



Building Capacity for Welcoming Communities

*Resources for Immigrant-Serving Organizations
to Understand and Fight Racism in Canada*

An Inventory Prepared by

Research Resource Division for Refugees, Carleton University

**in Collaboration with
John Samuel and Associates,
Citizens for Public Justice, and
Canadian Ethnocultural Council**

Funded by

Welcoming Communities Initiative, Citizenship and Immigration Canada

**June 2007
Ottawa, Ontario**

**BUILDING CAPACITY FOR WELCOMING COMMUNITIES: RESOURCES FOR
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The Research Resource Division for Refugees (RRDR) is a Research Centre located at Carleton University, Ottawa. Established in 1985, it specializes in research and publishing on the settlement, adaptation, and integration of refugees and immigrants in Canada.

For more information, contact:

RRDR, Room 2126 DT
Carleton University
1125 Colonel By Drive
Ottawa, Ontario K1S 5B6

Telephone: 613-520-2717

Fax: 613-520-3676

E-mail: rrdr@carleton.ca

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ISBN: 978-0-7709-0518-7

Cover Page Design: Barbara Grant

Translation: Sinclair Robinson

URL: <http://integration-net.ca/english/wca/download.html>

Ce document est disponible en français.

ACKNOWLEDGEMENTS

Many people contributed to this project. Let me first express my deep gratitude to John Samuel for his help in every stage of the project. I also thank Chris Pullenayegem of Citizens for Public Justice and Anna Chiappa of the Canadian Ethnocultural Council, who were equally helpful in identifying and locating resources by faith-based and ethno-cultural groups, respectively. The research assistance of Awatef Rasheed, Blanca Lopez, Stephanie Pyne, and Mae-Lyna Beaubrun was invaluable; so was the work of Peng Lu, Ron Santos, and Barbara Grant in page layout and Web design. As always, Sinclair Robinson of the Department of French at Carleton University was impeccable in providing the translation from one official language to the other. At Citizenship and Immigration Canada, Barbara Alvarado took good care of the project in her capacity as project officer. Numerous organizations and individuals kindly responded to our request for information on existing racism and anti-racism resources in Canada. Last but not least, I would like to thank members of the National Advisory Committee for the project:

Ather H. Akbari, Saint Mary's University, Halifax

Ayman Al-Yassini, Canadian Race Relations Foundation, Toronto

Fariborz Birjandian, Calgary Catholic Immigration Society

Tung Chan, United Chinese Community Enrichment Service, Vancouver

Tom R. Denton, Manitoba Immigration Council, Winnipeg

Cecille M. DePass, University of Calgary

Usha George, Ryerson University, Toronto

Karim H. Karim, Carleton University, Ottawa

Sam Koshy, Compass Career Life Solutions, Winnipeg

Claudette Legault, Metropolitan Immigrant Settlement Association, Halifax

Hamdi Mohamed, Ottawa Community Immigrant Services Organization

Fo Niemi, Centre for Research-Action on Race Relations, Montreal

Lucya Spencer, Immigrant Women Services Ottawa

Morton Weinfeld, McGill University, Montreal

Adnan Türegün

Project Leader and Acting Director, RRDR

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INTRODUCTION

Based on archival research in the print and electronic media, this inventory of resources on racism and anti-racism in Canada is prepared primarily in support of the work of service providers helping immigrants and refugees settle, adapt, and integrate into Canadian society. As an information tool, it can also be used by other organizations and individuals who are involved in the broader anti-racism work and/or in welcoming newcomers to their local communities. The list is by no means exhaustive or definitive of existing resources on race, racism, and anti-racism. We had to be very selective out of cost considerations but still managed to put together a nucleus of resources representing the past and current work on: (i) racism and related forms of discrimination faced by newcomers to Canada, who are increasingly joining the ranks of “ethno-cultural” or “visible minority” communities; and (ii) how to counter these forms of discrimination in different spaces and jurisdictions.

We have profiled a total of 220 resources in this collection, focusing on 12 main areas in the manifestation of racism and the fight against it. These focus areas or categories also form the 12 sections of the inventory under which the resources are grouped in the alphabetical order of their titles. In cases where a particular resource pertains to more than one area, we placed the resource under the most pertinent category to avoid costly duplication.¹

The categories are: (i) historical background (evolution of racism and anti-racism in Canada)²; (ii) attitudes held by “mainstream” Canadians towards people of immigrant and/or “visible minority” background; (iii) racial profiling by various institutions, including the media, the school system, and the police; (iv) economic barriers, including non-recognition of internationally earned human capital (credentials, skills, and experience), un- or under-employment, discrimination in the workplace, and poverty; (v) ethno-cultural community profiles; (vi) immigrants’ contribution to Canada; (vii) community capacity building by service providers and local/ethno-cultural/immigrant communities themselves; (viii) cross-cultural understanding; (ix) anti-racism education, including training on indices or indicators of racism; (x) good practices in

¹ There is no such limitation in the dynamic, database version of the inventory, which is also hosted by *Integration-Net* at: <<http://integration-net.ca/english/wca/index.html>>. The searchable database allows us to classify a particular resource under up to three categories. The viewer can search the database by category as well as by type, title, author, place, organization, year, and language.

² According to John Samuel (personal correspondence), racism in Canada has gone through five periods: “blatant” racism before and during the Second World War; “polite” racism of the immediate postwar period (late 1940s and 1950s); “camouflaged” racism of the 1960s and 1970s; “undetectable” racism of the 1980s; and the move towards an “open society” since the 1990s.

the struggle against racism and for inclusive communities, including programs and services; (xi) anti-racism policies by all three levels of government; and (xii) legal framework (municipal, provincial/territorial, and federal legislation concerning human rights, equity, and related issues).

The inventory includes 13 resource types. To name them in alphabetical order, they are: annotated bibliography, article, audio-visual material, background paper, book, discussion paper, handbook, legislation, organization, program, report, tool kit, and Web site.

Aside from category and type, we also provide nine other pieces of information on a particular resource: title (which is underlined if the resource is also available online); author (individual or institutional); place (city and province/territory/state or, in a few cases where the resource originates from outside Canada and the United States, country); organization (publisher or proprietor); year (either date or date range, depending on the resource type); URL (if available); language (if applicable, second and/or third languages are underlined to indicate the resource's online availability in those languages); contact information (including such details as mailing address, telephone and fax numbers, and e-mail address); and abstract.

We may not have done justice to all the categories and types of existing resources on racism and anti-racism in Canada. This is where the expandable online database comes in handy. We encourage our readers to alert us as they come across resources which are not included in the inventory.

1. HISTORICAL BACKGROUND

Type: Book
Title: [COLOUR-CODED: A LEGAL HISTORY OF RACISM IN CANADA, 1900-1950](#)
Author: Constance Backhouse
Place: Toronto, Ontario
Organization: University of Toronto Press
Year: 1999
URL: <http://www.utppublishing.com/pubstore/merchant.ihtml?pid=7202 &lastcatid=134&step=4>
Language: English
Contact: University of Toronto Press, 10 St Mary Street, Suite 700, Toronto, Ontario M4Y 2W8; Telephone: 416-978-2239; Fax: 416-978-4738; E-mail: publishing@utpress.utoronto.ca

Abstract:

Presenting detailed narratives of six court cases of Aboriginal, Inuit, Chinese-Canadian, and African-Canadian individuals, this book focuses on the role of the Canadian legal system in creating and preserving racial discrimination during the first half of the 20th century. A central message of the book is that racism is deeply embedded in Canadian history ■

Type: Book
Title: [FORGING OUR LEGACY: CANADIAN CITIZENSHIP AND IMMIGRATION, 1900-1977](#)
Author: Valerie Knowles
Place: Ottawa, Ontario
Organization: Citizenship and Immigration Canada
Year: October 2000
URL: http://www.valerieknowles.com/forging_our_legacy.html
Language: English, French
Contact: Communications Branch, Citizenship and Immigration Canada, Ottawa, Ontario K1A 1L1

Abstract:

Commissioned on the occasion of the 50th anniversary of the Canadian Citizenship Act (1947), the book is a historical account of the role played by immigration in Canadian history. It illustrates the evolution of racist practices immersed in immigration as well as “trail-blazing” initiatives in the undoing of those practices ■

Type: Discussion Paper
Title: [HISTORICAL PERSPECTIVES ON RACISM IN QUEBEC](#)
Author: Jean-Claude Icart
Place: Montreal, Quebec
Organization: Conseil des relations interculturelles
Year: November 2001
URL: http://www.conseilinterculturel.gouv.qc.ca/DocumentLibrary/UploadedContents/PublicationFiles/E29%20Historical%20perspective%20racism_0.pdf
Language: English, [French](#)
Contact: Conseil des relations interculturelles, 500, boulevard René-Lévesque Ouest, bureau 10.04, Montreal, Quebec H2Z 1W7; Telephone: 514-873-8501; Fax: 514-873-3469; E-mail: info@conseilinterculturel.gouv.qc.ca

Abstract:

Produced as part of the preparations by Conseil des relations interculturelles for the World Conference

against Racism, Racial Discrimination, Xenophobia and Related Intolerance (2001), this document first develops a conceptual framework for racism. It then examines the history of racism in Quebec ■

Type: Handbook
Title: [INTERNMENT AND REDRESS: THE JAPANESE CANADIAN EXPERIENCE](#)
Author: British Columbia Ministry of Education
Place: Victoria, British Columbia
Organization: Queen's Printer for British Columbia
Year: 2005
URL: <http://www.japanesecanadianhistory.net/GuideExcerptsForSocialStudies11.pdf>
Language: English
Contact: Japanese Canadian National Museum, 6688 Southoaks Crescent, Burnaby, British Columbia V5E 4M7; Telephone: 604-777-7000; Fax: 604-777-7001; E-mail: jcnm@nikkeiplace.org

Abstract:

This is a resource guide for teachers of Social Studies 11 in British Columbia. The guide includes a rationale for teaching about the internment of Japanese Canadians and the redress movement; cautions and guidelines for teaching human rights issues; teacher backgrounder on significant events in Japanese Canadian history; detailed lessons; and teacher and student resources and handouts ■

Type: Handbook
Title: [INTERNMENT AND REDRESS: THE STORY OF JAPANESE CANADIANS](#)
Author: British Columbia Ministry of Education
Place: Victoria, British Columbia
Organization: Queen's Printer for British Columbia
Year: 2005
URL: <http://www.japanesecanadianhistory.net/GuideExcerptsForSocialStudies5.pdf>
Language: English
Contact: Japanese Canadian National Museum, 6688 Southoaks Crescent, Burnaby, British Columbia V5E 4M7; Telephone: 604-777-7000; Fax: 604-777-7001; E-mail: jcnm@nikkeiplace.org

Abstract:

This is a resource guide for teachers of the Intermediate Grades Social Studies 5 and Social Responsibility in British Columbia. The guide includes a rationale for teaching about the internment of Japanese Canadians; frequently asked questions about the Japanese Canadian internment; cautions and guidelines for teaching controversial issues; detailed teaching strategies and suggestions for journal entries; related teacher and student resource material from primary and secondary sources; a rubric for assessing student performance; and relevant teacher background materials ■

Type: Book
Title: [JUSTICE IN OUR TIME: THE JAPANESE CANADIAN REDRESS SETTLEMENT](#)
Author: Roy Miki; Cassandra Kobayashi
Place: Vancouver, British Columbia
Organization: Talonbooks
Year: August 1991
URL: <http://www.talonbooks.com/index.cfm?event=titleDetails&ISBN=0889222924>
Language: English
Contact: Talonbooks, 278 East 1st Avenue, Vancouver, British Columbia V5T 1A6; Telephone: 604-444-4889; Fax: 604-444-4119; E-mail: info@talonbooks.com

Abstract:

During 1942 to 1949, a group of innocent Canadians were uprooted from their homes and businesses on the west coast, dispossessed, and forced to disperse across Canada simply because of their Japanese ancestry. Some were even exiled to Japan. Celebrating the redress settlement of 1988, this book tells the dramatic story of Japanese Canadian redress through a rich interweaving of commentary, photographs, quotations, and historical documents■

Type: Book
Title: [LAST STEPS TO FREEDOM: THE EVOLUTION OF CANADIAN RACISM](#)
Author: John Boyko
Place: Winnipeg, Manitoba
Organization: J. Gordon Shillingford Publishing
Year: 1998
URL: <http://www.jgshillingford.com/index.php?pageID=bookList&titleID=188&imprintID=2>
Language: English
Contact: J. Gordon Shillingford Publishing, RPO Box 86, RPO Corydon Avenue, Winnipeg, Manitoba R3M 3S3; Telephone: 204-779-6967; Fax: 204-779-6970; E-mail: jgshill@allstream.net

Abstract:

Noting that Canada “has moved up and down the racist ladder,” the book encourages Canadians to look truthfully at their past, admit mistakes, atone for crimes, and applaud progress. It traces the experiences of Chinese, Ukrainian, Jewish, Japanese, Black, and Native Canadians. In each case, early activities and contributions by groups and individuals are explored. The systemic racism which they fought is explained■

Type: Book
Title: [“RACE,” RIGHTS AND THE LAW IN THE SUPREME COURT OF CANADA: HISTORICAL CASE STUDIES](#)
Author: James W. St. G. Walker
Place: Waterloo, Ontario
Organization: Wilfrid Laurier University Press
Year: April 1998
URL: <http://www.wlu.ca/press/Catalog/walkerjw.shtml>
Language: English
Contact: Wilfrid Laurier University Press, 75 University Avenue West, Waterloo, Ontario N2L 3C5; Telephone: 519-884-0710, Ext. 6124; Fax: 519-725-1399; E-mail: press@wlu.ca

Abstract:

This book examines the role of the Supreme Court of Canada and the law in the racialization of Canadian society by drawing from the 1914-1955 period four cases in which the legal issue was race, namely, those of a Chinese restaurant owner who was fined for employing a white woman; a black man who was refused service in a bar; a Jew who wanted to buy a cottage but was prevented by the property owners' association; and a Trinidadian of East Indian descent who was acceptable to the Canadian army but was rejected for immigration on grounds of race■

Type: Article
Title: [RACISM IN CANADA: CHANGE AND CONTINUITY in Canadian Dimension 38 \(1\)](#)
Author: Vic Satzewich
Place: Winnipeg, Manitoba
Organization: Canadian Dimension

Year: January 2004 - February 2004
URL: <http://canadiandimension.com/articles/2004/01/01/162/>
Language: English
Contact: Canadian Dimension, 2E-91 Albert Street, Winnipeg, Manitoba R3B 1G5; Telephone: 204-957-1519 or 1-800-737-7051 (toll free); E-mail: info@canadiandimension.com

Abstract:

Concerning racism in Canada, this article identifies four significant changes that have occurred since the 1960s. First, Canadian institutions and organizations are now less likely to engage in overt discrimination on the grounds of race and ethnicity. Second, in the area of immigration policy and practices, there is no longer a legislated preference for white, European immigrants and the more blatantly racist aspects of immigration policy have been scrapped. Third, social institutions now acknowledge that Canada is no longer made up mainly of white Europeans. Fourth, there is no longer a clear-cut pattern of disadvantage that is rooted solely in racial discrimination. The article also points out that there are still many ways in which opportunities, status, and identities in Canada are degraded because of racism ■

Type: Book
Title: [REDRESS: INSIDE THE JAPANESE CANADIAN CALL FOR JUSTICE](#)
Author: Roy Miki
Place: Vancouver, British Columbia
Organization: Raincoast Books
Year: 2004
URL: <http://services.raincoast.com/scripts/b2b.wsc/fmp/978155192/9781551926506.htm>
Language: English
Contact: Raincoast Books, 9050 Shaughnessy Street, Vancouver, British Columbia V6P 6E5; Telephone: 604-323-7100; Fax: 604-323-2600; E-mail: info@raincoast.com

Abstract:

This book chronicles the 1988 redress settlement between the National Association of Japanese Canadians and the Canadian government concerning the forcible uprooting, dispossession, and disenfranchisement of Japanese Canadians during the 1940s. The author, a Canadian of Japanese ancestry himself, combines stories from his personal and family history with the documentary feature of the book ■

Type: Audio-Visual Material
Title: [RELOCATION TO REDRESS: THE INTERNMENT OF THE JAPANESE CANADIANS](#)
Author: Canadian Broadcasting Corporation
Place: Toronto, Ontario
Organization: Canadian Broadcasting Corporation
Year: 2006
URL: http://archives.cbc.ca/IDD-1-71-568/conflict_war/internment/
Language: English, [French](#)
Contact: CBC Archives Web site, Box 500, Station "A," Toronto, Ontario M5W 1E6 Telephone: 1-800-306-4636 (toll free) ; E-mail: archives@cbc.ca

Abstract:

Accompanied by educational materials for classroom use, this collection of television and radio clips is about the internment of Japanese Canadians during the Second World War and their successful campaign for redress in the 1980s: "As Canadian soldiers were fighting overseas in the name of democracy, at home the federal government was staging the largest mass exodus in Canadian history. During the Second World War, roughly 22,000 Japanese Canadians were forcibly evacuated from the west coast and resettled in other parts of the country. Their struggle continued after the war as they fought for an apology and redress for their loss" ■

Type: Report
Title: [REPORT ON SYSTEMIC RACISM AND DISCRIMINATION IN CANADIAN REFUGEE AND IMMIGRATION POLICIES](#)
Author: Canadian Council for Refugees
Place: Montreal, Quebec
Organization: Canadian Council for Refugees
Year: November 2000
URL: <http://www.web.net/~ccr/antiracrep.htm>
Language: English, [French](#)
Contact: Canadian Council for Refugees, 6839 Drolet # 302, Montreal, Quebec H2S 2T1; Telephone: 514-277-7223; Fax: 514-277-1447; E-mail: ccr@web.ca

Abstract:

Written in preparation for the United Nations World Conference against Racism, Racial Discrimination, Xenophobia, and Related Intolerance, this report discusses two distinct but related problems: (a) the discriminatory manner in which some groups of newcomers, particularly racialized groups, are affected by Canadian refugee and immigration policies; and (b) the way in which refugees and immigrants collectively are treated with intolerance and discriminated against in the enjoyment of their rights. It also provides a historical background to discrimination in Canada's refugee and immigration policies ■

Type: Article
Title: [THE CONTEMPORARY STRUGGLE AGAINST RACISM IN CANADA in Canadian Dimension 38 \(1\)](#)
Author: Grace-Edward Galabuzi
Place: Winnipeg, Manitoba
Organization: Canadian Dimension
Year: January 2004 - February 2004
URL: <http://canadiandimension.com/articles/2004/01/01/163/>
Language: English
Contact: Canadian Dimension, 2E-91 Albert Street, Winnipeg, Manitoba R3B 1G5; Telephone: 204-957-1519 or 1-800-737-7051 (toll free); E-mail: info@canadiandimension.com

Abstract:

This article argues for an effective anti-racist strategy building on the legal and social achievements of the last 40 years. What is needed, it urges, is a systemic response involving legislation, sanctions for law breakers, and regulation of the labour market ■

Type: Book
Title: **THE JAPANESE CANADIAN REDRESS LEGACY: A COMMUNITY REVITALIZED**
Author: Arthur K. Miki
Place: Winnipeg, Manitoba
Organization: National Association of Japanese Canadians
Year: 2003
Language: English
Contact: National Association of Japanese Canadians, 404B Webb Place, Winnipeg, Manitoba R3B 3J4; Telephone: 204-943-2910; Fax: 204-947-3145; E-mail: National@najc.ca

Abstract:

As a sequel to Justice in Our Time, this book describes the outcomes related to the terms of the redress settlement of 1988 and the impact this has had on Japanese Canadians and the community, paying particular attention to the roles of the National Association of Japanese Canadians and the Japanese

Canadian Redress Foundation ■

Type: Book
Title: [THE MAKING OF THE MOSAIC: A HISTORY OF CANADIAN IMMIGRATION POLICY](#)
Author: Ninette Kelley; Michael J. Trebilcock
Place: Toronto, Ontario
Organization: University of Toronto Press
Year: 1999
URL: <http://www.utppublishing.com/pubstore/merchant.ihtml?pid=7075&step=4>
Language: English
Contact: University of Toronto Press, 10 St Mary Street, Suite 700, Toronto, Ontario M4Y 2W8; Telephone: 416-978-2239; Fax: 416-978-4738; E-mail: publishing@utpress.utoronto.ca

Abstract:

Covering the period from the pre-Confederation to the late 20th century, this book is a chronicled journey through the major historical phases of Canadian immigration policy. It discusses how ideas, experiences, interests, institutions, and rhetoric have shaped Canadian policy and practices as highly selective in each phase. Also documented are the transformation of attitudes towards immigrants and refugees, and the racist and exclusionary practices against particular groups, such as the internment of Japanese-Canadians and the rejection of Jewish refugees during the Second World War ■

2. ATTITUDES

Type: Article
Title: [DETERMINANTS OF CANADIAN ATTITUDES TOWARD IMMIGRATION: MORE THAN JUST RACISM? in Canadian Journal of Behavioural Science 28 \(3\)](#)
Author: Douglas L. Palmer
Place: Ottawa, Ontario
Organization: Canadian Psychological Association
Year: July 1996
URL: http://www.cpa.ca/cjbsnew/1996/ful_palmer.html
Language: English
Contact: Canadian Psychological Association, 141 Laurier Avenue West, Suite 702, Ottawa, Ontario K1P 5J3; Telephone: 613-237-2144or 1-888-472-0657 (toll free); Fax: 613-237-1674; E-mail: cpa@cpa.ca

Abstract:

Analyzing Canadian surveys between 1975 and 1995, this paper evaluates different models of opposition to immigration. Contrary to the symbolic racism hypothesis, opposition to immigration is highly correlated with the unemployment rate, while a more traditional intolerance measure shows relative immunity to economic conditions. Overall, the results suggest that opposition to immigration is not simply racism in disguise but a complex attitude resulting from an interplay between various concerns and moderating beliefs about immigration's consequences. Thus, the attitude of highly prejudiced individuals towards the level of immigration would depend on their perceptions of the ethnicity of immigrants, their own level of economic security, and the perceived effects of immigration on employment opportunities ■

Type: Report
Title: ["NO HIJAB IS PERMITTED HERE"](#)
Author: Judy Vashti Persad; Salome Lukas
Place: Toronto, Ontario
Organization: Women Working With Immigrant Women
Year: December 2002
URL: http://www.settlement.org/downloads/No_Hijab_Is_Permitted_Here.pdf
Language: English
Contact: Women Working With Immigrant Women, 489 College Street, Suite 200, Toronto, Ontario M6G 1A5; Telephone: 416-963-4420; E-mail: thirdfront@hotmail.com

Abstract:

Based on "community-based action research," this study aims to increase our understanding of the barriers, types of discrimination, and degree of discrimination experienced by Muslim women who wear hijab or a head cover when seeking employment in the manufacturing, sales, and services sectors in Toronto. It also aims to develop strategies to deal with the issue ■

Type: Article
Title: [PERCEPTION OF RACISM AND HATE ACTIVITIES AMONG YOUTH IN CALGARY: EFFECTS ON THE LIVED EXPERIENCE](#)
Author: Valerie Pruegger; Jerilynn Kiely
Place: Calgary, Alberta
Organization: City of Calgary

Year: 2002
URL: http://pcerii.metropolis.net/Virtual%20Library/FinalReports/July%2025th_final%20manual_racism1.pdf
Language: English
Contact: Community and Neighbourhood Services, City of Calgary, Location # 8116, P.O. Box 2100, Stn. M, Calgary, Alberta T2P 2M5; Telephone: 403-268-5126; Fax: 403-268-3253; E-mail: vpruegger@calgary.ca

Abstract:

This study investigates young people's lived experience of racism and discrimination in Calgary and how it affects their education, job opportunities, and health outcomes. In a series of interviews, the researchers explored the issue with 106 young people aged 12 to 24 years, talking to them about their definition of racism and hate crimes or activities, as well as about their experience and how it affected their lives■

Type: Handbook
Title: **PROMOTING EQUALITY IN THE INFORMATION AGE: DEALING WITH INTERNET HATE**
Author: Robert M. Goldschmid
Place: Vancouver, British Columbia
Organization: Canadian Jewish Congress, Pacific Region
Year: February 2001
Language: English
Contact: Canadian Jewish Congress, Pacific Region, Suite 801-1166 Alberni Street, Vancouver, British Columbia V6E 3Z3; Telephone: 604-622-4240; E-mail: cjcpr@cjc.ca

