#">How to Deconstruct Racism, One Headline at a Time</a></u>	Ted Talk Video Presenter: <u><a href="#">Baratunde Thurston</a></u>  Baratunde Thurston explores the phenomenon of white Americans calling the police on black Americans who have committed the crimes of ... eating, walking or generally "living while black." In this profound, thought-provoking and often hilarious talk, he reveals the power of language to change stories of trauma into stories of healing -- while challenging us all to level up.
<u><a href="#">We Must Step up for Black People Right Now</a></u>	Author: Sheree Atcheson, Forbes Magazine  Ways to show up for Black folks right now
<u><a href="#">The Anti-Racist Reading List</a></u>	List curated by Ibram X. Kendi, Director of the Antiracist Research and Policy Center at American University, author of <i>How to Be an Anti-Racist</i>
<u><a href="#">How To Be An Anti-Racist</a></u>	Book by Ibram X. Kendi. From the description: "Instead of working with the policies and system we have in place, Kendi asks us to think about what an antiracist society might look like, and how we can play an active role in building it."

## GENERAL RESOURCES TO SUPPORT AND AMPLIFY THE WORK OF BLACK AUTHORS, DOCUMENTARIANS AND ARTISTS

<i>Resource</i>	<i>In Brief</i>
<u><a href="#">As Long as We Have Breath in Our Bodies</a></u>  - <u><a href="#">Essay</a></u> - <u><a href="#">Book</a></u>	Author: Imani Perry (Twitter: <u><a href="#">@imani Perry</a></u> )  Publisher's comments (for book): Explores the terror, grace, and beauty of coming of age as a Black person in contemporary America and what it means to parent our children in a persistently unjust world.
<u><a href="#">31 Black Canadian Female Playwrights You Need to Know</a></u>	Curated by <u><a href="#">Amanda Parris</a></u>
<u><a href="#">Here We Are Here: Black Canadian Contemporary Art</a></u>	This exhibition at the Royal Ontario Museum is now closed, but the artists are still featured. Explore and support their works independently.
<u><a href="#">Black Visual Artists in Canada</a></u>	Published by Black in Canada
<u><a href="#">13th</a></u>  <u><a href="#">Trailer</a></u> <u><a href="#">Full Documentary</a></u>	A documentary by filmmaker Ava DuVernay, that explores the racist history and causes of disproportionate incarceration rates for Black Americans
<u><a href="#">Cineplex 45 Movies by Black Creators Free to Stream in Canada</a></u>	For a <b>limited time</b> Cineplex is offering free download of these films, and paying the royalty fees. From the Cineplex website: "This collection of important films was curated to elevate Black stories, artists and filmmakers and spark discussion. These films are available to view at no cost."
<u><a href="#">Nîpawistamâsowin: We Will Stand Up</a></u>	Canadian documentary directed by Tasha Hubbard. From the description: "the film centers on the 2016 death of Colten Boushie, and depicts his family's struggle to attain justice after the controversial acquittal of Boushie's killer"

## GENERAL RESOURCES FOR FAMILIES WITH CHILDREN & YOUNG ADULTS

<i>Resource</i>	<i>In Brief</i>
<b><u>Your Kids Aren't Too Young to Talk About Race</u></b>	Collection of resources, curated by Katrina Michie, with guidance on talking to children about racism
<b><u>5 Black Children's Authors and Illustrators You Should Know</u></b>	Collection curated by <a href="#">Licia Bobesha</a>
<b><u>GrassROOTS Community Foundation: 1000 Black Girl Books Resource Guide</u></b>	This resource guide was created in direct response to the multiple requests made by educators, parents and students, and features Black girls as the main characters.
<b><u>NPR K-12 Reading List</u></b>	Notes from the curator: These books tackle themes like international adoption, biracial families and cultural history, to name a few. Not all of the authors are minorities, but every book features a protagonist of colour that children can point to and say, "That's me!"
<b><u>Black Lives Matter at School</u></b>	Aimed at educators, but provides lesson plans and suggestions for kids K-12

# You are welcome to respond

**Write your story** with invisible ink markers on the panels.

**Write your story** with invisible ink markers, regular markers, pen or pencil on the prints provided.

**Write your response** to the art with regular markers, pen, or pencil on the prints provided.

**Take a print home**