Abstract:

This manual deals with the spread of prejudice and hatred on the Internet. Analyzing hate, hate speech, and freedom of speech from both philosophical and legal perspectives, it makes recommendations for the Canadian government and the international community to deal with the spread of hate on the Internet. The primary recommendation for the Canadian government is to apply the Canadian Human Rights Act to the Internet and all future communication technologies. What is needed internationally is an agreement that would prevent the spread of group libel on the Internet■

Type: Audio-Visual Material
Title: [RACISM IN CANADA](#)
Author: Vivian Song; Kathleen Harris
Place: Toronto, Ontario
Organization: Canadian Online Explorer
Year: January 16, 2007
URL: <http://live.canoe.ca/Videos/Galleries/canoeliveshow/2007/01/16/3388991.html>
Language: English
Contact: Canadian Online Explorer, Explorer, 333 King Street E, Toronto, Ontario M5A 3X5; Telephone: 416-947-2154; Fax: 416-947-2209; E-mail: sendit@canolive.ca

Abstract:

In this interview, the authors speak about the findings and implications of Sun Media's report on racial tolerance■

Type: Report
Title: [REGIONAL AND MULTICULTURAL DIVERSITY IN CANADA](#)
Author: Decima Research

Place: Montreal, Quebec
Organization: Centre for Research and Information on Canada
Year: October 2005
URL: http://www.cric.ca/pwp_re/diversite/Diversity_en.pdf
Language: English, [French](#)
Contact: Centre for Research and Information on Canada, 2000 McGill College, Suite 250, Montreal, Quebec H3A 3H3; Telephone: 514-843-4124 or 1-800-363-0963 (toll free); Fax: 514-843-4590

Abstract:

According to 68 percent of Canadians, multiculturalism has a moderating effect on extremist influences. However, 58 percent expressed concern that the loyalty of immigrants may suffer if they maintain too strong an attachment to their countries of origin while becoming Canadian■

3. RACIAL PROFILING

Type: Book
Title: [BEYOND BLAME: REACTING TO THE TERRORIST ATTACK](#)
Author: Marilyn C. Felt; Eric J. Jolly; Stephanie M. Malloy
Place: Boston, Massachusetts
Organization: Education Development Center, Inc.
Year: 2001
URL: <http://www2.edc.org/beyondblame/beyondblame.pdf>
Language: English , [Spanish](#)
Contact: Education Development Center, Inc., 55 Chapel Street, Newton, Massachusetts 02458-1060; Telephone: 617-969-7100; Fax: 617-969-5979; E-mail: beyondblame@edc.org

Abstract:

Designed for middle and high school students, this curriculum focuses on issues of justice and mislaid blame. The impetus for the project was the authors' concern that the terrorist attacks of September 11 have created a hostile climate for Arab-Americans – much like the climate Japanese-Americans faced following the attack on Pearl Harbor ■

Type: Book
Title: [DEATH'S DOOR: IGNORANCE LIKES COMPANY](#)
Author: Jag Lall
Place: Harlow, United Kingdom
Organization: Portent Comics
Year: 2006
URL: http://www.geocities.com/lall_jag/door.html
Language: English
Contact: Jag Lall, Harlow, United Kingdom ; E-mail: rs_10@hotmail.com

Abstract:

This illustrated book uses humour in revealing the causes and consequences of racial profiling. It describes many of the emotions, stereotypes, and biases involved in racial profiling, including the consequences of acting on one's fears ■

Type: Article
Title: [DISPROPORTIONATE IMPACT, THE SAFE SCHOOLS ACT AND RACIAL PROFILING IN SCHOOLS](#)
Author: Gary Pieters
Place: Toronto, Ontario
Organization: University of Toronto
Year: July 8, 2003
URL: <http://fcis.oise.utoronto.ca/~gpieters/schlprofiling.html>
Language: English
Contact: Gary Pieters, P.O. Box 953, Station F, Toronto, Ontario M4Y 2N9; E-mail: gpieters@oise.utoronto.ca

Abstract:

The paper asks if, as a result of Ontario's Safe Schools Act 2000, Black and racialized students are

subjected to harsh discipline and punishment because of perceptions based on race, class, culture, or socio-economic status. In the opinion of the community, which is supported by statements from the Ontario Human Rights Commission, this is the case. Data sources on student suspensions from schools in Toronto support the concern that the rate of increase in suspensions soared since the implementation of the Act■

Type: Audio-Visual Material
Title: [EMPZ 4 LIFE: RACISM, HOPE AND DESPAIR](#)
Author: Allan King
Place: Toronto, Ontario
Organization: Allan King Films Limited
Year: 2006
URL: <http://www.allankingfilms.com/>
Language: English
Contact: Allan King Films Limited, 965 Bay Street # 2409, Toronto, Ontario M5S 2A3; Telephone: 416-964-7284; Fax: 416-964-7997; E-mail: mail@allankingfilms.com

Abstract:

The film centres on four teenagers struggling to find a life for themselves in “Emps,” a suburb of Toronto. Public schools have dropped them. The strongest role models offered to them are in rapping, drug dealing, and the glamour of crime. Two volunteers work with the teenagers as they battle to break free■

Type: Report
Title: [FINAL REPORT OF THE TASK FORCE ON NEEDS OF MUSLIM STUDENTS](#)
Author: Canadian Federation of Students
Place: Toronto, Ontario
Organization: Canadian Federation of Students
Year: March 21, 2007
URL: <http://www.cfsontario.ca/mediareleaselinks/TaskForce-Final.Report.pdf>
Language: English
Contact: Ontario Office, Canadian Federation of Students, 180 Bloor Street West, Suite 900, Toronto, Ontario M5S 2V6; Telephone: 416-925-382; Fax: 416-925-6774; E-mail: federation@cfsontario.ca

Abstract:

From September 2006 to March 2007, the Federation’s Task Force on the Needs of Muslim Students held 17 on-campus hearings with the participation of nearly 1,000 Muslim students to examine college and university responsiveness to the needs of Muslim students in Ontario. The report addresses the increasing concerns brought forward by Muslim students about inadequate campus prayer space, experiences of “Islamophobia,” and discrimination on campus, as well as a general lack of progress among post-secondary institutions in accommodating the needs of Muslim students■

Type: Book
Title: [LIVING THE EXPERIENCE: MIGRATION, EXCLUSION, AND ANTI-RACIST PRACTICE](#)
Author: MacDonald E. Ighodaro
Place: Halifax, Nova Scotia
Organization: Fernwood Publishing
Year: 2006
URL: [http://www.fernwoodpublishing.ca/pages/search_book.php?RECORD_KEY\(titlelist\)=f_isbn_10&f_isbn_10\(titlelist\)=1-55266-210-1](http://www.fernwoodpublishing.ca/pages/search_book.php?RECORD_KEY(titlelist)=f_isbn_10&f_isbn_10(titlelist)=1-55266-210-1)
Language: English

Contact: Fernwood Publishing, 32 Oceanvista Lane, Site 2A, Box 5, Black Point, Nova Scotia B0J 1B0; Telephone: 902-857-1368; Fax: 902-857-1328; E-mail: errol@fenpub.ca

Abstract:

The book attempts to illuminate African refugees' "lived and living" experiences in Canadian society by advancing a critical, anti-racist framework in the field of forced migration and refugee studies. It investigates the consequences of racial and "difference based" discrimination in Canadian immigration and refugee policy for the resettlement and integration of African refugees in Canada. Also included in the investigation is the racism experienced by the African-Nova Scotian community ■

Type: Article

Title: [MEDIA, STEREOTYPES AND PERPETUATION OF RACISM IN CANADA](#)

Author: James Crawford

Place: Saskatoon, Saskatchewan

Organization: University of Saskatchewan

Year: May 1998

URL: <http://www.usask.ca/education/coursework/802papers/crawford/jamesc.html>

Language: English

Contact: Educational Communications and Technology, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan S7N 0X1; Telephone: 306-966-7558; Fax: 306-966-7658; E-mail: jgc611@mail.usask.ca

Abstract:

This paper is an analysis of the role of media in perpetuating racism in Canada. It first offers a background to the topic of racism in Canada by exploring such concepts as "other," "whiteness," and "white privilege." It then turns to a functional definition of stereotypes and its critique. Finally, stereotypes in such media as television, cinema, news, and advertising are examined ■

Type: Report

Title: [PAYING THE PRICE: THE HUMAN COST OF RACIAL PROFILING](#)

Author: Ontario Human Rights Commission

Place: Toronto, Ontario

Organization: Ontario Human Rights Commission

Year: October 21, 2003

URL: <http://ohrc.on.ca/english/consultations/racial-profiling-report.shtml>

Language: English, [French](#)

Contact: Ontario Human Rights Commission, 180 Dundas Street West, 8th Floor, Toronto, Ontario M7A 2R9; Telephone: 416-326-9511 or 1-800-387-9080 (toll free); Fax: 416-326-9520; E-mail: info@ohrc.on.ca

Abstract:

This report investigates the human cost of racial profiling on the individuals, families, and communities that experience it, also detailing its detrimental impact on social institutions such as the education system, law enforcement agencies, and service providers. In addition, the report outlines the business case against profiling, that is, the economic loss sustained as a result of racial profiling ■

Type: Audio-Visual Material

Title: [RACE IN CANADA](#)

Author: Vivian Song

Place: Toronto, Ontario

Organization: Canadian Online Explorer
Year: January 14, 2007
URL: <http://live.canoe.ca/Videos/News/Canada/2007/01/14/3362986.html>
Language: English
Contact: Canadian Online Explorer, Explorer, 333 King Street E, Toronto, Ontario M5A 3X5; Telephone: 416-947-2154; Fax: 416-947-2209; E-mail: sendit@canolive.ca

Abstract:

The video profiles race relations in Canada and features various groups of people involved in racial communities, including Ayman Al-Yassini, Executive Director of the Canadian Race Relations Foundation ■

Type: Handbook
Title: [RACIAL HARASSMENT: YOUR RIGHTS AND RESPONSIBILITIES](#)
Author: Ontario Human Rights Commission
Place: Toronto, Ontario
Organization: Ontario Human Rights Commission
Year: 2001
URL: <http://ohrc.on.ca/english/guides/racial-harassment.shtml>
Language: English, [French](#), [Chinese](#), [Punjabi](#), [Somali](#), [Spanish](#), [Tagalog](#), [Urdu](#), [Vietnamese](#)
Contact: Ontario Human Rights Commission, 180 Dundas Street West, 8th Floor, Toronto, Ontario M7A 2R9; Telephone: 416-326-9511 or 1-800-387-9080 (toll free); Fax: 416-326-9520; E-mail: info@ohrc.on.ca

Abstract:

This handbook first defines racial harassment and then provides practical information on courses of action which individuals can take when they experience it ■

Type: Discussion Paper
Title: [RACIAL PROFILING IN TORONTO: DISCOURSES OF DOMINATION, MEDIATION, AND OPPOSITION](#)
Author: Frances Henry; Carol Tator
Place: Toronto, Ontario
Organization: Canadian Race Relations Foundation
Year: September 2005
URL: <http://www.crr.ca/divers-files/en/pub/rep/ePubRepRacProTor2.pdf>
Language: English
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416-952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

This paper first analyzes some of the ideologies that form the foundation of many of the discourses on race, crime, and policing that have been disseminated by public authorities and the media. These discourses have enormous power to misrepresent the core issues related to racism in policing and the specific question of racial profiling. The paper then focuses on the contestation over racial profiling that has taken place in Toronto (1996-2002) and its impact upon Toronto's Black population. The authors have examined 250 articles downloaded from Ontario, particularly Toronto, newspapers available online ■

Type: Book
Title: [RACIAL PROFILING: CHALLENGING THE MYTH OF A "FEW BAD APPLES"](#)

Author: Carol Tator; Frances Henry
Place: Toronto, Ontario
Organization: University of Toronto Press
Year: 2006
URL: <http://www.utppublishing.com/pubstore/merchant.ihtml?pid=8764&step=4>
Language: English
Contact: University of Toronto Press, 10 St Mary Street, Suite 700, Toronto, Ontario M4Y 2W8; Telephone: 416-978-2239; Fax: 416-978-4738; E-mail: publishing@utpress.utoronto.ca

Abstract:

The authors explore the meaning of racial profiling in Canada as it is practiced by the police and other institutions. Providing a theoretical framework, they examine racial profiling from a number of perspectives and in a variety of situations. The book includes chapters providing a comparison of experiences of racial profiling and policing in Canada, the United States, and the United Kingdom and presenting stories which demonstrate the realities of racial profiling in the everyday experiences of African Canadians and other ethno-racial minorities ■

Type: Audio-Visual Material
Title: [RACISM REBORN, PART 1](#)
Author: Global TV Calgary
Place: Calgary, Alberta
Organization: Global TV Calgary
Year: September 3, 2006
URL: <http://www.youtube.com/watch?v=plQpLPy1eao>
Language: English
Contact: Global TV Calgary, 222-23 Street NE, Calgary, Alberta T2E 7N2; Telephone: 403-235-7777; Fax: 403-248-0252; E-mail: globalnews.calgary@globaltv.com

Abstract:

This video documents racial profiling and discrimination by night clubs against Black youth in Calgary. Victims and community activists speak out ■

Type: Audio-Visual Material
Title: [RACISM REBORN, PART 2](#)
Author: Global TV Calgary
Place: Calgary, Alberta
Organization: Global TV Calgary
Year: September 13, 2006
URL: <http://www.youtube.com/watch?v=KgHelRCSxQw&mode=related&search=>
Language: English
Contact: Global TV Calgary, 222-23 Street NE, Calgary, Alberta T2E 7N2; Telephone: 403-235-7777; Fax: 403-248-0252; E-mail: globalnews.calgary@globaltv.com

Abstract:

After documenting the racial profiling and discrimination by night clubs against Black youth in Calgary, Global TV Calgary investigates the possible involvement of the city police in this act of profiling and discrimination. The video also shows the reaction of the general public ■

Type: Report

Title: [RACIST DISCOURSE IN CANADA'S ENGLISH PRINT MEDIA](#)
Author: Frances Henry; Carol Tator
Place: Toronto, Ontario
Organization: Canadian Race Relations Foundation
Year: March 2000
URL: <http://www.crr.ca/Load.do?section=26&subSection=38&id=322&type=2>
Language: English
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416-952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

The study is based on a “discourse analysis,” over a 20-year period, of the English language press taken from several regions of the country. It focuses on the complex linkages between language, discourse, and racism in the media. The findings show that the media do not always objectively or neutrally report their facts or stories ■

Type: Report
Title: [THE ANTI -TERRORISM ACT AND SECURITY MEASURES IN CANADA: PUBLIC VIEWS, IMPACTS AND TRAVEL EXPERIENCES](#)
Author: Nicole Crutcher; Michelle Budak
Place: Ottawa, Ontario
Organization: Department of Justice Canada
Year: December 2005
URL: <http://www.justice.gc.ca/en/ps/rs/rep/2005/rr05-11/index.html>
Language: English, [French](#)
Contact: Research and Statistics Division, Department of Justice Canada, 284 Wellington Street, Ottawa, Ontario K1A 0H8; E-mail: rsd.drs@justice.gc.ca

Abstract:

This study is based on a questionnaire including a variety of knowledge, opinion, and experience-based questions in relation to the Anti-Terrorism Act (ATA) and other post-September 11 security measures. The questionnaire was administered in March 2005 to 1,703 Canadians, among whom those identifying themselves as belonging to a visible minority group were intentionally over-sampled in order to address concerns raised in previous research that visible minority Canadians may be disproportionately affected by ATA and other security measures. A comparison of responses by visible minority and non-minority respondents reveals a number of statistically significant differences between the two groups with respect to awareness and concern surrounding terrorism and corresponding legislation. Proportionally fewer visible minority respondents were aware of the safeguards in place within ATA to protect Canadians’ rights and freedoms. As well, fewer visible minority respondents felt that the enactment of ATA was necessary or that it has resulted in a safer Canada. More visible minority respondents felt that ATA has resulted in the unfair targeting of certain individuals due to their ethnic, racial, or religious background ■

Type: Book
Title: [THE COLOUR OF DEMOCRACY: RACISM IN CANADIAN SOCIETY, 3rd Edition](#)
Author: Frances Henry; Carol Tator
Place: Scarborough, Ontario
Organization: Thomson Nelson
Year: 2006
URL: <http://hed.nelson.com/products/productPage.aspx?isbn=0176224866>

Language: English
Contact: Thomson Nelson, 1120 Birchmount Road, Toronto, Ontario M1K 5G4; Telephone: 416-752-9448 or 1-800-268-2222 (toll free); Fax: 416-752-8101 or 1-800-430-4445 (toll free); E-mail: inquire@nelson.com

Abstract:

This book provides a broad overview of the racism issues confronting different institutions across a wide range of sectors (e.g., justice, law enforcement, education, media, and human services). It describes how racism is manifested in each of these systems and how change has been resisted. Chapter 12 analyzes some of the faultlines within existing models of anti-racism training delivery, as well as other institutional approaches to racial equity that have failed to bring about change ■

Type: Article
Title: **TO BE A CANADIAN MUSLIM AFTER 9-11 in INSCAN: International Settlement Canada 15 (3)**
Author: Leah Forcese
Place: Ottawa, Ontario
Organization: Research Resource Division for Refugees
Year: 2002
Language: English, French
Contact: Research Resource Division for Refugees, DT 2126, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: 613-520-2717; Fax: 613-520-3676; E-mail: inscan@carleton.ca

Abstract:

In this article, the author reflects on her conversation with four Canadian Muslim women about their lives as Muslims in Canada and about their experiences following the terrorist attacks in New York City and Washington, D.C, on September 11, 2001. According to the women, the post-September 11 backlash against Muslims in Canada left many of them with feelings of powerlessness, voicelessness, alienation, fear, betrayal, anger, and apprehension ■

Type: Report
Title: [TRIPLE JEOPARDY: MUSLIM WOMEN'S EXPERIENCE OF DISCRIMINATION](#)
Author: Daood Hamdani
Place: Ganaoque, Ontario
Organization: Canadian Council of Muslim Women
Year: March 2005
URL: http://www.ccmw.com/publications/Reports/Triple_Jeopardy.pdf
Language: English
Contact: Canadian Council of Muslim Women, P.O. Box: 154, Ganaoque, Ontario K7G 2T7; Telephone: 613-382-2847; E-mail: info@ccmw.com

Abstract:

Compiling data from various sources, this study examines Muslim women's experience of discrimination. It looks at discrimination from three angles: self-assessment by Muslims; public perception of discrimination; and Canadians' comfort levels in dealing with Muslim women (and men). Muslim women suffer a threefold discrimination on account of race, gender, and faith ■

4. ECONOMIC BARRIERS

Type: Discussion Paper
Title: **ABORIGINAL PEOPLES AND VISIBLE MINORITIES IN CANADA**
Author: John Samuel and Associates Inc.
Place: Ottawa, Ontario
Organization: Human Resources and Social Development Canada
Year: March 31, 2005
Language: English
Contact: Labour Program, Human Resources and Social Development Canada, 165 Hôtel-de-Ville, Phase II, 10th Floor, Gatineau, Quebec K1A 0J2; Telephone: 819-953-7495; Fax: 819-953-8768

Abstract:

Prepared for Human Resources and Social Development Canada (Labour Program, Strategy for a Racism-Free Workplace), this discussion paper provides a portrait of the Aboriginal and visible minority populations in Canada from the perspective of their access to, and status in, the Canadian workplace. It suggests that the “[r]emoval of barriers to the full participation of all Canadians in the workplace would help to build a globally competitive economy based on innovation, ideas and talents and help Canada to gain full access to the pool of human capital for a knowledge-based economy” ■

Type: Background Paper
Title: [BUILDING OUR FUTURE WORKFORCE: A BACKGROUND PAPER ON VISIBLE MINORITY LABOUR FORCE DEVELOPMENT](#)
Author: National Visible Minority Council on Labour Force Development
Place: Ottawa, Ontario
Organization: National Visible Minority Council on Labour Force Development
Year: 2004
URL: <http://www.nvmclfd.recursive.ca/documents/NVMCLFDEnglishReport1.pdf>
Language: English, [French](#)
Contact: National Visible Minority Council on Labour Force Development, 422-396 Cooper Street, Ottawa, Ontario K2P 2H7; Telephone: 613-321-2467 or 1-888-321-2467 (toll free); Fax: 613-321-2468; E-mail: nvmclfd@rogers.com

Abstract:

This paper provides an environmental scan of labour force issues affecting visible minorities, such as employment, unemployment, underemployment, poverty, and other related social and economic indicators. The document is prepared as a tool for the Council and its membership to support current organizational work and priorities; identify present and future priority issues; and facilitate and plan for future work ■

Type: Article
Title: [CHRONIC LOW INCOME AND LOW-INCOME DYNAMICS AMONG RECENT IMMIGRANTS](#)
Author: Garnett Picot; Feng Hou; Simon Coulombe
Place: Ottawa, Ontario
Organization: Statistics Canada
Year: January 30, 2007
URL: <http://www.statcan.ca/bsolc/english/bsolc?catno=11F0019MIE2007294>
Language: English, [French](#)
Contact: Business and Labour Market Analysis, Statistics Canada, 24-I, R.H. Coats Building, 100 Tunney's

Pasture Driveway, Ottawa, Ontario K1A 0T6; Telephone: 613-951-8116 or 1-800-263-1136 (toll free); Fax: 613-951-0581 or 877-287-4369 (toll free); E-mail: infostats@statcan.ca

Abstract:

Drawing on the Longitudinal Administrative Database and the Longitudinal Immigration Database, the research paper finds that the economic situation of new immigrants to Canada showed no improvement after the turn of the millennium. This was despite the fact that they had much higher levels of education and that many more were in the skilled immigrant class than a decade earlier ■

Type: Article
Title: **DISCOUNTING IMMIGRANTS' SKILLS: THE ROLE OF RACIAL PREJUDICE IN THE ASSESSMENT OF IMMIGRANT QUALIFICATIONS in INSCAN: International Settlement Canada 20 (2)**
Author: Victoria Esses; Joerg Dietz
Place: Ottawa, Ontario
Organization: Research Resource Division for Refugees
Year: 2006
Language: English, French
Contact: Research Resource Division for Refugees, DT 2126, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: 613-520-2717; Fax: 613-520-3676; E-mail: inscan@carleton.ca

Abstract:

According to this article, the assessment of the skills of foreign-trained visible minorities may be influenced by racial prejudice for several reasons. In many cases, rules and norms for the assessment of foreign-based skills do not exist, creating ambiguity so that racial prejudice may play a role without being apparent. Moreover, foreign education and work experience may be used as seemingly legitimate justifications for discrimination against visible minorities. Because these justifications are readily available, discounting the skills of visible minority immigrants may be seen as legitimate rather than as a manifestation of racial prejudice ■

Type: Article
Title: **DIVERSITY MATTERS: AN ACTION PLAN FOR INCLUSION IN PUBLIC APPOINTMENTS**
Author: Maytree Foundation
Place: Toronto, Ontario
Organization: Maytree Foundation
Year: 2007
URL: <http://www.abcgta.ca/docs/diversitymatters.pdf>
Language: English
Contact: abcGTA, Maytree Foundation, 170 Bloor Street West, Suite 804, Toronto, Ontario M5S 1T9; Telephone: 416-944-2627, Ext. 229; Fax: 416-944-8915; E-mail: abcGTAinfo@maytree.com

Abstract:

The action plan has nine recommendations aimed at dismantling barriers to potential applicants for public appointments in the Greater Toronto Area. The recommendations are: commit to diversity; address diversity in appointments policy; establish a baseline; establish change targets; create a public appointments unit; provide training; recruit qualified, diverse candidates; support diverse agencies, boards, and commissions (ABCs); and report on progress ■

Type: Article
Title: **IMMIGRANT SETTLEMENT AND SOCIAL INCLUSION IN CANADA in Policy Matters 16**

Author: Ratna Omidvar; Ted Richmond
Place: Toronto, Ontario
Organization: Joint Center for Excellence of Research on Immigration and Settlement
Year: March 2005
URL: <http://ceris.metropolis.net/PolicyMatter/2005/PolicyMatters16.pdf>
Language: English
Contact: Joint Centre of Excellence for Research on Immigration and Settlement, 246 Bloor Street West, 7th Floor, Toronto, Ontario M5S 1V4; Telephone: 416-946-3110; Fax: 416-971-3094; E-mail: ceris.office@utoronto.ca

Abstract:

This paper describes how Canada's immigrant settlement policies are failing recent immigrants and refugees, most of whom are visible minorities. It calls for a new vision of immigrant settlement focused on social inclusion■

Type: Audio-Visual Material
Title: [IMMIGRANTS IN THE CANADIAN WORKFORCE](#)
Author: Vivian Song
Place: Toronto, Ontario
Organization: Canadian Online Explorer
Year: January 18, 2007
URL: <http://cnews.canoe.ca/CNEWS/Video/2007/01/18/3400981.html>
Language: English
Contact: Canadian Online Explorer, Explorer, 333 King Street E, Toronto, Ontario M5A 3X5; Telephone: 416-947-2154; Fax: 416-947-2209; E-mail: sendit@canoelive.ca

Abstract:

In this video, the author reflects on the frustrations of those skilled immigrants who, facing various barriers, are not able to work in the areas they are trained for■

Type: Discussion Paper
Title: [IN THE PUBLIC INTEREST: IMMIGRANT ACCESS TO REGULATED PROFESSIONS IN TODAY'S ONTARIO](#)
Author: Policy Roundtable Mobilizing Professions and Trades; Centre for Research and Education in Human Services
Place: Toronto, Ontario
Organization: Policy Roundtable Mobilizing Professions and Trades
Year: July 2004
URL: <http://www.crehs.on.ca/downloads/In%20The%20Public%20Interest.pdf>
Language: English
Contact: Lele Truong, Policy Roundtable Mobilizing Professions and Trades, 1992 Yonge Street # 205, Toronto, Ontario M4S 1Z7; Telephone: 416-932-1359, Ext. 14; Fax: 416-932-9305; E-mail: lele@cassa.on.ca

Abstract:

This paper situates how professions are regulated in Ontario and how internationally trained people have access to them in the context of three contemporary shifts: changing demographics; evolving legal and human rights frameworks; and, as a result of the first two, growing momentum towards promoting access to professions and trades for the internationally trained. Despite this growing momentum, the paper notes, barriers remain for these people who want to practice in their fields of expertise. It also makes recommendations to increase the accountability of regulatory stakeholders in the professional registration

process: “Canada’s responsibility to address the exclusion and marginalization of internationally educated professionals is an issue of significant economic, political and social consequence, with fundamental human rights implications both nationally and internationally”■

Type: Report
Title: [INCLUSIVE, ACCESSABLE AND RELATIVE WORKPLACE LEARNING: A POSITION PAPER ON VISIBLE MINORITIES AND WORKPLACE LITERACY](#)
Author: National Visible Minority Council on Labour Force Development
Place: Ottawa, Ontario
Organization: National Visible Minority Council on Labour Force Development
Year: 2005
URL: <http://www.nvmclfd.recursive.ca/documents/WorkplaceLiteracyReport2005.pdf>
Language: English, [French](#)
Contact: National Visible Minority Council on Labour Force Development, 422-396 Cooper Street, Ottawa, Ontario K2P 2H7; Telephone: 613-321-2467 or 1-888-321-2467 (toll free); Fax: 613-321-2468; E-mail: nvmclfd@rogers.com

Abstract:

Based on a review of existing literature and programs on workplace learning, community consultations in five cities across Canada (Halifax, Montreal, Toronto, Winnipeg, and Vancouver), and a national forum in Ottawa, this report provides a background on barriers that visible minorities face in the workforce, issues relating to literacy in the workplace, and a rationale for workplace learning programs for visible minorities. The report also identifies guiding principles for developing a training program in the workplace that will meet the needs of visible minority employees and presents a model for inclusive, accessible, and relevant workplace learning. Lastly, it makes recommendations to the Canadian government and other stakeholders to advance literacy in the workplace, specifically, to meet the needs of visible minorities■

Type: Organization
Title: [NATIONAL VISIBLE MINORITY COUNCIL ON LABOUR FORCE DEVELOPMENT](#)
Place: Ottawa, Ontario
Year: 1991 -
URL: <http://www.nvmclfd.recursive.ca/>
Language: English, [French](#)
Contact: National Visible Minority Council on Labour Force Development, 422-396 Cooper Street, Ottawa, Ontario K2P 2H7; Telephone: 613-321-2467 or 1-888-321-2467 (toll free); Fax: 613-321-2468; E-mail: nvmclfd@rogers.com

Abstract:

The Council aims to empower the visible minority communities it represents by advocating for their increased participation in the Canadian labour market. It facilitates communication between its members and other labour market stakeholders on issues and concerns related to equity and access■

Type: Article
Title: **PREJUDICE IN THE WORKPLACE: THE ROLE OF BIAS AGAINST VISIBLE MINORITIES IN THE DEVALUATION OF IMMIGRANTS’ FOREIGN-ACQUIRED QUALIFICATIONS AND CREDENTIALS in Canadian Issues / Thèmes canadiens (Spring / printemps)**
Author: Victoria M. Esses; Joerg Dietz; Caroline Bennett-Abuayyash; Chetan Joshi
Place: Montreal, Quebec
Organization: Association for Canadian Studies
Year: 2007

Language: English
Contact: Association for Canadian Studies, 1822-A Sherbrooke W, Montreal, Quebec H3H 1E4; Telephone: 514-925-3094; Fax: 514-925-3095; E-mail: association@acs-aec.ca

Abstract:

This article argues that the ambiguity surrounding the quality of foreign-earned credentials and qualifications allows subtle prejudice to affect the evaluation of those ones which are held by visible minority immigrants in Canada. Using experimental procedures, the authors provide research support for the argument ■

Type: Article
Title: [RACIAL STATUS AND EMPLOYMENT OUTCOMES](#)
Author: Leslie Cheung
Place: Ottawa, Ontario
Organization: Canadian Labour Congress
Year: October 2005
URL: <http://canadianlabour.ca/updir/racialstatusEn.pdf>
Language: English, [French](#)
Contact: Anti-Racism and Human Rights, Canadian Labour Congress, 2841 Riverside Drive, Ottawa, Ontario K1V 8X7; Telephone: 613-521-3400; Fax: 613-521-4655; E-mail: anti-racism&hr@clc-ctc.ca

Abstract:

This study looks at data from the 2001 Census and the Survey of Labour and Income Dynamics to provide evidence that there remain large and consistent gaps in economic security for workers of colour compared to other workers. It concludes that perceived differences based on race, rather than real differences of skills and education, account for the gaps ■

Type: Report
Title: [SUMMARY REPORT ON ENGAGEMENT SESSIONS FOR A RACISM-FREE WORKPLACE \(FOCUS GROUPS, WORKSHOPS AND PARTNERSHIPS\)](#)
Author: John Samuel and Associates Inc.
Place: Ottawa, Ontario
Organization: Human Resources and Social Development Canada
Year: March 2006
URL: http://www.hrsdc.gc.ca/en/lp/lo/lsw/we/special_projects/RacismFreeInitiative/consultation-2005/TOC.shtml
Language: English, [French](#)
Contact: Labour Program, Human Resources and Social Development Canada, 165 Hôtel-de-Ville, Phase II, 10th Floor, Gatineau, Quebec K1A 0J2; Telephone: 819-953-7495; Fax: 819-953-8768

Abstract:

This report presents the findings of a national "Engagement Plan for a Racism-Free Workplace." The plan consisted of a series of focus group sessions, workshops, and discussions with partners, which took place early 2005. These meetings were held in eight cities across Canada (Vancouver, Calgary, Regina, Winnipeg, Toronto, Ottawa, Montreal, and Halifax) with employers, unions, and representatives of civil society (approximately 700 people in all). Analyzing barriers to equal participation in the workforce by immigrant, Aboriginal, and visible minority populations, the report concludes that racism in workplace is a manifestation of racism in society at large and cannot thus be fought only in the workplace ■

Type: Report
Title: [SYSTEMIC RACISM IN EMPLOYMENT IN CANADA: DIAGNOSING SYSTEMIC RACISM IN](#)

[ORGANIZATIONAL CULTURE](#)

Author: Canadian Race Relations Foundation
Place: Toronto, Ontario
Organization: Canadian Race Relations Foundation
Year: 2001
URL: <http://www.crr.ca/Load.do?section=26&subSection=38&id=318&type=2>
Language: English, [French](#)
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416-952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

The report looks at systemic discrimination in the Canadian workplace from both pre-employment (or access) and post-employment (or treatment) perspectives. It documents the personal experiences of people from varying racial minorities with respect to systemic discrimination in the workplace. It also includes assessment tools for identifying this form of discrimination and for aiding employment equity in the workplace ■

Type: Article
Title: [TAPPING IMMIGRANTS' SKILLS: NEW DIRECTIONS FOR CANADIAN IMMIGRATION POLICY IN THE KNOWLEDGE ECONOMY in Choices 11 \(1\)](#)

Author: Jeffrey G. Reitz
Place: Montreal, Quebec
Organization: Institute for Research on Public Policy
Year: February 2005
URL: <http://www.irpp.org/choices/archive/vol11no1.pdf>
Language: English
Contact: Institute for Research on Public Policy, 1470 Peel Street, Suite 200, Montreal, Quebec H3A 1T1; Telephone: 514-985-2461; Fax: 514-985-2559; E-mail: irpp@irpp.org

Abstract:

This paper notes that the decline in immigrants' overall employment success is continuing despite vastly improved skill-based selection. The problem is exacerbated by the fact that many of the immigrants who are most affected by this trend belong to racial minorities. According to the paper, Canada thus needs a new immigration strategy involving major institutional innovations to facilitate effective immigrant skill utilization ■

Type: Article
Title: [THE DISCOUNTING OF IMMIGRANTS' SKILLS IN CANADA: EVIDENCE AND POLICY RECOMMENDATIONS in Choices 11 \(2\)](#)

Author: Naomi Alboim; Ross Finnie; Ronald Meng
Place: Montreal, Quebec
Organization: Institute for Research on Public Policy
Year: February 2005
URL: <http://www.irpp.org/choices/archive/vol11no2.pdf>
Language: English
Contact: Institute for Research on Public Policy, 1470 Peel Street, Suite 200, Montreal, Quebec H3A 1T1; Telephone: 514-985-2461; Fax: 514-985-2559; E-mail: irpp@irpp.org

Abstract:

The paper empirically establishes that the economic returns to human capital (education and labour market experience) are lower for immigrants – especially, those who belong to visible minorities – than for

native-born Canadians. For example, it finds that, in relation to the native born, immigrants start with an overall earnings disadvantage of about 30 percent and make up only three percent of that gap over the first five years of living in Canada. Several factors, including racial discrimination, account for the discounting of immigrants' human capital investments ■

Type: Article
Title: [THE VISIBLE MINORITY POPULATION IN CANADA: A REVIEW OF NUMBERS, GROWTH AND LABOUR FORCE ISSUES in Canadian Studies in Population 33 \(2\)](#)
Author: John Samuel; Kogalur Basavarajappa
Place: Edmonton, Alberta
Organization: Canadian Population Society
Year: 2006
URL: <http://www.canpopsoc.org/journal/CSPv33n2p241.pdf>
Language: English
Contact: Canadian Studies in Population, Population Research Laboratory, University of Alberta, 1-62 HM Tory Building, Edmonton, Alberta T6G 2H4; E-mail: wmcvey@ualberta.ca

Abstract:

This paper examines the characteristics of the visible minority population and labour force, including those employed by firms under the Legislated Employment Equity Program and the Federal Contractors Program. It discusses the future growth of the visible minority labour force and the socio-economic impact of the findings, along with their implications ■

Type: Article
Title: [VISIBLE-MINORITY EMPLOYMENT EXCLUSION: THE EXPERIENCE OF YOUNG ADULTS IN TORONTO in Policy Matters 28](#)
Author: John Shields; Khan Rahi; Antonie Scholtz
Place: Toronto, Ontario
Organization: Joint Center for Excellence of Research on Immigration and Settlement
Year: September 2006
URL: <http://ceris.metropolis.net/PolicyMatter/2006/PolicyMatters28.pdf>
Language: English
Contact: Joint Centre of Excellence for Research on Immigration and Settlement, 246 Bloor Street West, 7th Floor, Toronto, Ontario M5S 1V4; Telephone: 416-946-3110; Fax: 416-971-3094; E-mail: ceris.office@utoronto.ca

Abstract:

This article examines the "lived labour market" experience of immigrant and refugee young adults who have been unsuccessful in their attempts to integrate into the Toronto labour market. The authors conducted a qualitative case study of visible-minority immigrant and refugee young adults of African and Asian origins by holding semi-structured focus groups to probe their experiences of the local job market. The findings reveal patterns of barriers that obstruct the social and labour market integration of newcomers to Toronto and Canada ■

Type: Audio-Visual Material
Title: [WORK FOR ALL: STOP RACISM AT WORKPLACE](#)
Author: National Film Board of Canada
Place: Montreal, Quebec
Organization: National Film Board of Canada

Year: 2004
URL: <http://citizen.nfb.ca/onf/info?did=1561>
Language: English, [French](#)
Contact: CITIZENShift, National Film Board of Canada, P.O. Box 6100, Station Centre-ville, Montreal, Quebec H3C 3H5; Telephone: 514-283-9000 or 1-800-267-7710 (toll free); Fax: 514-283-7564; E-mail: citizen@nfb.ca

Abstract:

This innovative and interactive online dossier explores issues surrounding racism as it is subtle and hidden in the policies and practices of the Canadian workplace. The dossier includes numerous films and interviews; radio programs; photographs; and opinions, reports, and other written information ■

Type: Report
Title: [WORKING PRECARIOUSLY: THE IMPACT OF RACE AND IMMIGRANTS STATUS ON EMPLOYMENT OPPORTUNITIES AND OUTCOMES IN CANADA](#)
Author: Cheryl Teelucksingh; Grace-Edward Galabuzi
Place: Toronto, Ontario
Organization: Canadian Race Relations Foundation
Year: 2005
URL: <http://www.crr.ca/Load.do?section=26&subSection=38&id=374&type=2>
Language: English, [French](#)
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416-952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

Using various sources of quantitative data for the 1996-2001 period, the study examines the impact of racial discrimination (“economic discrimination” and “exclusionary discrimination”) on the status of racialized and immigrant groups in the Canadian labour market. It finds that, during the period at issue, this population was underrepresented in the employed labour force and thus experienced a “double digit” income gap. The authors warn that, if these trends continue, Canada will not reap the benefits of the potential of this rapidly growing population ■

5. ETHNO-CULTURAL COMMUNITY PROFILES

Type: Audio-Visual Material
Title: [A NEW LIFE IN A NEW LAND: THE MUSLIM EXPERIENCE IN CANADA](#)
Author: Michael Milo, director
Place: Saskatoon, Saskatchewan
Organization: Division of Media and Technology
Year: 2004
URL: <http://www.anewlife.ca/>
Language: English
Contact: Michael Milo, Division of Media and Technology, University of Saskatchewan, Education Building, 28 Campus Drive, Saskatoon, Saskatchewan S7N 0X1; Telephone: 306-966-1978 or 306-966-4271; Fax: 306-966-2412; E-mail: milo@usask.ca

Abstract:

This is a multi-media project designed to provide current and accurate information on Islam and Muslims in Canada. The project includes a three-part documentary television series, a 100-page Educator's Guide, and a Web site to facilitate discussion about the topic. The guide expands upon many of the ideas and issues covered in the documentaries, providing useful activities and insights to engage audiences and students ■

Type: Report
Title: [ARABS IN CANADA: PROUDLY CANADIAN AND MARGINALIZED](#)
Author: Knowledge Centre
Place: Toronto, Ontario
Organization: Canadian Arab Federation
Year: April 2002
URL: <http://www.caf.ca/Admin.aspx?AppModule=TxAppFramework.Web.Admin&Command=EMBEDDEDFILE&DataObjectID=701&ColumnID=3581&FieldName=CONTENT&Lang=EN&RecordID=407>
Language: English
Contact: Canadian Arab Federation, 1057 McNicoll Avenue, Toronto, Ontario M1W 3W6; Telephone: 416-493-8635; Fax: 416-493-9239; E-mail: caf@web.ca

Abstract:

This study is based on a questionnaire administered to 253 Arab Canadians in 12 cities across Canada between November 2001 and February 2002, and interviews with 19 Arab-owned businesses and 14 Arab associations. The study aims to identify the needs of Arab Canadians as one of the fastest-growing communities in Canada and facilitate a better understanding of the community among the governmental and other stakeholders whose decisions affect the community. It is designed as part of a larger, community capacity-building initiative ■

Type: Audio-Visual Material
Title: **BLACK SNOW: SURVIVORS' STORIES OF THE HOLOCAUST**
Author: Laurie Long
Place: Edmonton, Alberta
Organization: Jewish Federation of Edmonton
Year: 2006
Language: English

Contact: Jewish Federation of Edmonton, 7200-156 Street, Edmonton, Alberta T5R 1X3; Telephone: 780-487-0585; Fax: 780-481-1854; E-mail: info@edjfed.org

Abstract:

This digital education package on DVD consists of a teachers' guide and a documentary in which seven survivors of the Holocaust who now live in Edmonton tell their stories and answer questions relating to the Holocaust and the lessons to be drawn from it. The package is designed to support educators to deliver tangible, accessible, and contemporary content to aid young people in understanding the Holocaust ■

Type: Handbook

Title: [CULTURAL PROFILES PROJECT](#)

Author: Anti-Racism, Multiculturalism and Native Issues Centre

Place: Toronto, Ontario

Organization: Anti-Racism, Multiculturalism and Native Issues Centre

Year: 1998 - 2002

URL: <http://www.cp-pc.ca/english/index.html>

Language: English, [French](#)

Contact: Anti-Racism, Multiculturalism and Native Issues Centre, Room 100, First Floor, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1A1; Telephone: 416-946-3699; E-mail: fsw.amni@utoronto.ca

Abstract:

Designed primarily for volunteers working in the Host Program of Citizenship and Immigration Canada, these introductory booklets provide an overview of life and customs in the profiled countries, most of which are source countries for Canada's newcomers ■

Type: Web Site

Title: [CULTURES CANADA](#)

Author: Canadian Ethnocultural Council

Place: Ottawa, Ontario

Organization: Canadian Ethnocultural Council

Year: 2001

URL: <http://www.culturescanada.ca/>

Language: English

Contact: Canadian Ethnocultural Council, 176 Gloucester Street, Suite 400, Ottawa, Ontario K2P 0A6; Telephone: 613-230-3867; Fax: 613-230-8051; E-mail: cec@web.ca

Abstract:

Subtitled "From Diversity Strength – Celebrating Canada's Multicultural Diversity," the Web site is a "place to celebrate, enjoy, experience and promote the rich diversity which multiculturalism brings to Canada" ■

Type: Article

Title: [ETHNIC DIVERSITY SURVEY: PORTRAIT OF A MULTICULTURAL SOCIETY](#)

Author: Jane Badets; Jennifer Chard; Andrea Levett

Place: Ottawa, Ontario

Organization: Statistics Canada

Year: September 29, 2003

URL: <http://www.statcan.gc.ca/bsolc/english/bsolc?catno=89-593-XIE>

Language: English, [French](#)

Contact: Housing, Family and Social Statistics Division, Statistics Canada, Ottawa, Ontario K1A 0T6; Telephone: 613-951-5979; E-mail: hfsslf@statcan.ca

Abstract:

This article examines Canada's ethno-cultural mosaic in 2002, providing a portrait of the different generations of Canadians who make up the population. It also analyses the level of attachment that people in the different generations and ethnic groups have to their own ethno-cultural backgrounds and to the broader Canadian society. Twenty-four percent of all visible minorities (who represent 13 percent of the non-Aboriginal population aged 15 years and older) said that they felt uncomfortable or out of place because of their ethno-cultural characteristics. This was almost three times the share of people who were not visible minorities and who felt uncomfortable (eight percent) ■

Type: Report

Title: [ETHNO-RACIAL GROUPS IN TORONTO, 1971-2001: A DEMOGRAPHIC AND SOCIO-ECONOMIC PROFILE](#)

Author: Michael Ornstein

Place: Toronto, Ontario

Organization: Institute for Social Research, York University

Year: January 2006

URL: http://www.isr.yorku.ca/download/Ornstein--Ethno-Racial_Groups_in_Toronto_1971-2001.pdf

Language: English

Contact: Michael Ornstein, Institute for Social Research, York University, Toronto, Ontario M3J 1P3; Telephone: 416-736-2100, Ext. 77162; Fax: 416-736-5730; E-mail: ornstein@yorku.ca

Abstract:

This report provides a detailed description of the demographic and socio-economic conditions of more than 100 ethno-racial groups in Canada's largest metropolitan area. Expanding the traditional conceptualization of ethnicity in Canada, in terms of the national origins of European settlers and their descendants in Canada, the report provides analysis of differences within the majority and major "visible minority" communities in Toronto ■

Type: Article

Title: [IMMIGRATION, RACE, AND LANGUAGE: BLACK FRANCOPHONES OF ONTARIO AND THE CHALLENGES OF INTEGRATION, RACISM, AND LANGUAGE DISCRIMINATION](#)

Author: Amal Madibbo

Place: Toronto, Ontario

Organization: Joint Center for Excellence of Research on Immigration and Settlement

Year: June 2005

URL: http://ceris.metropolis.net/Virtual%20Library/WKPP%20List/WKPP2005/CWP38_Madibbo%20final.pdf

Language: English

Contact: Joint Centre of Excellence for Research on Immigration and Settlement, 246 Bloor Street West, 7th Floor, Toronto, Ontario M5S 1V4; Telephone: 416-946-3110; Fax: 416-971-3094; E-mail: ceris.office@utoronto.ca

Abstract:

Approaching from the perspectives of anti-racism and Black feminism, this paper investigates the challenges of integration which manifest themselves in the experiences of Black African and Haitian French-speaking immigrants who live in Ontario and who constitute a racial minority situated within the Francophone official linguistic minority ■

Type: Report
Title: [POPULATION PROJECTIONS OF VISIBLE MINORITY GROUPS, CANADA, PROVINCES AND REGIONS](#)
Author: A. Bélanger; É. Caron Malenfant
Place: Toronto, Ontario
Organization: Statistics Canada
Year: March 22, 2005
URL: <http://www.statcan.ca/bsolc/english/bsolc?catno=91-541-X>
Language: English, [French](#)
Contact: Demography Division, Statistics Canada, Ottawa, Ontario K1A 0T6; Telephone: 613-951-2326

Abstract:

Under the scenarios considered for these projections for 2017, visible minority persons would make up 19 to 23 percent of the Canadian population (up from 13 percent in 2001) and immigrants, 22.2 percent (up from 18 percent in 2001)■

Type: Program
Title: [RACISM, VIOLENCE AND HEALTH PROJECT](#)
Author: Dalhousie University; York University; Ryerson University; University of Calgary
Place: Halifax, Nova Scotia
Organization: Dalhousie University; York University; Ryerson University; University of Calgary
Year: 2002 -
URL: <http://rvh.socialwork.dal.ca/>
Language: English
Contact: Dalhousie University, 6286 South Street, Halifax, Nova Scotia B3H 1T8; Telephone: 902-494-1194; Fax: 902-494-1653; E-mail: rvh@dal.ca

Abstract:

Working with African Canadian (immigrant and native-born) community members in Halifax, Toronto, and Calgary, this project investigates the impact of racism and violence on their health and well-being. It pays particular attention to what happens when Black boys grow up surrounded by stereotypes of “trouble” Black masculinity, which assume that “they will eventually find themselves in conflict with the law.” The research component, which includes case studies of six young Black men over a 12-month period, is complemented with those of community forums, capacity building, and health education■

Type: Discussion Paper
Title: [SHARED VALUES, COMMON INTERESTS: THE FULL PARTICIPATION OF BLACK COMMUNITIES IN QUÉBEC SOCIETY](#)
Author: Ministère de l'Immigration et des Communautés culturelles
Place: Montreal, Quebec
Organization: Ministère de l'Immigration et des Communautés culturelles
Year: August 2005
URL: <http://www.micc.gouv.qc.ca/publications/fr/dossiers/Consultation-communautes-noires-anglais.pdf>
Language: English, [French](#)
Contact: Direction des Affaires publiques et des communications, Ministère de l'Immigration et des Communautés culturelles, 360, rue McGill, bureau 2.09, Montreal, Quebec H2Y 2E9; Telephone: 514-873-8624, Ext. 20205

Abstract:

The aim of this consultation paper is to identify the challenges confronting Black communities in Montreal

and other regions of Quebec. Three strategic orientations are proposed to promote the full participation of Black communities in Quebec society: supporting economic success; consolidating family structures and social support systems; and developing social conditions for success■

Type: Article
Title: **THE ARABS: THE OTHERS LIKE US AND UNLIKE US in INSCAN: International Settlement Canada 18 (2)**
Author: Naima Bendriss
Place: Ottawa, Ontario
Organization: Research Resource Division for Refugees
Year: 2004
Language: English, French
Contact: Research Resource Division for Refugees, DT 2126, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: 613-520-2717; Fax: 613-520-3676; E-mail: inscan@carleton.ca

Abstract:

This article deals with the representation and social categorizations associated with Canadians of Arab origin living in Quebec. It identifies three waves of Arab immigration to Canada. The first two waves in the 1880s and the 1960s were made up largely of Syrio-Lebanese and Christian Egyptians, who blended into the population, whereas the third wave of the 1980s and 1990s includes Muslim Arabs, who are seen as too different to be “integratable” into the social body■

6. IMMIGRANTS' CONTRIBUTION TO CANADA

Type: Audio-Visual Material
Title: [A TALE OF PERSEVERANCE: CHINESE IMMIGRATION TO CANADA](#)
Author: Canadian Broadcasting Corporation
Place: Toronto, Ontario
Organization: Canadian Broadcasting Corporation
Year: 2006
URL: http://archives.cbc.ca/IDD-1-69-1433/life_society/chinese_immigration/
Language: English, [French](#)
Contact: CBC Archives Web site, Box 500, Station "A," Toronto, Ontario M5W 1E6 Telephone: 1-800-306-4636 (toll free) ; E-mail: archives@cbc.ca

Abstract:

Accompanied by educational materials for classroom use, this collection of television and radio clips tells the story of Chinese immigration to Canada: "They risked their lives to help build Canada's railroad in the 1880s. But as soon as the work was done, Canada just wanted them gone. It was the beginning of a difficult history for Chinese immigrants to Canada. They struggled through the head tax, personal attacks and job discrimination. But the Chinese in Canada persevered. And today, Chinese-Canadians are an integral part of Canada's multicultural society, forging their own cultural identities" ■

Type: Article
Title: [CANADA'S BLACK CONTRIBUTION AND THE SECOND CONSTRUCTION BATTALION](#)
Author: Veterans Affairs Canada
Place: Ottawa, Ontario
Organization: Veterans Affairs Canada
Year: February 21, 2007
URL: http://www.vac-acc.gc.ca/general/sub.cfm?source=feature/black_history/battalion
Language: English, [French](#)
Contact: Veterans Affairs Canada, 16th Floor, 66 Slater Street, Ottawa, Ontario K1A 0P4; E-mail: communications@vac-acc.gc.ca

Abstract:

As part of the commemoration of the Black History Month, this article gives a historical account of the contribution of Black soldiers to Canada in the case of the Second Construction Battalion. During the First World War, young Black soldiers were eager to serve their country but faced difficulties joining the Canadian Army. Under persistent pressure, the Canadian military finally authorized the recruitment of an all-Black non-combatant labour unit. Thus, in 1916, the Second Construction Battalion out of Pictou, Nova Scotia was formed as the first Black battalion in Canadian history ■

Type: Web Site
Title: [CHINESE CANADIAN CULTURE ONLINE PROJECT](#)
Author: Chinese Canadian National Council
Place: Toronto, Ontario
Organization: Chinese Canadian National Council
Year: June 25, 2005
URL: <http://www.ccnc.ca/cccop/>
Language: English, [French](#) , [Chinese](#)

Contact: Chinese Canadian National Council, Toronto, Ontario ; Telephone: 416-977-9871; Fax: 416-977-1630; E-mail: national@ccnc.ca

Abstract:

This online initiative aims to showcase emerging talents from Chinese Canadians across Canada. It brings together a special collection of work reflecting cross-cultural experiences, perspectives, thoughts, and ideas■

Type: Handbook

Title: [FACING FACTS: MYTHS AND MISCONCEPTIONS ABOUT REFUGEES AND IMMIGRANTS IN CANADA](#)

Author: Canadian Council for Refugees

Place: Montreal, Quebec

Organization: Canadian Council for Refugees

Year: 2007

URL: <http://www.web.net/~ccr/documents/FFacts.htm>

Language: English, [French](#)

Contact: Canadian Council for Refugees, 6839 Drolet # 302, Montreal, Quebec H2S 2T1; Telephone: 514-277-7223; Fax: 514-277-1447; E-mail: ccr@web.ca

Abstract:

This document is designed to dispel established myths and misconceptions about refugees and immigrants in Canada by presenting the facts about both groups and Canadian policies towards them■

Type: Audio-Visual Material

Title: [IN THE SHADOW OF GOLD MOUNTAIN](#)

Author: Karen Cho, director

Place: Montreal, Quebec

Organization: National Film Board of Canada

Year: 2004

URL: <http://www.onf.ca/trouverunfilm/fichefilm.php?lg=en&id=51429>

Language: English

Contact: National Film Board of Canada, P.O. Box 6100, Station Centre-ville, Montreal, Quebec H3C 3H5; Telephone: 514-283-9000 or 1-800-267-7710 (toll free); Fax: 514-283-7564

Abstract:

The documentary uncovers stories from the last living survivors of the Chinese Head Tax and Exclusion Act. It sheds light on an era (1885-1947) that shaped the identity of generations. Karen Cho, a fifth-generation Canadian of mixed heritage, discovered that half her family was not welcome in the country they called home. While Canada encouraged and rewarded immigration from Europe, it imposed laws that singled out the Chinese as unwanted and unwelcome■

Type: Web Site

Title: [JAPANESE CANADIANS THEN AND NOW](#)

Author: National Association of Japanese Canadians

Place: Winnipeg, Manitoba

Organization: National Association of Japanese Canadians

Year: 2005

URL: <http://www.najc.ca/thenandnow/enindex.php>

Language: English , [Japanese](#)
Contact: National Association of Japanese Canadians, 404B Webb Place, Winnipeg, Manitoba R3B 3J4; Telephone: 204-943-2910; Fax: 204-947-3145; E-mail: National@najc.ca

Abstract:

This Web site presents a comprehensive overview of the Japanese community in Canada from its early beginnings to the present, introducing visitors to the contributions that Japanese Canadians have made to Canadian society ■

Type: Program
Title: [PASSAGES TO CANADA](#)
Author: Dominion Institute
Place: Toronto, Ontario
Organization: Dominion Institute
Year: 2001 -
URL: <http://www.passagestocanada.com/index.asp>
Language: English, [French](#)
Contact: Dominion Institute, 183 Bathurst Street, Suite 401, Toronto, Ontario M5T 2R7; Telephone: 416-368-9627 or 1-866-701-1867 (toll free); Fax: 416-368-2111; E-mail: staff@dominion.ca

Abstract:

This is a national storytelling initiative providing Canadians with a greater understanding and appreciation of the contributions that immigrants and refugees make to Canada. It has two main components: Speakers' Bureau and Digital Archive. The Speakers' Bureau is a diverse group of successful immigrants and refugees who share their experiences with youth and community groups in one of the three modules: "immigration," "anti-racism," and "employer." The Digital Archive provides immigrant testimonies and artefacts for the purpose of connecting Canadians with their diverse heritage ■

Type: Organization
Title: [PRIDE OF RACE, UNITY, DIGNITY THROUGH EDUCATION](#)
Place: Saint John, New Brunswick
Year: 1981 -
URL: <http://www.prude.ca/>
Language: English
Contact: PRUDE Inc, 47 Charlotte Street, Saint John, New Brunswick E2I 2H8; Telephone: 506-634-3088; Fax: 506-634-3088; E-mail: sjprude@nb.aibn.com

Abstract:

"The organization is dedicated to the full participation of the Black Community and other multicultural communities in the social, cultural and economic fabric of mainstream New Brunswick life. This is to be achieved through public education programs, which focus on the historical contributions of the Black Community in New Brunswick ... " ■

Type: Program
Title: [THE MATHIEU DA COSTA CHALLENGE](#)
Author: Department of Canadian Heritage
Place: Gatineau, Quebec
Organization: Department of Canadian Heritage
Year: 1996 -
URL: http://www.pch.gc.ca/special/mdc/main/index_e.cfm

Language: English, [French](#)

Contact: Multiculturalism National Office, Department of Canadian Heritage, 11th Floor, 15 Eddy Street, Gatineau, Quebec K1A 0M5; Telephone: 819-953-1970 or 1-888-776-8584 (toll free); Fax: 819-997-0880; E-mail: Multi_Canada@pch.gc.ca

Abstract:

Named after a navigator and interpreter of African descent who likely travelled extensively throughout the Atlantic world in the late 1500s and early 1600s, this annual writing and artwork contest encourages youth (ages 9 to 18) to discover how diversity has shaped Canada's history and the important role that multiculturalism plays in Canadian society ■

7. COMMUNITY CAPACITY BUILDING

Type: Organization
Title: [AFRICAN CANADIAN LEGAL CLINIC](#)
Place: Toronto, Ontario
Year: October 1994 -
URL: <http://www.aclc.net/>
Language: English
Contact: African Canadian Legal Clinic, 111 Richmond Street West, Suite 503, Toronto, Ontario M5H 2G4; Telephone: 416-214-4747 or 1-888-377-0033 (toll free); Fax: 416-214-4748

Abstract:

Established expressly to address anti-Black racism and other forms of systemic and institutional discrimination in Canadian society, the Clinic provides advice to, and represents, African Canadians in all legal forums, particularly, in the courts through race-based test cases that are likely to result in significant legal precedents. Empowering the community at local, provincial, and national levels is one of the Clinic's most important functions. It also acts as a resource centre for individuals and other organizations dealing with racial discrimination ■

Type: Web Site
Title: [AMSSA BC DIRECTORY OF MULTICULTURALISM/ANTI-RACISM COMMUNITY EXPERTISE](#)
Author: Affiliation of Multicultural Societies and Service Agencies of BC
Place: Vancouver, British Columbia
Organization: Affiliation of Multicultural Societies and Service Agencies of BC
Year: 2002
URL: <http://www.amssa.org/multi/index.cfm>
Language: English
Contact: Affiliation of Multicultural Societies and Service Agencies of BC, 205-2929 Commercial Drive, Vancouver, British Columbia V5N 4C8; Telephone: 604-718-2780 or 1-888-355-5560 (toll free); Fax: 604-298-0747; E-mail: amssa@amssa.org

Abstract:

This online directory supports British Columbia communities as they successfully adapt to, and benefit from, demographic and immigration trends. It is a unified, searchable, and freely accessible listing of existing anti-racism, multiculturalism, and ethnic diversity expertise throughout the province. It is designed to assist users to find local expertise ■

Type: Organization
Title: [ANTI-RACISM, MULTICULTURALISM AND NATIVE ISSUES CENTRE](#)
Place: Toronto, Ontario
Year: October 21, 1995 -
URL: <http://www.socialwork.utoronto.ca/fsw/fswsupport/amni/>
Language: English
Contact: Anti-Racism, Multiculturalism and Native Issues Centre, Room 100, First Floor, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1A1; Telephone: 416-946-3699; E-mail: fsw.amni@utoronto.ca

Abstract:

The Centre focuses on issues related to equity and social justice in the context of increasing ethnic diversity

in the Greater Toronto Region. It works to enhance community capacity building and supportive research. An advisory committee consisting of faculty, students, and representatives from across communities in the region helps plan the activities of the Centre ■

Type: Tool Kit
Title: [ATTRACTING AND RETAINING IMMIGRANTS: A TOOL BOX OF IDEAS FOR SMALLER CENTRES](#)
Author: National Working Group on Small Centre Strategies
Place: Victoria, British Columbia
Organization: National Working Group on Small Centre Strategies
Year: November 2005
URL: <http://integration-net.ca/inet/english/prof/tbo/index.htm>
Language: English, [French](#)
Contact: National Working Group on Small Centre Strategies, c/o Inter-Cultural Association of Greater Victoria, 930 Balmoral Road, Victoria, British Columbia V8T 1A8; Telephone: 250-388-4728; Fax: 250-388-4728; E-mail: admin@icavictoria.org

Abstract:

This “tool box” is designed to help small communities wishing to attract and retain newcomers. Containing a handbook, checklists, PowerPoint presentations, and a video, the kit proposes ideas and illustrations which may stimulate thinking and strategizing for individual communities. Chapter 5 of the handbook spells out the conditions of a welcoming community for newcomers ■

Type: Organization
Title: [B'NAI BRITH CANADA](#)
Place: Toronto, Ontario
Year: 1875 -
URL: <http://www.bnaibrith.ca/>
Language: English
Contact: B'nai Brith Canada, 15 Hove Street, Toronto, Ontario M3H 4Y8; Telephone: 416-633-6224; Fax: 416-630-2159; E-mail: bnb@bnaibrith.ca

Abstract:

As the independent voice of the Canadian Jewish community, B'nai Brith Canada has been known for its work on matters relating to anti-Semitism, racism, and human rights; its advocacy on the pressing issues of the day; and the social services it provides. Its activities include reaching out to those in need; fighting anti-Semitism, racism, and bigotry; and promoting human rights and peace throughout the world ■

Type: Handbook
Title: **BILINGUAL HUMAN RIGHTS GUIDE FOR JAPANESE CANADIANS, 2nd Edition**
Author: Greater Vancouver Japanese Canadian Citizens' Association
Place: Vancouver, British Columbia
Organization: Greater Vancouver Japanese Canadian Citizens' Association
Year: 2003
Language: English , Japanese
Contact: Human Rights Committee, Greater Vancouver Japanese Canadian Citizens' Association, # 200-6688 Southoaks Crescent, Burnaby, British Columbia V5E 4M7; Telephone: 604-777-5222; Fax: 604-777-5223

Abstract:

This revised guide is a concise and practical educational tool for the English- and Japanese-speaking members of the Japanese Canadian community. In addition to providing basic information about human rights, it illustrates how human rights are related to the history, cultural heritage, social values, and ongoing experience of the community. Members of the community can use the guide in dealing with discrimination, harassment, racism, racial profiling, or any other unjust treatment■

Type: Organization
Title: [CANADIAN ETHNOCULTURAL COUNCIL](#)
Place: Ottawa, Ontario
Year: 1980 -
URL: <http://www.ethnocultural.ca/>
Language: English, [French](#)
Contact: Canadian Ethnocultural Council, 176 Gloucester Street, Suite 400, Ottawa, Ontario K2P 0A6; Telephone: 613-230-3867; Fax: 613-230-8051; E-mail: cec@web.ca

Abstract:

The Council is a coalition of national ethno-cultural umbrella organizations, whose objectives include the elimination of racism and other barriers which prevent Canadians from participating fully and equally in society. Membership in the Council is open to all democratically constituted national ethno-cultural organizations which meet the admission criteria■

Type: Organization
Title: [CANADIAN MUSLIM CIVIL LIBERTIES ASSOCIATION](#)
Place: Toronto, Ontario
Year: 1994 -
URL: <http://www.cmcla.org/>
Language: English
Contact: Canadian Muslim Civil Liberties Association, 80 Corporate Drive, Suite 302, Toronto, Ontario M1H 3G2; Telephone: 416-289-3871; Fax: 416-289-0339; E-mail: cmcla@cmcla.org

Abstract:

The Association brings together experts and activists to address issues which reflect the complexities of Muslim life in Canada. It works to ensure that Muslims do not continue to be deemed as “the other” in Canadian society and that public is aware of Muslim positions on the issues that affect Canadian society■

Type: Tool Kit
Title: [CAPACITY BUILDING AND STRENGTHENING FOR ETHNOCULTURAL COMMUNITIES: A TOOLKIT FOR TRAINERS](#)
Author: Canadian Ethnocultural Council
Place: Ottawa, Ontario
Organization: Canadian Ethnocultural Council
Year: 2005
URL: http://www.ethnocultural.ca/capacity_building/toolkit/
Language: English, French
Contact: Canadian Ethnocultural Council, 176 Gloucester Street, Suite 400, Ottawa, Ontario K2P 0A6; Telephone: 613-230-3867; Fax: 613-230-8051; E-mail: cec@web.ca

Abstract:

This tool kit is a guide which can be used to inform ethno-cultural communities about what it takes to organize, sustain, and develop in the ever-growing voluntary sector. The tool kit is designed to help

individuals who are working or volunteering in ethno-cultural or multicultural organizations. The specific themes and issues in the tool kit were developed through interviews, a needs assessment study, and information gathered at a conference on “Building Strong Ethnocultural Communities” held in October 2002. Although each unit could be a workshop, the tool kit is designed for a two-day training session. It uses case histories, examples, information from experts who have worked with ethno-cultural communities, and data gathered from participants of the training sessions held across Canada ■

Type: Article
Title: [ETHNIC COMMUNITIES IN CANADA FROM A GOVERNANCE PERSPECTIVE: UNITY IN DIVERSITY?](#)
Author: Institute On Governance
Place: Ottawa, Ontario
Organization: Institute On Governance
Year: October 2001
URL: http://www.iog.ca/publications/ethnic_communities.pdf
Language: English
Contact: Institute on Governance, 122 Clarence Street, Ottawa, Ontario K1N 5P6; Telephone: 613-562-0090; Fax: 613-562-0097; E-mail: info@iog.ca

Abstract:

The study aims to make a contribution to the “unity-diversity debate” by focusing on the organizations established by ethnic communities. Its premise is the lack of studies which describe how ethnic communities go about organizing and governing themselves to achieve their particular goals. It thus includes case studies of five ethnic communities across Canada: the Jewish community in Montreal, the Italian community in Toronto, the Franco-Manitoban community, the Japanese community in Winnipeg, and the Ukrainian community in Saskatoon ■

Type: Article
Title: [EXPLORING AND OVERCOMING BARRIERS TO IMMIGRATION IN NEW BRUNSWICK in Rendez-Vous Immigration 2004, edited by H el ene Destrempes and Joe Ruggeri](#)
Author: Rosemary Clews
Place: Fredericton, New Brunswick
Organization: Policy Studies Centre
Year: April 2006
URL: http://atlanticportal.hil.unb.ca:8000/archive/00000078/01/Clews_English.pdf
Language: English, [French](#)
Contact: Policy Studies Centre, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick E3B 5A3; Telephone: 506-453-4828; Fax: 506-453-4514

Abstract:

Reflecting on research from the late 1990s and early 2000s, the author explores personal, demographic, cultural, and systemic barriers to the recruitment and retention of immigrants in New Brunswick and considers strategies to remove these barriers. The racially discriminatory attitudes and behaviour are examined under “personal barriers.” As for the strategies, the author suggests four of them which might help the province develop a more immigrant-friendly reputation: “learning from the experts, utilizing existing resources and knowledge while avoiding the reinvention of wheels, multicultural education at all levels, and public relations work to make the province more immigrant-friendly and then spread knowledge about the benefits of living in the province” ■

Type: Report
Title: [HALIFAX REGIONAL MUNICIPALITY IMMIGRATION ACTION PLAN](#)

Author: Halifax Regional Municipality
Place: Halifax, Nova Scotia
Organization: Halifax Regional Municipality
Year: June 2005
URL: http://www.halifax.ca/council/agendasc/documents/ActionPlanSept05_WebRes.pdf
Language: English
Contact: Office of the Mayor, Halifax Regional Municipality, 1841 Argyle Street, P.O. Box 1749, Halifax, Nova Scotia B3J 3A5; Telephone: 902-490-4010; Fax: 902-490-4012; E-mail: kellyp@halifax.ca

Abstract:

The action plan aims to build capacity to attract and retain more immigrants in the Halifax region. Developed with representatives from business, government, non-profit organizations, immigrant settlement organizations, and immigrants themselves, the plan includes strategies to make the region a welcoming community for newcomers by promoting diversity awareness and welcoming programs. It is informed by the following vision: "Halifax Regional Municipality is a welcoming community where immigration is supported and encouraged. Halifax Regional Municipality will work with other levels of government and community partners to increase our collective cultural, social and economic diversity by welcoming immigrants to our community" ■

Type: Discussion Paper
Title: [IMMIGRATION, DIVERSITY AND SOCIAL INCLUSION IN CANADA'S CITIES](#)
Author: Martin Papillon
Place: Ottawa, Ontario
Organization: Canadian Policy Research Networks
Year: January 24, 2003
URL: <http://www.cprn.org/doc.cfm?doc=160>
Language: English
Contact: Canadian Policy Research Networks, Suite 600, 250 Albert Street, Ottawa, Ontario K1P 6M1; Telephone: 613-567-7500; Fax: 613-567-7640; E-mail: info@cprn.org

Abstract:

The paper underlines the importance of immigration to the future of Canada's cities and outlines what needs to be done to see that Canada's diversity remains an asset. It notes that one of the challenges Canada is facing today is that of creating the best possible conditions for ethnic and cultural diversity to become an asset in the new economy and that governments at all levels have a central role to play ■

Type: Web Site
Title: [IT'S ABOUT TIME](#)
Author: Council of Agencies Serving South Asians
Place: Toronto, Ontario
Organization: Council of Agencies Serving South Asians
Year: 2002 -
URL: <http://www.cassa.on.ca/iat/intro.htm>
Language: English
Contact: Council of Agencies Serving South Asians, 1992 Yonge Street # 205, Toronto, Ontario M4S 1Z7; Telephone: 416-932-1359; Fax: 416-932-9305; E-mail: cassa@cassa.on.ca

Abstract:

This Internet portal on fighting hate crime offers a variety of resources in a variety of media, targeting people of South Asian background in particular. It grew out of a project, "Say No To Hate," which aimed to empower the Canadian South Asian community, including youth and women, by enhancing its capacity to combat the

“growing problem of hate-motivated crime” in the Greater Toronto Area■

Type: Handbook
Title: [LONG-TERM ANTI-RACISM STRATEGIES: A GUIDE TO DEVELOPING EFFECTIVE COMMUNITY PROJECTS](#)
Author: Terre Flower
Place: Vancouver, British Columbia
Organization: Affiliation of Multicultural Societies and Service Agencies of BC
Year: 2001
URL: <http://www.evaluationtoolsforracialequity.org/evaluation/tool/doc/ltars.pdf>
Language: English
Contact: Affiliation of Multicultural Societies and Service Agencies of BC, 205-2929 Commercial Drive, Vancouver, British Columbia V5N 4C8; Telephone: 604-718-2780 or 1-888-355-5560 (toll free); Fax: 604-298-0747; E-mail: amssa@amssa.org

Abstract:

This guide is designed to assist diverse British Columbia communities in developing community-based, community-driven, sustainable, and long-term anti-racism strategies. The material is drawn from a review of the literature, feedback from focus groups, a review of selected case studies, as well as from the experiences of individuals and organizations involved in long-term anti-racism activities■

Type: Report
Title: [MULTICULTURALISM IN THE CITY OF CHAMPIONS: REALITIES AND THE FUTURE DIRECTIONS](#)
Author: Northern Alberta Alliance on Race Relations
Place: Edmonton, Alberta
Organization: Northern Alberta Alliance on Race Relations
Year: September 13, 2002
URL: http://www.naarr.org/Research/multi_forum.htm
Language: English
Contact: Northern Alberta Alliance on Race Relations #4, 10865 - 96 Street, Edmonton, Alberta T5H 2K2; Telephone: 780-425-4644; Fax: 780-421-0490; E-mail: info@naarr.org

Abstract:

This is the report of a public forum held in Edmonton on September 13, 2002, to commemorate the 30th anniversary of Canadian multiculturalism policy. Community leaders from various ethnic and racial groups, including Aboriginal and mainstream representatives, were invited to engage in constructive dialogue and discussion to assess the challenges facing multiculturalism in the city■

Type: Report
Title: [NOVA SCOTIA'S IMMIGRATION STRATEGY](#)
Author: Province of Nova Scotia
Place: Halifax, Nova Scotia
Organization: Province of Nova Scotia
Year: January 2005
URL: http://www.novascotiainmigration.com/Download.aspx?serverfn=files/drm/bec918da-16af-43c4-a986-7f0c66430fad.pdf&downloadfn=Immigration_Eng_web.pdf&contenttype=Immigration_Eng_web.pdf
Language: English, [French](#)

Contact: Office of Immigration, 1741 Brunswick Street, Suite 110A, P.O. Box 1535, Halifax, Nova Scotia B3J 2Y3; Telephone: 902-424-5230 or 1-877-292-9597 (toll free); Fax: 902-424-7936; E-mail: immigration@gov.ns.ca

Abstract:

The strategy aims, among other things, to support a welcoming community by educating Nova Scotians about the contributions that immigrants can make to the province's future social, cultural, and economic prosperity. It proposes various ways to increase awareness of the benefits of immigration among Nova Scotians and to support multiculturalism in further developing the province as an open and welcoming destination for immigrants■

Type: Report

Title: [TASK FORCE REPORT ON THE FULL PARTICIPATION OF BLACK COMMUNITIES IN QUÉBEC SOCIETY](#)

Author: Task Force on the Full Participation of Black Communities in Québec Society

Place: Montreal, Quebec

Organization: Ministère de l'Immigration et des Communautés culturelles

Year: March 2006

URL: <http://www.micc.gouv.qc.ca/publications/fr/dossiers/CommunautesNoires-RapportGroupeTravail-en.pdf>

Language: English, [French](#)

Contact: Direction des Affaires publiques et des communications, Ministère de l'Immigration et des Communautés culturelles, 360, rue McGill, bureau 2.09, Montreal, Quebec H2Y 2E9; Telephone: 514-873-8624, Ext. 20205

Abstract:

This report is the result of a consultation that was held by the task force with 275 organizations and individuals to identify the problems faced by Black communities in Quebec and search for possible solutions. Public hearings were held in Montreal, Quebec City, Trois-Rivières, Sherbrooke, and Gatineau. The recommendations were grouped into eight areas of action: fight against racism and racial discrimination; access to employment; collective memory and the image of Blacks in society; support for entrepreneurship; support to families, women, and youth; education; communication of government information; and monitoring the implementation of recommendations■

Type: Program

Title: [UNITED AGAINST RACISM](#)

Author: Ka Ni Kanichihk Inc.

Place: Winnipeg, Manitoba

Organization: Ka Ni Kanichihk Inc.

Year: 2005 -

URL: <http://www.unitedagainstracism.ca/>

Language: English

Contact: Ka Ni Kanichihk Inc, 455 McDermot Avenue, Winnipeg, Manitoba R3A 0B5; Telephone: 204-953-5830; Fax: 204-953-5824; E-mail: lgodinsorin@kanikanichihk.ca

Abstract:

This is an Aboriginal-led and community-based project aiming to develop an anti-racism action plan or strategy for Winnipeg. It strives to build a broad alliance of schools, institutions, community groups, and individuals which will work towards eliminating racism and all forms of oppression through anti-racism education and action. The youth component of the project is geared towards ensuring "significant and meaningful voice and participation from Aboriginal and non-Aboriginal youth in combating racism"■

Type: Organization
Title: [URBAN ALLIANCE ON RACE RELATIONS](#)
Place: Toronto, Ontario
Year: 1975 -
URL: <http://www.urbanalliance.ca/>
Language: English
Contact: Urban Alliance on Race Relations, 302 Spadina Avenue, Suite 505, Toronto, Ontario M5T 2E7; Telephone: 416-703-6607; Fax: 416-703-4415; E-mail: uarr@uarr.org

Abstract:

The Alliance aims to “promote a stable and healthy multiracial, multi-ethnic environment in the Metro Toronto community by undertaking educational, research, and advocative activities that promote racial and ethnic harmony”■

Type: Report
Title: [WHEN SERVICES ARE NOT ENOUGH: THE ROLE OF IMMIGRANT AND NEWCOMER SERVICE ORGANIZATIONS IN FOSTERING COMMUNITY LEADERSHIP DEVELOPMENT](#)
Author: Ontario Council of Agencies Serving Immigrants
Place: Toronto, Ontario
Organization: Ontario Council of Agencies Serving Immigrants
Year: February 2005
URL: http://www.ocasi.org/downloads/OCASI_Leadership_Research_2005.pdf
Language: English
Contact: Ontario Council of Agencies Serving Immigrants, 110 Eglinton Avenue West, Suite 200, Toronto, Ontario M4R 1A3; Telephone: 416-322-4950; Fax: 416-322-8084; E-mail: generalmail@ocasi.org

Abstract:

Combining a literature review, a survey of 12 agencies serving immigrants in Toronto, five focus groups held between October 2003 and November 2004, and key informant interviews, this study aims to gain a better understanding of what community leadership is and how it manifests itself in society, and to explore and document the role of immigrant-serving agencies in promoting community leadership development that fosters participation and inclusion at different sites of civil society. The report showcases nine projects, programs, services, and partnerships in areas such as mental health, social recreation, education, employment, political life, civic engagement, and social planning, which offer insight into the innovation required to address basic issues of community participation and leadership development in the context of broader society■

8. CROSS-CULTURAL UNDERSTANDING

Type: Report
Title: [CANADIAN AND FRENCH PERSPECTIVES ON DIVERSITY](#)
Author: Margaret Adsett; Caroline Mallandain; Shannon Stettner, editors
Place: Gatineau, Quebec
Organization: Department of Canadian Heritage
Year: 2005
URL: http://www.pch.gc.ca/pc-ch/pubs/diversity2003/index_e.cfm
Language: English, [French](#)
Contact: Department of Canadian Heritage, 15 Eddy Street, Gatineau, Quebec K1A 0M5; Telephone: 819-997-0055 or 1-866-811-0055 (toll free)

Abstract:

The papers presented in this collection reflect, or are derived from, presentations at the “Diversity” conference held in Gatineau, Quebec, on October 16, 2003. The conference was organized by the Department of Canadian Heritage to celebrate 400 years of French settlement in North America ■

Type: Organization
Title: [CENTRE DE RECHERCHE SUR L'IMMIGRATION, L'ETHNICITÉ ET LA CITOYENNETÉ](#)
Place: Montreal, Quebec
Year: 1997 -
URL: <http://www.criec.uqam.ca/>
Language: French
Contact: Centre de recherche sur l'immigration, l'ethnicité et la citoyenneté, Département de sociologie, Université du Québec à Montréal, C.P. 8888, succ. Centre-Ville, Montreal, Quebec H3C 3P8; Telephone: 514-987-3000, Ext. 3318; Fax: 514-987-4638; E-mail: criec@uqam.ca

Abstract:

The Centre is interested in issues of immigration, cultural diversity, nation and citizenship, both at the theoretical level and in their concrete expression within Western societies. It has created an International Observatory of Racism and Discrimination which deals with strategic issues for Quebec ■

Type: Organization
Title: [CITIZENS FOR PUBLIC JUSTICE](#)
Place: Toronto, Ontario
Year: 1963 -
URL: <http://cpj.ca/>
Language: English
Contact: Citizens for Public Justice, # 311-229 College Street, Toronto, Ontario M5T 1R4; Telephone: 416-979-2443; Fax: 416-979-2458; E-mail: cpj@cpj.ca

Abstract:

Born out of the ecumenical Christian tradition, Citizens for Public Justice promotes public justice in Canada by shaping key public policy debates through research and analysis, publishing, and public dialogue. Its faith-based public policy work seeks to bring “biblical principles of justice and stewardship” into Canada’s public life ■

Type: Organization
Title: [COMMITTEE ON RACE RELATIONS AND CROSS CULTURAL UNDERSTANDING](#)
Place: Calgary, Alberta
Year: 1992 -
URL: <http://www.crrccu.org/>
Language: English
Contact: 835 - 8th Avenue SW, Calgary, Alberta T2P 2T3; Telephone: 406-809-1284; Fax: 403-283-2541; E-mail: dawson@crrccu.org

Abstract:

The Committee is involved in anti-racism, human rights, and social harmony initiatives in the Calgary area. Its objectives are to: (i) promote racial equality by participating in a network of organizations supporting race relations and cultural diversity practices; (ii) establish, maintain, and deliver programs which educate about and promote systemic change in racist and discriminatory organizational practices; and (iii) promote positive and effective race relations and cultural diversity practices ■

Type: Organization
Title: [CONSEIL DES RELATIONS INTERCULTURELLES](#)
Place: Montreal, Quebec
Year: 1985 -
URL: <http://www.conseilinterculturel.gouv.qc.ca/>
Language: French
Contact: Conseil des relations interculturelles, 00, boulevard René-Lévesque Ouest, bureau 10.04, Montreal, Quebec H2Z 1W7; Telephone: 514-873-8501; Fax: 514-873-3469; E-mail: info@conseilinterculturel.gouv.qc.ca

Abstract:

The Council is a permanent organization for consultation and research with the primary function of advising the Minister of Immigration and Cultural Communities concerning the planning, coordination and implementation of government policy in intercultural relations and the integration of immigrants, especially with regard to building bridges between cultures and an open attitude towards diversity ■

Type: Tool Kit
Title: [DIVERSITY EDUCATION FOR CHANGE: A GUIDE TO PLANNING AND MANAGEMENT](#)
Author: Development Planning and Management Network
Place: Edmonton, Alberta
Organization: Alberta Tourism, Parks, Recreation and Culture
Year: 2004
URL: <http://tprc.alberta.ca/educationfund/publications/diversity/default.aspx>
Language: English
Contact: Human Rights and Citizenship Branch, Alberta Tourism, Parks, Recreation and Culture, Room 800, Standard Life Centre, 10405 Jasper Avenue, Edmonton, Alberta T5J 4R7; Telephone: 780-427-3116; Fax: 780-422-3563

Abstract:

As an outcome of the Diversity Education Research Project implemented during 2002-2003 with 12 organizations in Alberta, this guide is for organizations working in the field of diversity education. Designed to help groups plan, monitor, evaluate, and report on their diversity education projects, the guide contains eight tools corresponding to different phases of a project cycle ■

Type: Web Site
Title: [DIVERSITY GATEWAY](#)
Author: Canadian Policy Research Networks
Place: Ottawa, Ontario
Organization: Canadian Policy Research Networks
Year: 2004
URL: <http://www.cprn.org/theme.cfm?theme=148&l=en>
Language: English, [French](#)
Contact: Diversity Gateway, Canadian Policy Research Networks, 600-250 Albert Street, Ottawa, Ontario K1P 6M1; Telephone: 613-567-7500; Fax: 613-567-7640; E-mail: diversity@cprn.org

Abstract:

Designed as a quick route to policy-relevant research and learning on diversity issues, the Web site is “a place for thinking about the kind of country we are now, and the kind of country we want to be.” It has six sections: Origins: Building Canadian Diversity; 2017; Young Canadians (15-24 years); Diversity at a Glance; Diversity in the News; and Reports and Publications■

Type: Book
Title: [ETHNICITY, POLITICS, AND PUBLIC POLICY: CASE STUDIES IN CANADIAN DIVERSITY](#)
Author: Harold Troper; Morton Weinfeld, editors
Place: Toronto, Ontario
Organization: University of Toronto Press
Year: 1999
URL: <http://www.utppublishing.com/pubstore/merchant.ihtml?pid=7156&step=4>
Language: English
Contact: University of Toronto Press, 10 St Mary Street, Suite 700, Toronto, Ontario M4Y 2W8; Telephone: 416-978-2239; Fax: 416-978-4738; E-mail: publishing@utpress.utoronto.ca

Abstract:

Using information derived from case studies by a “second generation of scholarship on pluralism,” this collection of essays focuses on specific problems that arise in an ethnically diverse society such as Canada’s. The editors emphasize that the new generation of scholarship views racial and ethnic minorities not as passive objects but as active subjects in (re)shaping Canadian society. Among the issues studied are female genital mutilation; rap music and hip culture; challenges facing visible minority police officers, health/social service professionals, and teachers; spousal abuse; and political mobilization among such groups as Blacks and Jews■

Type: Organization
Title: [HARMONY MOVEMENT](#)
Place: North York, Ontario
Year: 1994 -
URL: <http://www.harmony.ca/>
Language: English, [French](#)
Contact: Harmony Movement, 255 Duncan Mill Road, Suite 705, North York, Ontario M3B 3H9; Telephone: 416-385-2660; Fax: 416-385-2644; E-mail: info@harmony.ca

Abstract:

The mandate of this organization is to “combat all forms of discrimination that prevent citizens from becoming equal and active members of the civil society.” With its educational programs in schools and communities, it has addressed the need to encourage students to take responsibility and participate in bettering the “human condition” in Canada. It also carries out various diversity initiatives■

Type: Audio-Visual Material
Title: [HELLO CANADA](#)
Author: Njacko Backo; Kalimba Kalimba
Place: Toronto, Ontario
Organization: Worldstudios
Year: November 23, 2006
URL: <http://www.youtube.com/watch?v=RS7ampH89vk>
Language: English
Contact: Njacko Backo, Toronto, Ontario ; Telephone: 416-836-8951; E-mail: nbacko1121@rogers.com
Abstract:
This song celebrates Canada's ethno-cultural diversity and tolerance ■

Type: Article
Title: [INTERCULTURALLY RESPONSIVE TEACHING AND LEARNING FRAMEWORK FOR EDUCATORS](#)
Author: Marie Gervais
Place: Edmonton, Alberta
Organization: Northern Alberta Alliance on Race Relations
Year: August 2006
URL: <http://www.naarr.org/pdf/Interculturally%20Responsive%20Framework.pdf>
Language: English
Contact: Northern Alberta Alliance on Race Relations #4, 10865 - 96 Street, Edmonton, Alberta T5H 2K2; Telephone: 780-425-4644; Fax: 780-421-0490; E-mail: info@naarr.org
Abstract:
Defining education as "learning to live together," this paper summarizes various approaches to intercultural training but accords the most attention to that of "stage-sensitive and learner-focused intercultural training as development." It also highlights the "Kolb learning preference cycle" as a useful tool for working with diverse groups ■

Type: Tool Kit
Title: [PATHWAYS TO CHANGE: FACILITATING THE FULL PARTICIPATION OF DIVERSITY GROUPS IN CANADIAN SOCIETY](#)
Author: Merrill Cooper, Guyn Cooper Research Associates
Place: Edmonton, Alberta
Organization: Alberta Tourism, Parks, Recreation and Culture
Year: January 9, 2006
URL: <http://tprc.alberta.ca/educationfund/priorities/docs/P2CTOOL.pdf>
Language: English
Contact: Human Rights and Citizenship Branch, Alberta Tourism, Parks, Recreation and Culture, Room 800, Standard Life Centre, 10405 Jasper Avenue, Edmonton, Alberta T5J 4R7; Telephone: 780-427-3116; Fax: 780-422-3563
Abstract:
This tool has been developed to help organizations to identify where their projects fit and where they need to advance their work within the broader scheme to combat prejudice and racism, foster systemic change, and ensure that all residents of Canada can fully participate in, and benefit from, the opportunities enjoyed by most Canadians. It identifies different "pathways" leading to full civic engagement, particularly, for those who have traditionally been denied access to power and opportunity ■

Type: Discussion Paper
Title: [REFLECTIONS ON THE SCOPE AND LIMITS OF THE DUTY OF REASONABLE ACCOMMODATION IN THE FIELD OF RELIGION](#)
Author: Pierre Bosset
Place: Montreal, Quebec
Organization: Commission des droits de la personne et des droits de la jeunesse du Québec
Year: February 4, 2005
URL: http://142.213.87.17/en/publications/docs/religion_accommodation_opinion.pdf
Language: English, [French](#)
Contact: Commission des droits de la personne et des droits de la jeunesse du Québec, 360, Saint-Jacques Street, 2nd Floor, Montreal, Quebec H2Y 1P5; Telephone: 514-873-5146 or 1- 800-361-6477 (toll free); Fax: 514-873-6032; E-mail: communications@cdpdj.qc.ca

Abstract:

The study looks at the various issues involved in the management of religious pluralism. In this context, it defines “reasonable accommodation” both as a legal duty and as a way to promote social integration: “The duty of reasonable accommodation, short of undue hardship, is an integral part of the right to equal treatment, as defined and applied by courts in Québec and Canada over the last two decades. ... It is also a component in Québec’s immigration and integration policies”■

Type: Program
Title: [REFUGEE EDUCATION SPONSORSHIP PROGRAM – ENHANCING COMMUNITIES TOGETHER](#)
Author: RESPECT
Place: Winnipeg, Manitoba
Organization: RESPECT
Year: 2002 -
URL: <http://www.respectrefugees.org/>
Language: English, [French](#)
Contact: RESPECT, 935 Warsaw Avenue, Winnipeg, Manitoba R3M 1B9; Telephone: 204-284-1919; E-mail: respect@respectrefugees.org

Abstract:

This program aims to increase awareness of refugee issues among non-refugee students; build bridges between refugee students and non-refugee students; and encourage all students to raise awareness of refugee issues. At the heart of the program is a global letter exchange project introducing refugee students to non-refugee students. The “pen pal” relationship helps non-refugee students learn about the issues facing refugees and internally displaced persons■

Type: Discussion Paper
Title: [RELIGIOUS PLURALISM IN QUÉBEC: A SOCIAL AND ETHICAL CHALLENGE](#)
Author: Pierre Bosset; Gisèle Cloutier; Muriel Garon; Monique Lortie; Monique Rochon
Place: Montreal, Quebec
Organization: Commission des droits de la personne et des droits de la jeunesse du Québec
Year: February 3, 1995
URL: http://142.213.87.17/en/publications/docs/hidjab_anglais.pdf
Language: English, [French](#)
Contact: Commission des droits de la personne et des droits de la jeunesse du Québec, 360, Saint-Jacques Street, 2nd Floor, Montreal, Quebec H2Y 1P5; Telephone: 514-873-5146 or 1- 800-361-6477 (toll free); Fax: 514-873-6032; E-mail: communications@cdpdj.qc.ca

Abstract:

Prepared for public consideration, this document discusses the Commission's approach to the issue of managing religious diversity in Quebec within the context of the province's Charter of Human Rights and Freedoms. The discussion was prompted by the highly publicized case of a young girl who was expelled from a public school in September 1994 because she wore the Islamic veil in apparent contravention of the school's dress code. Another case where a private Muslim school allegedly forced its female teachers to wear the veil provides a comparative perspective for the discussion■

Type: Organization
Title: [SOUTHEASTERN ALBERTA RACIAL AND COMMUNITY HARMONY SOCIETY](#)
Place: Medicine Hat, Alberta
Year: May 3, 1999 -
URL: <http://www.valuingdiversity.net/>
Language: English
Contact: Southeastern Alberta Racial and Community Harmony Society, 476 4th Street S.E, Medicine Hat, Alberta T1A 0K6; Telephone: 403-526-8745; Fax: 403-527-4521; E-mail: mail@valuingdiversity.net

Abstract:

As a partnership of individuals and agencies committed to promoting community harmony, the Society is mandated to educate children, youth, and the community to value the growing diversity of Southeastern Alberta community; assist service providers with resources to better serve their diverse clients; and advocate for members of diverse populations on issues of racism and discrimination■

9. ANTI-RACISM EDUCATION

Type: Handbook
Title: **A HANDBOOK ON ANTI-RACISM PARENTING**
Author: Canadian Ethnocultural Council
Place: Ottawa, Ontario
Organization: Canadian Ethnocultural Council
Year: 1997
Language: English
Contact: Canadian Ethnocultural Council, 176 Gloucester Street, Suite 400, Ottawa, Ontario K2P 0A6; Telephone: 613-230-3867; Fax: 613-230-8051; E-mail: cec@web.ca

Abstract:

This handbook is for parents of young children (infants to 12-year olds) who are concerned about racism and want to do something about it. The handbook suggests actions parents can take to help children respond to racism. It can be adopted by anyone who works with children such as teachers and caregivers ■

Type: Program
Title: [A SENSE OF BELONGING](#)
Author: United Nations Association in Canada
Place: Ottawa, Ontario
Organization: United Nations Association in Canada
Year: July 2006 -
URL: <http://www.unac.org/sb/en/information/background.asp>
Language: English, [French](#)
Contact: United Nations Association in Canada, Suite 300, 309 Cooper Street, Ottawa, Ontario K2P 0G5; Telephone: 613-232-5751; Fax: 613-563-2455; E-mail: info@unac.org

Abstract:

The project aims to promote diversity and combat racism and discrimination in local communities across Canada through community outreach and public education. It will reach nine communities across Canada ■

Type: Web Site
Title: [ADVANTAGE DIVERSITY: BC COMMUNITIES AGAINST RACISM](#)
Author: Affiliation of Multicultural Societies and Service Agencies of BC
Place: Vancouver, British Columbia
Organization: Affiliation of Multicultural Societies and Service Agencies of BC
Year: 2002 -
URL: http://www.amssa.org/advantage_diversity/index.html
Language: English
Contact: Affiliation of Multicultural Societies and Service Agencies of BC, 205-2929 Commercial Drive, Vancouver, British Columbia V5N 4C8; Telephone: 604-718-2780 or 1-888-355-5560 (toll free); Fax: 604-298-0747; E-mail: amssa@amssa.org

Abstract:

This Web site is designed as an organizing tool for agencies and individuals working on anti-racism activities in British Columbia. It provides resources, ideas, and communications tools (including an organizer's kit and a media kit) in support of anti-racism activities year round and, particularly, in support of the International

Day for the Elimination of Racial Discrimination, March 21 ■

Type: Tool Kit
Title: [ANTI-RACISM RESOURCE KIT](#)
Author: Alberta Civil Liberties Research Centre; Calgary Committee on Race Relations and Cross Cultural Understanding
Place: Calgary, Alberta
Organization: Alberta Civil Liberties Research Centre
Year: 2007
URL: http://www.aclrc.com/pdf/Anti_Racism_Resource_Kit.pdf
Language: English
Contact: Alberta Civil Liberties Research Centre, c/o Faculty of Law, University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4; Telephone: 403-220-2505; Fax: 403-284-0945; E-mail: aclrc@ucalgary.ca

Abstract:

This resource kit is part the Anti-Racism Curriculum and Mentoring Project aiming to promote and facilitate anti-racism education at all levels of the formal education system. "The goal is to ensure that every student receives appropriate and effective anti-racism education and support to address personal experiences of racism and enhance safety in self-affirming and productive ways." The resource kit is divided into four sections: (a) the evaluation tool, (b) books, (c) Web sites, and (d) videos ■

Type: Book
Title: [ANTI-RACISM, FEMINISM, AND CRITICAL APPROACHES TO EDUCATION](#)
Author: Roxana Ng; Pat Staton, Joyce Scane; editors
Place: Westport, Connecticut
Organization: Bergin & Garvey
Year: July 30, 1995
URL: <http://www.greenwood.com/catalog/G328.aspx>
Language: English
Contact: Edu Reference Publishers Direct Inc, 109 Woodbine Downs Blvd, Unit 3, Toronto, Ontario M9W 6Y1; Telephone: 416-674-8622 or 1-877-674-8622 (toll free); Fax: 416- 674-6215; E-mail: info@edureference.com

Abstract:

This collection of readings explores the relationship between the discourses on multicultural and anti-racist education and critical pedagogy. The collection has a Canadian focus within a comparative framework including paradigms of similar discourses in the United States and the United Kingdom. According to the editors, the educational system is the critical area in which to circulate multicultural views and principles among young Canadians. Students can easily adjust and respond to the needs of a multicultural Canada ■

Type: Organization
Title: [ANTIRACIST MULTICULTURAL EDUCATION NETWORK OF ONTARIO](#)
Place: Toronto, Ontario
Year: 1987 -
URL: <http://www.ameno.ca/>
Language: English
Contact: Antiracist Multicultural Education Network of Ontario, P.O. Box 626, Toronto, Ontario M3C 2T6; E-mail: info@ameno.ca

Abstract:

The Network provides a forum for diverse educators, community members, and parents in Ontario who are active in anti-racist education. Its aims are to “eliminate broad-based and systemic biases, and to replace barriers with acceptance and inclusion for every individual” ■

Type: Organization
Title: [B.C. HUMAN RIGHTS COALITION](#)
Place: Vancouver, British Columbia
Year: 1982 -
URL: <http://www.bchrcoalition.org/>
Language: English
Contact: B.C. Human Rights Coalition, # 1202-510 West Hastings Street, Vancouver, British Columbia V6B 1L8; Telephone: 604-689-8474 or 1-877-689-8474 (toll free); Fax: 604-689-7511; E-mail: info@bchrcoalition.org

Abstract:

The Coalition is a community based organization which seeks to promote and strengthen human rights throughout British Columbia and Canada. Its services integrate information, education, training, consultation, investigation, mediation, research, and advocacy ■

Type: Organization
Title: [CANADIAN ANTI-RACISM EDUCATION AND RESEARCH SOCIETY](#)
Place: Vancouver, British Columbia
Year: 1988 -
URL: <http://www.stopracism.ca/pages/home.php>
Language: English
Contact: Canadian Anti-Racism Education and Research Society, 324-280 Nelson Street, Vancouver, British Columbia V6B 2E2; E-mail: caers.org@gmail.com

Abstract:

The Society is an independent research and education centre providing anti-racism training and research. It has produced reports on racism and hate group activity for Justice Canada and the British Columbia Ministry of Attorney General, also conducting anti-racism and human rights programs for a wide variety of government and community organizations ■

Type: Organization
Title: [CANADIAN ECUMENICAL ANTI-RACISM NETWORK](#)
Place: Toronto, Ontario
Year: 2002 -
URL: <http://www.ccc-cce.ca/english/justice/racism.htm>
Language: English, [French](#)
Contact: Canadian Ecumenical Anti-Racism Network, c/o Canadian Council of Churches, 47 Queens Park Crescent East, Toronto, Ontario M5S 2C3; Telephone: 416-972-9494 or 1-866-822-7645 (toll free); Fax: 416-927-0405; E-mail: admin@ccc-cce.ca

Abstract:

“This network is an expression of Canadian churches working together to support anti-racism programs and educators who are working in member churches, sharing resources and learning among anti-racism educators, and supporting long-term change in Canadian churches and church organizations” ■

Type: Organization
Title: [CANADIAN RACE RELATIONS FOUNDATION](#)
Place: Toronto, Ontario
Year: November 1997 -
URL: <http://www.crr.ca/SwitchLang.do?lang=en&cty=EN&ion=1&type=1>
Language: English, [French](#)
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416-952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

Established by federal legislation as part of the Japanese Canadian Redress Agreement between the Government of Canada and the National Association of Japanese Canadians, the Foundation states its mission and vision as follows: "The Foundation is committed to building a national framework for the fight against racism in Canadian society. We will shed light on the causes and manifestations of racism; provide independent, outspoken national leadership; and act as a resource and facilitator in the pursuit of equity, fairness, and social justice. [It] aims to help bring about a more harmonious Canada that acknowledges its racist past, recognizes the pervasiveness of racism today, and is committed to creating a future in which all Canadians are treated equitably and fairly" ■

Type: Organization
Title: [CENTRE FOR INTEGRATIVE ANTI-RACIST STUDIES](#)
Place: Toronto, Ontario
Year: 1996 -
URL: <http://www.oise.utoronto.ca/ciars/>
Language: English
Contact: Centre for Integrative Anti-Racism Studies, 12th Floor, Room 12-272, 252 Bloor Street West, Toronto, Ontario M5S 1V6; Telephone: 416-923-6641, Ext. 2360; Fax: 416-926-4751; E-mail: ciars@oise.utoronto.ca

Abstract:

Housed in the Department of Sociology and Equity Studies in Education of the University of Toronto, the Centre is mandated to enhance research and teaching in the areas of equity, anti-racism praxis, and alternative knowledge(s) in education. It approaches education from an integrative perspective, that is, as a process embedded within wider social processes. Thus, its work takes place both inside and outside the immediate realm of formal education, including research on inclusive schooling practices; social welfare; legal regulations affecting communities of colour; and media representations of communities of colour ■

Type: Organization
Title: **CENTRE FOR RESEARCH-ACTION ON RACE RELATIONS**
Place: Montreal, Quebec
Year: 1983 -
Language: English
Contact: 60 Sainte-Catherine Street West, Suite 610, Montreal, Quebec H3B 1A7; Telephone: 514-939-3342; Fax: 514-939-9763; E-mail: crarr@sympatico.ca

Abstract:

Mandated to promote racial harmony and equality in Canada, the Centre engages in advocacy and defence for victims of discrimination based on race, religion, ethnic or national origin, citizenship status and related characteristics; Charter research and litigation on racial equality issues; conferences, consultations, and seminars on different race relations and equality rights issues; research-action projects on systemic racism and on racial minorities' needs; and interventions and advocacy before legislative, administrative,

regulatory, and judicial agencies. It also gives a biannual award, the Frederick Johnson Award, to honour an individual or a non-profit organization that has achieved outstanding results in fighting racism■

Type: Tool Kit
Title: [CHOOSE YOUR VOICE: ANTISEMITISM IN CANADA](#)
Author: Canadian Jewish Congress
Place: Toronto, Ontario
Organization: Fighting Antisemitism Together
Year: 2005
URL: http://www.fightingantisemitism.com/fast_educational.html
Language: English
Contact: Melanie Simons, Canadian Jewish Congress, 4600 Bathurst Street, Toronto, Ontario M2R 3V2; Telephone: 416-635-2883, Ext. 252; Fax: 416-635-1408; E-mail: msimons@on.cjc.ca

Abstract:

Based on Ontario curriculum requirements, the resource kit is designed for teachers of students in Grades 6, 7, and 8. The kit gives teachers tools to help their students learn about the dangers of hatred and stereotypes, and find their voices to combat them. It encourages students not to be bystanders or perpetrators but heroes – by speaking out. Each of the four lessons is accompanied by fact sheets on specific incidents related to the goals of the lesson. The kit also contains a DVD with compelling messages about the dangers of anti-semitism and racism■

Type: Program
Title: [COURSES AND WORKSHOPS](#)
Author: Canadian Race Relations Foundation
Place: Toronto, Ontario
Organization: Canadian Race Relations Foundation
Year: 1997 -
URL: <http://www.crr.ca/Load.do?section=23&subSection=204&id=675&type=2>
Language: English
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416-952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

The Foundation's Education and Training Centre offers a six-session course, "Anti-Racism and Equity in Education," designed for (elementary and secondary) educators in school settings across Canada. The course explores the "challenges that still face educators today in identifying and countering racial discrimination in all its forms and its intersection with other forms of discrimination, even though many policies and codes are currently in place at every level of the education system." The Centre also offers a workshop for youth, "SpeakOUT Against RACISM!", where participants review the concepts of prejudice, stereotype, discrimination, and racism■

Type: Book
Title: [DANCING ON LIVE EMBERS: CHALLENGING RACISM IN ORGANIZATIONS](#)
Author: Tina Lopes; Barb Thomas
Place: Toronto, Ontario
Organization: Between the Lines
Year: 2006

URL: http://www.btlbooks.com/New_Titles/dancing_on.htm
Language: English
Contact: Between the Lines, 720 Bathurst Street, Suite 404, Toronto, Ontario M5S 2R4; Telephone: 416-535-9914 or 1-800-718-7201 (toll free); Fax: 416-535-1484; E-mail: btlbooks@web.ca

Abstract:

This book explores how racism, White power, and privilege work in the everyday life of organizations, analyzing how to create openings in everyday workplace interactions, policies, and practices that advance racial equity and justice. It recognizes the interlocking nature of oppressions (e.g., ethnicity, class, gender, sexual orientation, and differing abilities) while, at the same time, maintaining the salience of race. Focusing on a wide range of organizations, the book has many tips and tools that can be used in training managers, union and community activists, frontline staff, political leaders and bureaucrats, human resource staff, equity officers, and educators ■

Type: Tool Kit
Title: [DIVERSITY TOOLKIT](#)
Author: Darren E. Lund
Place: Calgary, Alberta
Organization: University of Calgary
Year: 1987 -
URL: <http://www.ucalgary.ca/~dtoolkit/>
Language: English
Contact: Darren E. Lund, Faculty of Education, Education Tower 1104, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4; Telephone: 403-220-7365; Fax: 403-282-8479; E-mail: dlund@ucalgary.ca

Abstract:

The site aims to assist teachers, students, scholars, or any activists who wish to promote equity and the acceptance of differences within schools and communities. It offers a variety of online resources, funding sources, glossaries, examples of projects (including an ongoing school program titled "Students and Teachers Opposing Prejudice, STOP"), and selected readings ■

Type: Annotated Bibliography
Title: [EDUCATING AGAINST RACISM: AN ANNOTATED BIBLIOGRAPHIC TOOL OF ANTI-RACIST RESOURCES FOR ACTIVISTS AND EDUCATORS](#)
Author: Bina Mehta; Joëlle Favreau
Place: Toronto, Ontario
Organization: Canadian Race Relations Foundation
Year: 2000
URL: <http://www.crr.ca/divers-files/en/publications/reports/mehta&favreau-educatingagainstracism.pdf>
Language: English
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416-952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

The bibliography brings together tools and debates in the field of anti-racism training and education which can be particularly useful for anti-racism workers outside the formal school setting. It provides information for educators and activists to assess the applicability and usefulness of materials accessed through computers or library systems. Its focus is on the needs of community agencies, governments, larger organizations, and businesses which intend to address anti-racism in their workplaces and community organizations ■

Type: Tool Kit
Title: [EMBRACE DIVERSITY](#)
Author: 411 Seniors Centre Society
Place: Vancouver, British Columbia
Organization: 411 Seniors Centre Society
Year: October 2006
URL: <http://www.411seniors.bc.ca/PDF%20Files/AntiRacismToolkit.pdf>
Language: English
Contact: 411 Seniors Centre Society, 411 Dunsmuir Street, Vancouver, British Columbia V6B 1X4; Telephone: 604-684-8171; Fax: 604-681-3589; E-mail: s411@411seniors.bc.ca

Abstract:

This tool kit is intended to support seniors and senior-serving organizations across Canada in fighting racism and promoting multiculturalism and diversity in their communities and organizations. Its goal is to increase elders' understanding of racism and equip them with tools and skills to respond effectively to racism. It provides a brief history of racism in Canada; describes anti-racism policies and action plans; and samples anti-racism tools ■

Type: Web Site
Title: [GLOSSARY OF TERMS](#)
Author: Canadian Race Relations Foundation
Place: Toronto, Ontario
Organization: Canadian Race Relations Foundation
Year: January 2005
URL: <http://www.crr.ca/Load.do?section=26&subSection=181&type=2>
Language: English
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416-952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

Gleaned from a variety of sources, the glossary includes many of the terms commonly used in anti-racism and equity discourse. It is meant to be a work in progress since the terminology in this field is constantly evolving ■

Type: Handbook
Title: **HATE ACTIVITY: COMMUNITIES CAN RESPOND**
Author: Cassandra Fernandes; Donna Costanzo
Place: Toronto, Ontario
Organization: Municipality of Metropolitan Toronto
Year: 1996
Language: English
Contact: Strategic and Corporate Policy/Healthy City Office, Chief Administrator's Office, City Hall, 11th Floor, East Tower, 100 Queen Street West, Toronto, Ontario M5H 2N2; Telephone: 416-392-3834; Fax: 416-696-3645; E-mail: cfernan1@toronto.ca

Abstract:

This handbook is for the use of community workers, either individually or in group, to assist victims and mobilize communities in response to hate activity. The handbook is designed to be used in three ways: (a) as a guide to enabling victim expression and reporting and documenting hate activity; (b) as a reference for the roles and responsibilities of various institutions and law enforcement, information on legal remedies, and

community resources; and (c) as an overview of hate activity to educate community workers in ways to mobilize communities towards positive change■

Type: Audio-Visual Material
Title: [MARCH 21 IS THE INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION](#)
Author: Yee Mon Khine
Place: Sackville, New Brunswick
Organization: Mount Allison University
Year: 2007
URL: <http://www.mta.ca/march21/>
Language: English
Contact: Purdy Crawford Teaching Centre, Room 205 Bennett, Mount Allison University, 10 Salem Street, Sackville, New Brunswick E4L 1B7; Telephone: 506-364-2652; Fax: 506-364-2454; E-mail: pctc@mta.ca

Abstract:

Created in celebration of March 21, this video highlights different opinions about racism within the Mount Allison University community. The video is accompanied by a text on racism and anti-racism in Canada■

Type: Annotated Bibliography
Title: [MULTICULTURAL RESOURCES: AN ANNOTATED BIBLIOGRAPHY OF VIDEO RESOURCES](#)
Author: Alberta Association for Multicultural Education
Place: Edmonton, Alberta
Organization: Alberta Association for Multicultural Education
Year: February 2001
URL: <http://www.albertaassociationformulticulturaleducation.ca/docs/MultimediaResources-AnnotatedBibliography.pdf>
Language: English
Contact: Nicholas Spillios, 8308-134 Street, Edmonton, Alberta T5R 0B4; Telephone: 403-483-5294; Fax: 780-483-5294; E-mail: NIKOS@telusplanet.net

Abstract:

Deemed appropriate for educational use, the videos are listed under such categories as Black culture in North America, multiculturalism, human rights, immigrants and immigration, and racism, discrimination, and prejudice■

Type: Organization
Title: [NATIONAL ANTI-RACISM COUNCIL OF CANADA](#)
Place: Ottawa, Ontario
Year: 2002 -
URL: <http://www.narcc.ca/index.html>
Language: English
Contact: National Anti-Racism Council of Canada, 422-396 Cooper Street, Ottawa, Ontario K2P 2H7; Telephone: 613-321-2467 or 1-888-321-2467 (toll free); Fax: 613-321-2468; E-mail: nvmclfd@rogers.com

Abstract:

The Council is a community-based, member-driven network providing a national voice against “racism, racialization and all other forms of related discrimination” in Canada. It strives to effectively address them by

developing and sharing information and resources; building, supporting, and helping to coordinate domestic and international initiatives, strategies, and relationships; and responding to issues and events ■

Type: Organization
Title: [NEWFOUNDLAND-LABRADOR HUMAN RIGHTS ASSOCIATION](#)
Place: St. John's, Newfoundland & Labrador
Year: 1968 -
URL: <http://www.nlhra.org/>
Language: English
Contact: St. John's, Newfoundland & Labrador ; E-mail: nlhra@nf.sympatico.ca

Abstract:

The mandate of the Association is to “promote, extend and defend human rights within Newfoundland and Labrador as well as to promote international human rights issues within the province” ■

Type: Organization
Title: [NORTHERN ALBERTA ALLIANCE ON RACE RELATIONS](#)
Place: Edmonton, Alberta
Year: 1993 -
URL: <http://www.naarr.org/>
Language: English
Contact: Northern Alberta Alliance on Race Relations #4, 10865 - 96 Street, Edmonton, Alberta T5H 2K2; Telephone: 780-425-4644; Fax: 780-421-0490; E-mail: info@naarr.org

Abstract:

As a network of community groups, schools, and individuals from rural and urban areas of northern Alberta, the Alliance is dedicated to the elimination of racism. It develops and promotes anti-racist educational tools and resources for schools, also raising awareness about the consequences of racism, its sources and causes, as well as ways to combat racism through many year-round events. Community research is another of the Alliance's activities ■

Type: Tool Kit
Title: [RACE RELATIONS](#)
Author: Peel Multicultural Council
Place: Mississauga, Ontario
Organization: Peel Multicultural Council
Year: 2007
URL: <http://www.peelmc.com/>
Language: English
Contact: Peel Multicultural Council, 6630 Turner Valley Road, Mississauga, Ontario L5N 2P1; Telephone: 905-819-1144; Fax: 905-542-3950; E-mail: pmcgeneral@peelmc.com

Abstract:

The tool kit includes definitions and stages of racism; multiculturalism and diversity profile of Canada; information on racism in schools; myths and realities about immigrants in Canada; information on hate groups; a primer on cultural sensitivity; quotations on anti-racism; Web sites relating to racism and anti-racism; and two anti-racism brochures ■

Type: Handbook

Title: [RACISM IN OUR SCHOOLS: WHAT TO KNOW ABOUT IT; HOW TO FIGHT IT](#)
Author: Darlyn Mentor
Place: Toronto, Ontario
Organization: Canadian Race Relations Foundation
Year: June 2000
URL: <http://www.crr.ca/Load.do?section=26&subSection=37&id=234&type=2>
Language: English, [French](#)
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416- 952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

Noting that Canada's educational system is insufficient in the areas of inclusiveness and empowerment of all school children, this handbook offers helpful tips to both parents and educators to recognize and fight racism in schools. As the diversity of the Canadian student population increases, it concludes, there is a growing need for the school system to reflect on its attitude towards change, its true understanding of anti-racism issues, and its recognition of difference ■

Type: Report
Title: [REPORT ON RACE, RACISM AND EDUCATION: A ONE-DAY TEACH-IN ON THE PERSISTENCE OF RACISM IN EDUCATION](#)
Author: Roxana Ng; Sherene Razack
Place: Toronto, Ontario
Organization: Centre for Integrative Anti-Racism Studies
Year: May 5, 2005
URL: <http://www.oise.utoronto.ca/ciars/reportforweb.pdf>
Language: English
Contact: Centre for Integrative Anti-Racism Studies, 12th Floor, Room 12-272, 252 Bloor Street West, Toronto, Ontario M5S 1V6; Telephone: 416-923-6641, Ext. 2360; Fax: 416-926-4751; E-mail: ciars@oise.utoronto.ca

Abstract:

Held in Toronto (February 26, 2005), the "teach-in" on the persistence of racism in education was a forum where researchers, administrators at all levels, and policy-makers concerned about the continuing effects and changing faces of racism listened to those directly affected by manifestations of racism, including students, parents, teacher candidates, and community members. The report provides background information on the "teach-in" and summarizes the major themes that emerged ■

Type: Handbook
Title: [RESPONDING TO INCIDENTS OF RACISM AND HATE: A HANDBOOK FOR SERVICE PROVIDERS](#)
Author: British Columbia Human Rights Coalition
Place: Vancouver, British Columbia
Organization: British Columbia Human Rights Coalition
Year: February 2003
URL: <http://www.bchrcoalition.org/files/Racism-handb.pdf>
Language: English
Contact: British Columbia Human Rights Coalition, # 1202-510 West Hastings Street, Vancouver, British Columbia V6B 1L8; Telephone: 604-689-8474 or 1-877-689-8474 (toll free); Fax: 604-689-7511; E-mail: info@bchrcoalition.org

Abstract:

This handbook has been developed to give professional service providers access to the information, skills, and resources required to support victims of racism and to respond effectively to issues of racism that arise in the community. Several human rights, settlement, and anti-racism groups, whose concern is social justice and elimination of racism, contributed to this handbook. Its aim is to create safe and healthy communities by targeting racism and hate crimes■

Type: Report
Title: **REVISITING RESISTANCE: CONVERSATIONS WITH ANTI-RACISM EDUCATORS**
Author: Brenda Johnston
Place: Calgary, Alberta
Organization: University of Calgary
Year: August 2003
Language: English
Contact: Graduate Division of Educational Research, Education Tower 940, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4; Telephone: 403-220-5675 or 877- 623-0292 (toll free); Fax: 403-282-3005; E-mail: gder@ucalgary.ca

Abstract:

Based on a literature review and conversations with anti-racism educators in Calgary, this Master's thesis studies the "persistent resistance" or "unwillingness" among white people – and some Aboriginal people and people of colour – to understand racism as a systemic issue involving individual and institutional power, privilege, and oppression■

Type: Article
Title: [SOCIAL CHANGE OR STATUS QUO? APPROACHES TO DIVERSITY TRAINING](#)
Author: Patti DeRosa
Place: Randolph, Massachusetts
Organization: ChangeWorks Consulting
Year: 2001
URL: <http://changeworksconsulting.org/Div.Approaches-11.21.0.pdf>
Language: English
Contact: 28 South Main Street #113, Randolph, Massachusetts 02368; Telephone: 781-986-6150; Fax: 781-986-5925; E-mail: changeworks@earthlink.net

Abstract:

This article identifies six models of diversity training used in workplace settings: intercultural, legal compliance, managing diversity, prejudice reduction, valuing differences, and anti-racism in its "old" and "new" styles. Discussing the strengths and limitations of each model, it concludes that the "new style" anti-racism model or approach incorporates the strengths of the other models into its analysis of power and oppression. The "new style" anti-racism model is thus useful for effecting authentic social change■

Type: Book
Title: [TAKING RESPONSIBILITY, TAKING DIRECTION: WHITE ANTI-RACISM IN CANADA](#)
Author: Sheila Wilmot
Place: Winnipeg, Manitoba
Organization: Arbeiter Ring Publishing
Year: December 10, 2005
URL: <http://www.arbeiterring.com/featured/takingresponsibility.html>

Language: English
Contact: Arbeiter Ring Publishing, 201E-121 Osborne Street, Winnipeg, Manitoba R3L 1Y4; Telephone: 204-942-7058; Fax: 204-944-9198; E-mail: info@arbeiterring.com

Abstract:

Using concrete examples from her extensive activist experience, the author illustrates her argument that “white progressives” who aim to unite with people of colour against racist oppression must examine and possibly challenge their personal, political, and theoretical ideologies and acknowledge their privileged societal position, if they are to translate anti-racist ideas into effective action and, furthermore, help educate other “white folks” into taking up the cause in an informed manner■

Type: Handbook
Title: **TEACH ME TO THUNDER: A TRAINING MANUAL FOR ANTI-RACISM TRAINERS**
Author: Alma Estable; Mechthild Meyer; Gordon Pon
Place: Ottawa, Ontario
Organization: Canadian Labour Congress
Year: March 21, 1997
Language: English
Contact: Anti-Racism and Human Rights, Canadian Labour Congress, 2841 Riverside Drive, Ottawa, Ontario K1V 8X7; Telephone: 613-521-3400; Fax: 613-521-4655; E-mail: anti-racism&hr@clc-ctc.ca

Abstract:

This manual incorporates an overview of the context in which anti-racism training has developed in Canada. Based on a model supporting organizational and systemic change towards a more just and equitable society, the manual provides some critical thinking about the various approaches that are used in training or have influenced anti-racism training. There are many experiential learning activities, as well as carefully chosen handouts and overheads, included in it■

Type: Tool Kit
Title: **TRANSFORMING OUR ORGANIZATIONS: A TOOL FOR PLANNING AND MONITORING ANTI-RACISM/MULTICULTURAL CHANGE**
Author: Gentium Consulting
Place: Ottawa, Ontario
Organization: Canadian Ethnocultural Council
Year: July 1999
Language: English
Contact: Canadian Ethnocultural Council, 176 Gloucester Street, Suite 400, Ottawa, Ontario K2P 0A6; Telephone: 613-230-3867; Fax: 613-230-8051; E-mail: cec@web.ca

Abstract:

The tool kit is designed to help organizations plan and monitor their progress in anti-racism and multiculturalism initiatives. Organizations can use it as a guide in their endeavour to be inclusive of, and responsive to, the increasing cultural and racial diversity of the Canadian population■

Type: Handbook
Title: [WOMEN'S EXPERIENCES OF RACISM: HOW RACE AND GENDER INTERACT](#)
Author: Canadian Research Institute for the Advancement of Women
Place: Ottawa, Ontario
Organization: Canadian Research Institute for the Advancement of Women

Year: July 2002
URL: http://www.criaw-icref.ca/factSheets/Race%20and%20Gender/racegender_e.htm
Language: English, [French](#)
Contact: Canadian Research Institute for the Advancement of Women, 151 Slater Street, Suite 408, Ottawa, Ontario K1P 5H3; Telephone: 613-563-0681; Fax: 613-563-0682; E-mail: info@criaw-icref.ca

Abstract:

The purpose of this fact sheet is to provide easy-to-understand statistical information and research on how women experience racism, and to provide suggestions for resources and action. It is designed to serve as a basic introduction for people with no knowledge of how race and gender affect women's lives ■

Type: Tool Kit
Title: WWW.RACISMSUCKS.CA
Author: Affiliation of Multicultural Societies and Service Agencies of BC
Place: Vancouver, British Columbia
Organization: Affiliation of Multicultural Societies and Service Agencies of BC
Year: 2004
URL: http://www.amssa.org/racism_sucks/index_test.htm
Language: English
Contact: Affiliation of Multicultural Societies and Service Agencies of BC, 205-2929 Commercial Drive, Vancouver, British Columbia V5N 4C8; Telephone: 604-718-2780 or 1-888-355-5560 (toll free); Fax: 604-298-0747; E-mail: amssa@amssa.org

Abstract:

Developed with the involvement of youth groups from across British Columbia, this resource package is for youth organizers to plan anti-racism activities in schools, social networks, and communities. The online package includes a guide book and images which can be used to make rave cards, stickers, tattoos, and iron-ons ■

10. GOOD PRACTICES

Type: Program
Title: [abcGTA: IT'S ABOUT TIME!](#)
Author: Maytree Foundation
Place: Toronto, Ontario
Organization: Maytree Foundation
Year: 2005 -
URL: <http://www.abcgta.ca/index2.asp>
Language: English
Contact: abcGTA, Maytree Foundation, 170 Bloor Street West, Suite 804, Toronto, Ontario M5S 1T9; Telephone: 416-944-2627, Ext. 229; Fax: 416-944-8915; E-mail: abcGTAinfo@maytree.com

Abstract:

The project addresses the current imbalance between the proportion of immigrants and visible minorities in the Greater Toronto Area (GTA) and their relative lack of representation on the boards of public agencies, boards, and commissions (abc)■

Type: Web Site
Title: [ACTION WEEK AGAINST RACISM](#)
Author: Images Interculturelles
Place: Montreal, Quebec
Organization: Images Interculturelles
Year: 2007
URL: <http://www.inforacisme.com/en/home.php>
Language: English, [French](#)
Contact: Images Interculturelles, 430, rue Saint Hélène, Bureau 401, Montreal, Quebec H2Y 2K7; Telephone: 514-842-7127; Fax: 514-842-5647; E-mail: info@inforacisme.com

Abstract:

The objectives of Quebec's Action Week Against Racism (which, since its launch in 2000, has centred around March 21, International Day for the Elimination of Racial Discrimination) are to: inform the public, youth in particular, about racism and other forms of discrimination; use different artistic media to educate the population on all forms of discrimination; contribute to the elimination of systemic barriers within public institutions; and develop strategic alliances between the community, cultural, and post-secondary institutions in Quebec■

Type: Program
Title: [BUILDING SAFE COMMUNITIES: CRITICAL INCIDENT RESPONSE MODEL](#)
Author: B.C. Ministry of Attorney General
Place: Vancouver, British Columbia
Organization: B.C. Ministry of Attorney General
Year: 2001 -
URL: http://www.ag.gov.bc.ca/immigration/sam/bcamp_stream_b.htm
Language: English
Contact: Settlement and Multiculturalism Division, 5th Floor, 605 Robson Street, Vancouver, British Columbia V6B 5J3; Telephone: 604-660-2203; Fax: 604-775-0670; E-mail: ag.sam@gov.bc.ca

Abstract:

Involving a three-year, three-step process, the provincial Critical Incident Response Model assists communities across British Columbia to develop community-based responses to racism and hate activity. Local governments, community-based organizations, the provincial Hate Crime Team, and other local members work together to develop a plan for responding to racism in local communities. The model foresees the creation of a municipal protocol in addressing racism and hate activity. Included in the online tool kit are a handbook, sample community protocols, and success stories ■

Type: Handbook
Title: [CALL FOR A COALITION OF MUNICIPALITIES AGAINST RACISM AND DISCRIMINATION](#)
Author: Canadian Commission for UNESCO
Place: Ottawa, Ontario
Organization: Canadian Commission for UNESCO
Year: June 12, 2005
URL: <http://www.unesco.ca/en/commission/resources/documents/CallCoalitionEng.pdf>
Language: English, [French](#)
Contact: Canadian Commission for UNESCO, 350 Albert Street, P.O. Box 1047, Ottawa, Ontario K1P 5V8; Telephone: 613-566-4414 or 1-800-263-5588 (toll free); Fax: 613-566-4405; E-mail: info@unesco.ca

Abstract:

The Canadian Commission for UNESCO is inviting municipalities from across Canada to join a Canadian Coalition of Municipalities Against Racism and Discrimination and be part of a larger international coalition being promoted by UNESCO. This booklet provides information that will be useful in understanding some of the important details of the coalition. It also outlines a ten-point plan of action that sets out common commitments and sample actions which municipalities may undertake to counter racism and discrimination in their areas of responsibility ■

Type: Program
Title: [CARAVAN AGAINST RACISM AND DISCRIMINATION](#)
Author: Alliance Jeunesse-Famille de l'Alberta Society
Place: Edmonton, Alberta
Organization: Alliance Jeunesse-Famille de l'Alberta Society
Year: February 2006 -
URL: <http://www.ajfas.ca/English/index.htm>
Language: English, [French](#)
Contact: Alliance Jeunesse-Famille de l'Alberta Society, # 100, 8925-82 Avenue, Edmonton, Alberta T6C 0Z2; Telephone: 780-440-2621; Fax: 780-440-1796; E-mail: bureau@ajfas.ca

Abstract:

The project aims to increase youth understanding of the consequences of prejudice, racism, and discrimination by: (a) igniting a critical spirit in youth regarding their everyday attitudes and behaviour; (b) enabling them to become aware of some severe cases of danger caused by intolerance and disrespect of others; (c) encouraging them to respect differences and cultural diversity; and (d) making them conscious of their roles in building social cohesion and a harmonious society. The Caravan tours French schools in Alberta to hold awareness workshops targeting youth aged 9 to 17 ■

Type: Program
Title: [INTEGRATION AND BELONGING](#)
Author: United Nations Association in Canada

Place: Ottawa, Ontario
Organization: United Nations Association in Canada
Year: 2004 - 2005
URL: http://www.belonging-appartenance.org/gen_2.htm
Language: English, [French](#)
Contact: United Nations Association in Canada, Suite 300, 309 Cooper Street, Ottawa, Ontario K2P 0G5; Telephone: 613-232-5751; Fax: 613-563-2455; E-mail: info@unac.org

Abstract:

This is a national initiative focusing on youth and emerging community leaders in five cities across Canada (Calgary, Saskatoon, Kingston, Montreal, and St. John's). It "identifies and builds the social capital of Canadian society to encourage cohesion and strengthen our sense of belonging." A resource manual titled Building a Sense of Belonging: A Community Tool for Action is a direct result of the initiative ■

Type: Program
Title: **OTTAWA: OUR DIVERSE CITY**
Author: Carl Nicholson; Caroline Andrew; John Biles
Place: Ottawa, Ontario
Organization: Catholic Immigration Centre, Ottawa; University of Ottawa; Citizenship and Immigration Canada
Year: November 2004 -
Language: English, French
Contact: Yew Lee, Axiom Consultants, Gatineau, Quebec ; Telephone: 819-827-3357; E-mail: axiom@sympatico.ca

Abstract:

The project aims to achieve, in the short term, ongoing dialogue and networking for a better understanding of the issues related to immigration and diversity and, in the long term, a more coordinated and sustained approach to diversity through municipal policies and programs in Ottawa. Project activities include public forums on such topics as city planning, social services, combating urban racism, public health, civic and political participation, education and learning, housing and homelessness, parks and recreation, labour market issues, culture, public transportation, and policing and justice ■

Type: Program
Title: [REACH OUT AGAINST RACISM](#)
Author: Committee on Race Relations and Cross Cultural Understanding
Place: Calgary, Alberta
Organization: Committee on Race Relations and Cross Cultural Understanding
Year: 2001 -
URL: <http://www.youthroar.ca/>
Language: English
Contact: Marie Jurcevic, Calgary, Alberta ; Telephone: 403-264-6022; E-mail: roar@youthroar.ca

Abstract:

This youth-driven initiative aims to "encourage youth (14-24) leadership in promoting the unlearning of racism through the development of diversity training resources and related initiatives, in a way that is empowering, sustainable, and occurring within an environment where all participants will feel welcome, safe and respected" ■

Type: Program
Title: [REACHING ACROSS DIFFERENCES](#)

Author: Social Planning Council for the North Okanagan
Place: Vernon, British Columbia
Organization: Social Planning Council for the North Okanagan
Year: 1995 -
URL: <http://www.socialplanning.ca/youth/index.html>
Language: English
Contact: Social Planning Council for the North Okanagan, 3205 31st Avenue, Vernon, British Columbia V1T 2H2; Telephone: 250-545-8572; Fax: 250-545-0091; E-mail: youth@socialplanning.ca

Abstract:

This "Youth Anti-Discrimination Committee" works to increase youth awareness of racism and other forms of discrimination in the North Okanagan region, British Columbia. Its members meet weekly to plan activities within their communities and schools to spread awareness and education about discrimination ■

Type: Program
Title: [SAFE HARBOUR: RESPECT FOR ALL](#)
Author: Affiliation of Multicultural Societies and Service Agencies of BC
Place: Vancouver, British Columbia
Organization: Affiliation of Multicultural Societies and Service Agencies of BC
Year: 2004 -
URL: <http://www.amssa.org/safeharbour/index.html>
Language: English
Contact: Affiliation of Multicultural Societies and Service Agencies of BC, 205-2929 Commercial Drive, Vancouver, British Columbia V5N 4C8; Telephone: 604-718-2780 or 1-888-355-5560 (toll free); Fax: 604-298-0747; E-mail: amssa@amssa.org

Abstract:

The program provides businesses, agencies, and institutions with an opportunity to take a leadership role in creating an environment where all members of their community feel welcomed and safe. It asks business and other community offices to make a commitment to treating all their clients and customers with fairness, respect, and dignity; to providing assistance to anyone who has experienced mistreatment motivated by racism or hate; and to having their key employees prepared to fulfill these commitments by taking a short, two-hour orientation to the program and employee responsibilities ■

Type: Program
Title: [WELCOME THE STRANGER: BECOMING NEIGHBOURS](#)
Author: Citizens for Public Justice
Place: Toronto, Ontario
Organization: Citizens for Public Justice
Year: November 2005 -
URL: http://cpj.ca/refugees/Welcome_the_Stranger/index.html
Language: English
Contact: Citizens for Public Justice, # 311-229 College Street, Toronto, Ontario M5T 1R4; Telephone: 416-979-2443; Fax: 416-979-2458; E-mail: cpj@cpj.ca

Abstract:

This initiative aims to help create a climate of welcome for newcomers, particularly refugees, in Canada and provide necessary tools for use by those who want to welcome newcomers. It targets specific audiences and communities by providing them tailored information to increase their awareness of, and sensitivity to, the issues surrounding newcomers, and tools and suggested strategies with which to work at overcoming the challenges to welcoming newcomers. The initiative covers three distinct levels: political, communal, and

personal ■

Type: Program
Title: [WORLD SKILLS](#)
Author: Local Agencies Serving Immigrants
Place: Ottawa, Ontario
Organization: Local Agencies Serving Immigrants
Year: 1997 -
URL: <http://www.ottawa-worldskills.org/>
Language: English, French
Contact: World Skills, 201-219 Argyle Avenue, Ottawa, Ontario K2P 1H4; Telephone: 613-233-0453; Fax: 613-232-1757; E-mail: ws@ottawa-worldskills.org

Abstract:

This multifaceted employment program serving the Ottawa area promotes the talents and skills of internationally trained and experienced professionals and trades people while, at the same time, responding to the needs of the local labour market. It combines a variety of (general and sector-specific) employment preparation initiatives with those of (market-based and subsidized) job placement in local public, private, and voluntary sector institutions ■

Type: Program
Title: [YOUTH AGAINST RACISM](#)
Author: Multicultural Association of Nova Scotia
Place: Halifax, Nova Scotia
Organization: Multicultural Association of Nova Scotia
Year: 1996 -
URL: <http://www.youthagainstracism.ca/>
Language: English
Contact: Multicultural Association of Nova Scotia, 1113 Marginal Road, Halifax, Nova Scotia B3H 4P7; Telephone: 902-423-6534; Fax: 902-422-0881; E-mail: admin@Mans.ns.ca

Abstract:

This program aims to educate youth about racism and its impact on society and to empower and unite them in the anti-racist struggle. Initially, nine high schools from across Nova Scotia were involved in the program, training over 100 youth. In 2001, another nine schools participated in the program, holding weekend workshops where students received training in identifying and defining racism, avoiding conflicts, and starting youth groups. Students returned to their schools and trained others ■

Type: Program
Title: [YOUTH FOR DIVERSITY](#)
Author: United Nations Association in Canada
Place: Ottawa, Ontario
Organization: United Nations Association in Canada
Year: August 2003 - January 2004
URL: <http://www.unac.org/en/projects/diversity/index.asp>
Language: English, [French](#)
Contact: United Nations Association in Canada, Suite 300, 309 Cooper Street, Ottawa, Ontario K2P 0G5; Telephone: 613-232-5751; Fax: 613-563-2455; E-mail: info@unac.org

Abstract:

The goal of this project was to engage youth from across Canada in diversity and leadership training, network capacity-building, and action through five regional forums in Sackville, Yellowknife, Winnipeg, Kamloops, and Montreal ■

Type: Program
Title: [YOUTH FORUMS AGAINST RACISM](#)
Author: United Nations Association in Canada
Place: Ottawa, Ontario
Organization: United Nations Association in Canada
Year: 2001 - 2002
URL: http://www.unac.org/yfar/index_e.htm
Language: English, [French](#)
Contact: United Nations Association in Canada, Suite 300, 309 Cooper Street, Ottawa, Ontario K2P 0G5; Telephone: 613-232-5751; Fax: 613-563-2455; E-mail: info@unac.org

Abstract:

Launched in recognition of the International Year of Mobilization against Racism, Racial Discrimination, Xenophobia and Related Intolerance (2001), the project provided a space where youth could meet to share experiences, discuss pertinent issues, and design educational methods to prevent and combat racism. Youth delegates had the opportunity to take part in one of the four regional forums held in Ottawa, Quebec City, Halifax, and Edmonton, which led up to a national forum in Ottawa. The end result of the project was an anti-racism education manual: *The Kit: A Manual by Youth to Combat Racism through Education* ■

11. ANTI-RACISM POLICIES

Type: Report
Title: [A CANADA FOR ALL: CANADA'S ACTION PLAN AGAINST RACISM](#)
Author: Department of Canadian Heritage
Place: Gatineau, Quebec
Organization: Department of Canadian Heritage
Year: 2005
URL: http://www.pch.gc.ca/multi/plan_action_plan/index_e.cfm
Language: English, [French](#)
Contact: Multiculturalism National Office, Department of Canadian Heritage, 11th Floor, 15 Eddy Street, Gatineau, Quebec K1A 0M5; Telephone: 819-953-1970 or 1-888-776-8584 (toll free); Fax: 819-997-0880; E-mail: Multi_Canada@pch.gc.ca

Abstract:

The document outlines issues and approaches for the Canadian government with the aim of eradicating racism and racial discrimination from society. It consists of three parts: Part I sets out the general context for the action plan; Part II identifies six key priority areas of the plan; and Part III outlines the ways in which each action item will be evaluated ■

Type: Organization
Title: [ALBERTA HUMAN RIGHTS AND CITIZENSHIP COMMISSION](#)
Place: Edmonton, Alberta
Year: 1973 -
URL: <http://www.albertahumanrights.ab.ca/>
Language: English
Contact: Alberta Human Rights and Citizenship Commission, 800 Standard Life Centre, 10405 Jasper Avenue, Edmonton, Alberta T5J 4R7; Telephone: 780-427-7661; Fax: 780-427-6013; E-mail: humanrights@gov.ab.ca

Abstract:

Under the Alberta Human Rights, Citizenship and Multiculturalism Act, the Commission is mandated to foster equality and reduce discrimination for Albertans through public education initiatives and the investigation and resolution of complaints of discrimination in relation to publications and notices; goods, services, accommodation, and facilities; tenancy; equal pay; employment and employment practices; applications and advertising regarding employment; and membership in trade unions, employers' organizations, or occupational associations. Prohibited within these areas is discrimination on the basis of race, religious beliefs, colour, gender, physical disability, mental disability, age, ancestry, place of origin, marital status, family status, or source of income ■

Type: Organization
Title: [B.C. HUMAN RIGHTS TRIBUNAL](#)
Place: Vancouver, British Columbia
Year: 2003 -
URL: <http://www.bchrt.bc.ca/>
Language: English
Contact: B.C. Human Rights Tribunal, 1170-605 Robson Street, Vancouver, British Columbia V6B 5J3; Telephone: 604-775-2000 or 1-888-440-8844 (toll free); Fax: 604-775-2020; E-mail: BCHumanRightsTribunal@gov.bc.ca

Abstract:

Established by the British Columbia Human Rights Code, the Tribunal is responsible for the acceptance, screening, mediating, and adjudicating of human rights complaints. It offers mediation services and holds hearings related to human rights complaints ■

Type: Report
Title: [BRIEF PRESENTED TO QUEBEC'S CONSULTATION](#)
Author: Canadian Race Relations Foundation
Place: Toronto, Ontario
Organization: Canadian Race Relations Foundation
Year: September 2006
URL: <http://www.crr.ca/Load.do?section=26&subSection=38&id=635&type=2>
Language: English, [French](#) [video only]
Contact: Canadian Race Relations Foundation, 4576 Yonge Street, Suite 701, Toronto, Ontario M2N 6N4; Telephone: 416-952-3500 or 1-888-240-4936 (toll free); Fax: 416-952-3326 or 1-888-399-0333 (toll free); E-mail: info@crr.ca

Abstract:

In this brief presented to the Quebec government's consultation, "Towards a Government Policy to Fight against Racism and Discrimination – For the Full Participation of Quebecers from Cultural Communities," the Canadian Race Relations Foundation comments that, for communities which are the victims of racism, racial discrimination, and other forms of social inequalities that marginalize and exclude them, one important signal that the Quebec government can give is "its uncompromising commitment to follow through on the recommendations coming out of this process and make substantive changes to correct the imbalance in power that racialized communities experience and to facilitate their full access to the rights, opportunities and benefits of the Quebec society" ■

Type: Organization
Title: [CANADIAN HUMAN RIGHTS COMMISSION](#)
Place: Ottawa, Ontario
Year: 1978 -
URL: <http://www.chrc-ccdp.ca/default-en.asp>
Language: English, [French](#)
Contact: Canadian Human Rights Commission, 344 Slater Street, 8th Floor, Ottawa, Ontario K1A 1E1; Telephone: 613-995-1151 or 1-888-214-1090 (toll free); Fax: 613-996-9661; E-mail: info.com@chrc-ccdp.ca

Abstract:

The Commission administers the Canadian Human Rights Act and monitors and enforces the Employment Equity Act. Its mandate includes resolution of complaints of discrimination; investigation of complaints of discrimination; monitoring programs, policies, and legislation related to human rights; and developing and conducting information programs ■

Type: Report
Title: [CITY OF TORONTO PLAN OF ACTION FOR THE ELIMINATION OF RACISM AND DISCRIMINATION](#)
Author: City of Toronto
Place: Toronto, Ontario
Organization: City of Toronto
Year: April 14, 2003 - April 16, 2003

URL: <http://www.toronto.ca/legdocs/2003/agendas/council/cc030414/pof3rpt/cl003.pdf>
Language: English
Contact: Diversity Management and Community Engagement, Strategic and Corporate Policy/Healthy City Office, City Manager's Office, City Hall, 11th Floor East, 100 Queen Street. West, Toronto, Ontario M5H 2N2; Telephone: 416-392-8592; Fax: 416-696-3645; E-mail: diversity@toronto.ca

Abstract:

Developed through a consultative process, the plan: (a) reaffirms the City of Toronto's motto, "Diversity Our Strength," by embracing opportunities to build an inclusive society, serving as a model of diversity, and celebrating the cultural, economic, and social successes of the city's diverse communities; (b) affirms the city's commitment to removing the barriers of racism and discrimination; (c) acknowledges that multiple factors such as race, gender, disability, and sexual orientation compound the discrimination experienced by individuals and groups; and (d) demonstrates accountability to all residents in striving to achieve the goal of a diverse, equitable, and inclusive society ■

Type: Organization
Title: [COMMISSION DES DROITS DE LA PERSONNE ET DES DROITS DE LA JEUNESSE DU QUÉBEC](#)
Place: Montreal, Quebec
Year: 1975 -
URL: <http://www.cdpdj.qc.ca/en/home.asp>
Language: English, [French](#)
Contact: Commission des droits de la personne et des droits de la jeunesse du Québec, 360, Saint-Jacques Street, 2nd Floor, Montreal, Quebec H2Y 1P5; Telephone: 514-873-5146 or 1- 800-361-6477 (toll free); Fax: 514-873-6032; E-mail: communications@cdpdj.qc.ca

Abstract:

Constituted under the Quebec Charter of Human Rights and Freedoms, the Commission promotes and protects the rights of children as well as the rights of Quebec residents in general. It is responsible for investigating situations involving discrimination, harassment, or a violation of the right of aged or handicapped persons. In addition, it develops and conducts programs related to public information and education, and identifies any provisions in the laws of Quebec that may be contrary to the Charter. The Commission also directs and encourages research and publications relating to fundamental rights and freedoms or to the rights of children ■

Type: Report
Title: [COMMITTEE ON THE ELIMINATION OF RACIAL DISCRIMINATION, 70TH SESSION \(19 FEBRUARY - 9 MARCH 2007\)](#)
Author: Committee on the Elimination of Racial Discrimination
Place: Geneva, Switzerland
Organization: Office of the United Nations High Commissioner for Human Rights
Year: February 19, 2007 - March 9, 2007
URL: <http://www.ohchr.org/english/bodies/cerd/cerds70.htm>
Language: English, [French](#), [Russian](#), [Spanish](#)
Contact: Office of the United Nations High Commissioner for Human Rights, UNOG-OHCHR, 1211 Geneva 10, Switzerland ; Telephone: +41 22 917 9000; E-mail: InfoDesk@ohchr.org

Abstract:

During the session, considering the 17th and 18th periodic reports of Canada and NGO information relating to Canada, the Committee heard from the delegation of Canada on the questions put by the Committee rapporteur in connection with the periodic reports of Canada and issued its concluding observations. The Committee is concerned that the wide use of the term "visible minorities" in official documents of Canada may not be in accordance with the aims and objectives of the International Convention on the Elimination of

All Forms of Racial Discrimination (article 1, paragraph 1). Readers can find related online documents on the row starting with an icon of the Canadian flag ■

Type: Program
Title: [CULTURAL DIVERSITY AND RACE RELATIONS](#)
Author: City of Saskatoon
Place: Saskatoon, Saskatchewan
Organization: City of Saskatoon
Year: 1989 -
URL: http://www.saskatoon.ca/org/leisure/race_relations/
Language: English
Contact: Cultural Diversity and Race Relations Committee, City of Saskatoon, 222 3rd Avenue North, Saskatoon, Saskatchewan S7K 0J5; Telephone: 306-975-7826; E-mail: cultural.diversity@saskatoon.ca

Abstract:

“The City of Saskatoon recognizes that Saskatoon has always been a society composed of people from many different backgrounds and that this diversity will continue. The participation and contribution of all citizens in the development of our community is vital to meeting the challenges of the future” ■

Type: Organization
Title: [HUMAN RIGHTS COMMISSION NEWFOUNDLAND AND LABRADOR](#)
Place: St. John's, Newfoundland & Labrador
Year: 1971 -
URL: <http://www.justice.gov.nl.ca/hrc/>
Language: English
Contact: Human Rights Commission Newfoundland and Labrador, P.O. Box 8700, St. John's, Newfoundland & Labrador A1B 4J6; Telephone: 709-729-2709 or 1-800-563-5808 (toll free); Fax: 709-729-0790; E-mail: humanrights@mail.gov.nl.ca

Abstract:

The Commission protects individuals from discrimination and harassment and promotes equality of opportunity. It applies to provincial government departments and agencies, and private businesses, in relation to complaints of discrimination and harassment based on race, religion, religious creed, sex, marital status, physical disability, mental disability, political opinion, colour, or ethnic, national or social origin, sexual orientation, and age ■

Type: Report
Title: [INDICATORS FOR EVALUATING MUNICIPAL POLICIES AIMED AT FIGHTING RACISM AND DISCRIMINATION](#)
Author: Jean-Claude Icart; Micheline Labelle; Rachad Antonius
Place: Montreal, Quebec
Organization: Center for Research on Immigration, Ethnicity and Citizenship
Year: February 2005
URL: [http://www.criec.uqam.ca/pdf/CRIEC%20Cahier%2028%20\(en\).pdf](http://www.criec.uqam.ca/pdf/CRIEC%20Cahier%2028%20(en).pdf)
Language: English, [French](#)
Contact: Center for Research on Immigration, Ethnicity and Citizenship, Department of Sociology, Université du Québec à Montréal, C.P. 8888, succ. Centre-Vill, Montreal, Quebec H3C 3P8; Telephone: 514-987-3000, Ext. 3318; Fax: 514-987-4638; E-mail: criec@uqam.ca

Abstract:

Presented to UNESCO, this report aims to assist cities which want to adopt public policies of diversity management, fight racism and discrimination, and evaluate the impact of such policies. It equips cities with tools which make it possible to evaluate whether their actions produce results that correspond to the major goals of adopted policies. The policies and policy evaluations by six cities (Montreal, Toronto, Saskatoon, Vancouver, Boston, and Stockholm) are examined■

Type: Organization
Title: [MANITOBA HUMAN RIGHTS COMMISSION](#)
Place: Winnipeg, Manitoba
Year: 1970 -
URL: <http://www.gov.mb.ca/hrc/english/index.html>
Language: English, [French](#)
Contact: Manitoba Human Rights Commission, 7th Floor-175 Hargrave, Winnipeg, Manitoba R3C 3R8; Telephone: 204-945-3007 or 1-888-884-8681 (toll free); Fax: 204-945-1292; E-mail: hrc@gov.mb.ca

Abstract:

The Commission investigates human rights complaints and provides opportunities to voluntarily resolve complaints through mediation. In addition, it develops, promotes, and conducts educational programs related to the prevention and elimination of discrimination■

Type: Organization
Title: [NEW BRUNSWICK HUMAN RIGHTS COMMISSION](#)
Place: Fredericton, New Brunswick
Year: 1967 -
URL: <http://www.gnb.ca/hrc-cdp/e/index.htm>
Language: English, [French](#)
Contact: New Brunswick Human Rights Commission, P.O. Box 6000, Fredericton, New Brunswick E3B 5H1; Telephone: 506-453-2301 or 1-888-471-2233 (toll free); Fax: 506-453-2653; E-mail: hrc.cdp@gnb.ca

Abstract:

The Commission is responsible for promoting the principles of equality in order to eliminate discriminatory practices and contribute to more equitable, productive, and inclusive environments in which to work, learn, and live. It promotes a greater understanding of the New Brunswick Human Rights Act; provides for the effective, efficient, and speedy disposition of individual complaints of discrimination; and initiates partnerships with government departments, private sector institutions, community and volunteer organizations, and the media to promote a human rights culture that will eradicate prejudice and discrimination■

Type: Organization
Title: [NORTHWEST TERRITORIES HUMAN RIGHTS COMMISSION](#)
Place: Yellowknife, Northwest Territories
Year: 2004 -
URL: <http://www.nwthumanrights.ca/english/general.html>
Language: English, [French](#)
Contact: Northwest Territories Human Rights Commission, P.O. Box 1860, Yellowknife, Northwest Territories X1A 2P4; Telephone: 867-669-5575 or 1-888-669-5575 (toll free); Fax: 867-873-0357; E-mail: info@nwthumanrights.ca

Abstract:

The Commission promotes protection against discrimination in relation to the following categories: race, colour, ancestry, place of origin, ethnic origin, and nationality; sex, sexual orientation, or gender identity; family or marital status, or family affiliation; social condition; religion or creed; political belief or association; a pardoned criminal conviction; disability; and age. It has jurisdiction over the following areas: work and looking for work; renting a home or a business space; membership in a trade union or professional group; public services such as health, education, or social services; and published materials such as newspapers, pamphlets, magazines, or signs ■

Type: Organization
Title: [NOVA SCOTIA HUMAN RIGHTS COMMISSION](#)
Place: Halifax, Nova Scotia
Year: 1967 -
URL: <http://www.gov.ns.ca/humanrights/>
Language: English
Contact: Nova Scotia Human Rights Commission, P.O. Box 2221, Halifax, Nova Scotia B3J 3C4; Telephone: 902-424-4111 or 1-877-269-7699 (toll free); Fax: 902-424-0596; E-mail: hrcinquiries@gov.ns.ca

Abstract:

The Commission protects against discrimination in the following categories: age; race and colour; religion and creed; sex (including gender); sexual orientation; physical or mental disability; ethnic, national, or Aboriginal origin; family or marital status; source of income; and political belief, affiliation, or activity. It is responsible for investigating and resolving complaints of discrimination ■

Type: Organization
Title: [NUNAVUT HUMAN RIGHTS TRIBUNAL](#)
Place: Coral Harbour, Nunavut
Year: 2004 -
URL: <http://www.gov.nu.ca/Nunavut/English/phone/justice.shtml>
Language: English
Contact: Nunavut Human Rights Tribunal, P.O. Box 15, Coral Harbour, Coral Harbour, Nunavut X0C 0C0; Telephone: 867-925-8447 or 1-866-413-6478 (toll free); Fax: 867-925-8453; E-mail: mlove@gov.nu.ca

Abstract:

The Nunavut Human Rights Act established the Tribunal to receive human rights complaints. Public education regarding human rights in the territory is provided by the Nunavut Legal Services Board ■

Type: Organization
Title: [ONTARIO HUMAN RIGHTS COMMISSION](#)
Place: Toronto, Ontario
Year: 1961 -
URL: <http://ohrc.on.ca/english/>
Language: English, [French](#)
Contact: Ontario Human Rights Commission, 180 Dundas Street West, 8th Floor, Toronto, Ontario M7A 2R9; Telephone: 416-326-9511 or 1-800-387-9080 (toll free); Fax: 416-326-9520; E-mail: info@ohrc.on.ca

Abstract:

The Commission is mandated to investigate complaints of discrimination and harassment, facilitate the settlement of complaints between parties, prevent discrimination through public education and public policy, and investigate situations where discriminatory behaviour exists ■

Type: Handbook
Title: [POLICY AND GUIDELINES ON RACISM AND RACIAL DISCRIMINATION](#)
Author: Ontario Human Rights Commission
Place: Toronto, Ontario
Organization: Ontario Human Rights Commission
Year: June 9, 2005
URL: <http://ohrc.on.ca/english/publications/racism-and-racial-discrimination-policy.shtml>
Language: English, [French](#)
Contact: Ontario Human Rights Commission, 180 Dundas Street West, 8th Floor, Toronto, Ontario M7A 2R9; Telephone: 416-326-9511 or 1-800-387-9080 (toll free); Fax: 416-326-9520; E-mail: info@ohrc.on.ca

Abstract:

This policy sets out the Commission's position on racism, racial discrimination, and racial harassment. Bounded by the provisions of the Ontario Human Rights Code and Canada's legal framework for analyzing discrimination, the policy deals with issues which can form the subject matter of a complaint to the Commission. At the same time, however, the policy interprets the protections in the Code in a broad and purposive manner to ensure that the Code's anti-discriminatory goals are attained ■

Type: Organization
Title: [PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION](#)
Place: Charlottetown, Prince Edward Island
Year: September 11, 1976 -
URL: <http://www.gov.pe.ca/humanrights/>
Language: English
Contact: Prince Edward Island Human Rights Commission, P.O. Box 2000, Charlottetown, Prince Edward Island C1A 7N8; Telephone: 902-368-4180 or 1-800-237-5031 (toll free); Fax: 902-368-4236; E-mail: peihr@isn.net

Abstract:

The Commission administers a complaint process under which it has the authority to receive, investigate, attempt to settle, and make rulings on complaints. It is responsible for developing programs of public information and education about human rights and for advising the government on human rights issues. Defined as the unequal, stereotypical, and prejudicial treatment of persons, discrimination is prohibited "in certain situations on the basis of certain personal characteristics" ■

Type: Discussion Paper
Title: [RACE POLICY DIALOGUE CONFERENCE PAPERS](#)
Author: Ontario Human Rights Commission, compiler
Place: Toronto, Ontario
Organization: Ontario Human Rights Commission
Year: October 2004
URL: <http://ohrc.on.ca/english/consultations/race-policy-dialogue-papers.shtml>
Language: English, [French](#)
Contact: Ontario Human Rights Commission, 180 Dundas Street West, 8th Floor, Toronto, Ontario M7A 2R9; Telephone: 416-326-9511 or 1-800-387-9080 (toll free); Fax: 416-326-9520; E-mail: info@ohrc.on.ca

Abstract:

These papers were prepared by independent researchers for a policy dialogue on race and racial discrimination that the Ontario Human Rights Commission held towards developing a policy on issues of race and racial discrimination. The papers cover a variety of topics, including stereotyping of youth, racial discrimination in mental health service, ethno-racial communities, racial barriers to accessing professions

and trades for foreign-trained people, and the applicability of Canada's international obligations in responding to racial discrimination in Ontario ■

Type: Organization
Title: [SASKATCHEWAN HUMAN RIGHTS COMMISSION](#)
Place: Regina, Saskatchewan
Year: 1972 -
URL: <http://www.shrc.gov.sk.ca/>
Language: English
Contact: Saskatchewan Human Rights Commission, Suite 301, 1942 Hamilton Street, Regina, Saskatchewan S4P 2C5; Telephone: 306-787-2530 or 1-800-667-8577 (toll free); Fax: 306-787-0454; E-mail: shrc@shrc.gov.sk.ca

Abstract:

The Commission investigates complaints of discrimination, promotes and approves equity programs, and educates people about human rights law in Saskatchewan. Discrimination is prohibited in the following categories: age, ancestry (including perceived race, colour, nationality, and place of origin), family status, marital status, mental disability, physical disability, receipt of public assistance, religion, sexual harassment, sex, and pregnancy ■

Type: Article
Title: [SOCIAL INCLUSION, ANTI-RACISM AND DEMOCRATIC CITIZENSHIP](#)
Author: Anver Saloojee
Place: Toronto, Ontario
Organization: Laidlaw Foundation
Year: January 2003
URL: <http://www.laidlawfdn.org/files/children/saloojee.pdf>
Language: English
Contact: Laidlaw Foundation, 365 Bloor Street East, Suite 2000, Toronto, Ontario M4W 3L4; Telephone: 416-964-3614; Fax: 416-975-1428; E-mail: mail@laidlawfdn.org

Abstract:

This paper first explores the relationship between social exclusion and racial exclusion, identifying racism as a form of social exclusion. It then assesses state responses to racism in the form of multiculturalism and, using the lens of social inclusion and the notion of democratic citizenship, identifies the limits of multiculturalism as public policy. In concluding, the paper argues that a discourse on social inclusion is more compelling than one on exclusion because it posits a radical alternative to racial exclusion and is a viable public policy response to the multiple manifestations of exclusion ■

Type: Book
Title: [THE ART OF THE STATE, VOLUME III: BELONGING? DIVERSITY, RECOGNITION AND SHARED CITIZENSHIP IN CANADA](#)
Author: Keith Banting; Thomas J. Courchene; F. Leslie Seidle, editors
Place: Montreal, Quebec
Organization: Institute for Research on Public Policy
Year: February 13, 2007
URL: http://www.irpp.org/research/re_front.asp
Language: English
Contact: Institute for Research on Public Policy, 1470 Peel Street, Suite 200, Montreal, Quebec H3A 1T1;

Telephone: 514-985-2461; Fax: 514-985-2559; E-mail: irpp@irpp.org

Abstract:

This collection of 15 essays and eight commentaries examine diversity policies in the context of challenges such as the growing salience of identity, race, and religion. Contributors from Canada, Europe, and the United States explore two broad policy agendas: the multicultural agenda, which focuses on recognizing cultural differences, helping minorities express their distinct identities and practices, and building more inclusive concepts of citizenship; and the integration agenda, which seeks to bring minorities into the mainstream, strengthen the sense of mutual support and solidarity, and reinforce the bonds of a common community ■

Type: Discussion Paper

Title: [TOWARDS A GOVERNMENT POLICY TO FIGHT AGAINST RACISM AND DISCRIMINATION – FOR THE FULL PARTICIPATION OF QUEBECERS FROM CULTURAL COMMUNITIES](#)

Author: Ministère de l'Immigration et des Communautés culturelles

Place: Montreal, Quebec

Organization: Ministère de l'Immigration et des Communautés culturelles

Year: June 2006

URL: <http://www.micc.gouv.qc.ca/publications/en/dossiers/POL-Discrimination-Ang-060627-INT.pdf>

Language: English, [French](#)

Contact: Direction des Affaires publiques et des communications, Ministère de l'Immigration et des Communautés culturelles, 360, rue McGill, bureau 2.09, Montreal, Quebec H2Y 2E9; Telephone: 514-873-8624, Ext. 20205

Abstract:

Prepared to encourage public input into the formulation of a provincial government policy to fight racism and discrimination in Quebec, this consultation document challenges the public, civic institutions, and the government to improve government practices in anti-racism and anti-discrimination and, thus, to ensure that the ideals expressed in the Quebec Charter of Human Rights and Freedoms are realized in daily life ■

Type: Report

Title: [TOWARDS AN INTEGRATED SYSTEMS APPROACH TO FIGHT AGAINST RACISM AND OTHER FORMS OF DISCRIMINATION IN QUEBEC](#)

Author: Conseil des relations interculturelles

Place: Montreal, Quebec

Organization: Conseil des relations interculturelles

Year: September 6, 2006

URL: http://www.conseilinterculturel.gouv.qc.ca/DocumentLibrary/UploadedContents/PublicationFiles/M27%20Towards%20an%20integrated_0.pdf

Language: English, [French](#)

Contact: Conseil des relations interculturelles, 500, boulevard René-Lévesque Ouest, bureau 10.04, Montreal, Quebec H2Z 1W7; Telephone: 514-873-8501; Fax: 514-873-3469; E-mail: info@conseilinterculturel.gouv.qc.ca

Abstract:

This report makes a series of recommendations to the Quebec government concerning the implementation of a policy to fight racism and other forms of discrimination. The report, however, targets employment as a strategic priority partly because it is an issue around which a cross section of society can rally ■

Type: Organization

Title: [YUKON HUMAN RIGHTS COMMISSION](#)

Place: Whitehorse, Yukon
Year: 1987 -
URL: <http://www.yhrc.yk.ca/>
Language: English
Contact: Yukon Human Rights Commission, 201-211 Hawkins Street, Whitehorse, Yukon Y1A 1X3;
Telephone: 867-667-6226 or 1-800-661-0535 (toll free); Fax: 867-667-2662; E-mail:
humanrights@yhrc.yk.ca

Abstract:

The Commission is mandated to promote human rights and the resolution of situations of discrimination under the Yukon Human Rights Act. It provides training and educational resources to schools, community groups, employers, service providers, and the public. Discrimination is prohibited in the following areas: employment, services to the public, membership in unions and other occupational groups, tenancy, and public contracts. The following categories are included in the prohibited grounds of discrimination: ancestry (including colour or race); national origin; ethnic or linguistic background; religion or creed; age; sex (including pregnancy); sexual orientation; physical or mental disability; criminal charges or criminal record; political belief, association, or activity; marital or family status; and source of income ■

12. LEGAL FRAMEWORK

Type: Legislation
Title: [ALBERTA HUMAN RIGHTS, CITIZENSHIP AND MULTICULTURALISM ACT \(CHAPTER H-14\)](#)
Author: Legislative Assembly of Alberta
Place: Edmonton, Alberta
Organization: Queen's Printer
Year: July 15, 1996
URL: <http://www.qp.gov.ab.ca/Documents/acts/H14.CFM>
Language: English
Contact: Queen's Printer, Main Floor, Park Plaza, 10611 - 98 Avenue, Edmonton, Alberta T5K 2P7; Telephone: 780-427-4952; Fax: 780-452-0668

Abstract:

The Act promotes understanding and acceptance of diversity in addition to the protection of human rights in Alberta. It protects Albertans against discrimination in relation to publications and notices, goods, services, accommodation and facilities, tenancy, equal pay, employment and employment practices, applications and advertising regarding employment, and membership in trade unions, employers' organizations, or occupational associations. Prohibited is discrimination on the basis of race, religious beliefs, colour, gender, physical disability, mental disability, age, ancestry, place of origin, marital status, family status, or source of income. The Act also establishes the Human Rights and Citizenship Commission to adjudicate alleged violations of the Act■

Type: Legislation
Title: [BRITISH COLUMBIA HUMAN RIGHTS CODE \(RSBC 1996, C.210\)](#)
Author: Legislative Assembly of British Columbia
Place: Victoria, British Columbia
Organization: Queen's Printer
Year: 1996
URL: http://www.qp.gov.bc.ca/statreg/stat/H/96210_01.htm
Language: English
Contact: Queen's Printer, P.O. Box 9452, Stn. Prov. Govt, Victoria, British Columbia V8W 9V7; Telephone: 250-387-3309; Fax: 250-387-0388

Abstract:

The Code aims "(a) to foster a society in British Columbia in which there are no impediments to full and free participation in the economic, social, political and cultural life of British Columbia; (b) to promote a climate of understanding and mutual respect where all are equal in dignity and rights; (c) to prevent discrimination prohibited by this Code; (d) to identify and eliminate persistent patterns of inequality associated with discrimination prohibited by this Code; [and] (e) to provide a means of redress for those persons who are discriminated against contrary to this Code ..." (s. 3)■

Type: Legislation
Title: [CANADIAN CHARTER OF RIGHTS AND FREEDOMS](#)
Author: Parliament of Canada
Place: Ottawa, Ontario
Organization: Department of Justice Canada
Year: 1982

URL: <http://laws.justice.gc.ca/en/Charter/index.html>
Language: English, [French](#)
Contact: Legislative Services Branch, Department of Justice Canada, 84 Wellington Street, SAT-4, Ottawa, Ontario K1A 0H8; Telephone: 613-957-4222; Fax: 613-954-0811; E-mail: webadmin@justice.gc.ca

Abstract:

As Part 1 of the Constitution Act, 1982, the Charter guarantees certain rights and freedoms to everyone in Canada, as well as the citizenship-related rights that are granted to citizens and permanent residents ■

Type: Legislation
Title: [CANADIAN HUMAN RIGHTS ACT \(R.S. 1985, C. H-6\)](#)
Author: Parliament of Canada
Place: Ottawa, Ontario
Organization: Department of Justice Canada
Year: 1985
URL: <http://laws.justice.gc.ca/en/H-6/index.html>
Language: English, [French](#)
Contact: Legislative Services Branch, Department of Justice Canada, 84 Wellington Street, SAT-4, Ottawa, Ontario K1A 0H8; Telephone: 613-957-4222; Fax: 613-954-0811; E-mail: webadmin@justice.gc.ca

Abstract:

The Act protects Canadians from discrimination based on race, national or ethnic origin, colour, religion, age, sex, marital status, family status, disability, sexual orientation, or conviction for an offence for which a pardon has been granted. Also setting out what count as discriminatory practices, it applies to all federally regulated industries such as air transportation, banking, telecommunications, and broadcasting. Part II of the Act establishes the Canadian Human Rights Commission to adjudicate alleged violations of the Act ■

Type: Legislation
Title: [CANADIAN MULTICULTURALISM ACT \(1985, C. 24 \[4th SUPP.\]\)](#)
Author: Parliament of Canada
Place: Ottawa, Ontario
Organization: Department of Justice Canada
Year: July 21, 1988
URL: <http://laws.justice.gc.ca/en/C-18.7/index.html>
Language: English, [French](#)
Contact: Legislative Services Branch, Department of Justice Canada, 84 Wellington Street, SAT-4, Ottawa, Ontario K1A 0H8; Telephone: 613-957-4222; Fax: 613-954-0811; E-mail: webadmin@justice.gc.ca

Abstract:

The Act enshrines into legislation the policy of the Government of Canada to promote cultural and racial diversity of Canadian society. It encourages equitable participation in Canadian society and sets the legislative guidelines for federal institutions with respect to equality of opportunity in obtaining employment and fostering fair and respectful policies ■

Type: Legislation
Title: [CITIZENSHIP ACT \(R.S. 1985, C. 29\)](#)
Author: Parliament of Canada
Place: Ottawa, Ontario
Organization: Department of Justice Canada

Year: 1985
URL: <http://laws.justice.gc.ca/en/C-29/index.html>
Language: English, [French](#)
Contact: Legislative Services Branch, Department of Justice Canada, 84 Wellington Street, SAT-4, Ottawa, Ontario K1A 0H8; Telephone: 613-957-4222; Fax: 613-954-0811; E-mail: webadmin@justice.gc.ca

Abstract:

The Act provides naturalized citizens with the same rights, powers, and privileges – and subjects them to the same obligations, duties, and liabilities – as those of citizens who were born in Canada. Citizenship by naturalization is acquired only in accordance with the provisions of the Act■

Type: Legislation
Title: [EMPLOYMENT EQUITY ACT \(1995, C. 44\)](#)
Author: Parliament of Canada
Place: Ottawa, Ontario
Organization: Department of Justice Canada
Year: December 15, 1995
URL: <http://laws.justice.gc.ca/en/E-5.401/index.html>
Language: English, [French](#)
Contact: Legislative Services Branch, Department of Justice Canada, 84 Wellington Street, SAT-4, Ottawa, Ontario K1A 0H8; Telephone: 613-957-4222; Fax: 613-954-0811; E-mail: webadmin@justice.gc.ca

Abstract:

The Act aims to “achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfilment of that goal, to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.” (s. 2)■

Type: Legislation
Title: [IMMIGRATION AND REFUGEE PROTECTION ACT \(2001, C. 27\)](#)
Author: Parliament of Canada
Place: Ottawa, Ontario
Organization: Department of Justice Canada
Year: November 2001
URL: <http://laws.justice.gc.ca/en/I-2.5/index.html>
Language: English, [French](#)
Contact: Legislative Services Branch, Department of Justice Canada, 284 Wellington Street, SAT-4, Ottawa, Ontario K1A 0H8; Telephone: 613-957-4222; Fax: 613-954-0811; E-mail: webadmin@justice.gc.ca

Abstract:

Among the objectives of this Act is to “enrich and strengthen the social and cultural fabric of Canadian society, while respecting the federal, bilingual and multicultural character of Canada” (s. 3[1][b]). Also, the Act is to be construed and applied in a manner that “ensures that decisions taken under this Act are consistent with the Canadian Charter of Rights and Freedoms, including its principles of equality and freedom from discrimination ...” (s. 3[3][d])■

Type: Legislation
Title: [MANITOBA HUMAN RIGHTS CODE \(C.C.S.M. C. H175\)](#)

Author: Legislative Assembly of Manitoba
Place: Winnipeg, Manitoba
Organization: Queen's Printer
Year: July 17, 1987
URL: <http://web2.gov.mb.ca/laws/statutes/ccsm/h175e.php>
Language: English, [French](#)
Contact: Queen's Printer, Statutory Publications Office, 20-200 Vaughan Street, Winnipeg, Manitoba R3C 1T5; Telephone: 204-945-3101 or 1-800-321-1203 (toll free); Fax: 204-945-7172; E-mail: statpub@gov.mb.ca

Abstract:

The Code protects against discrimination related to race, ethnic background, religion, age, sex, sexual orientation, marital or family status, source of income, political belief, or disability. It establishes the Manitoba Human Rights Commission to adjudicate alleged violations of the Code ■

Type: Legislation
Title: [NEW BRUNSWICK HUMAN RIGHTS ACT \(CHAPTER H-11\)](#)
Author: Legislative Assembly of New Brunswick
Place: Fredericton, New Brunswick
Organization: Attorney General
Year: March 2, 2007
URL: <http://www.gnb.ca/0062/acts/acts/h-11.htm>
Language: English, [French](#)
Contact: Attorney General, P.O. Box 6000, Fredericton, New Brunswick E3B 5H1; Telephone: 506-453-2933; Fax: 506-444-2661

Abstract:

The Act protects against discrimination in employment, housing and sale of property, accommodation, and services; discriminatory notices or signs; and discrimination by association or business ■

Type: Legislation
Title: [NEWFOUNDLAND AND LABRADOR HUMAN RIGHTS CODE \(RSNL 1990, C. H-14\)](#)
Author: House of Assembly Newfoundland and Labrador
Place: St. John's, Newfoundland & Labrador
Organization: Department of Justice
Year: 1990
URL: <http://www.hoa.gov.nl.ca/hoa/statutes/h14.htm>
Language: English
Contact: Department of Justice, Box 8700, St. John's, Newfoundland & Labrador A1B 4J6; Telephone: 709-729-5942; Fax: 709-729-2129; E-mail: justice@gov.nl.ca

Abstract:

The Code provides for the right of the public to services and the right to occupy commercial and dwelling units. It prohibits the harassment of occupants, discrimination in employment, and discriminatory publications. It promotes equal pay for same or similar work, and the protection of complainants and others ■

Type: Legislation
Title: [NORTHWEST TERRITORIES HUMAN RIGHTS ACT \(S.N.W.T. 2002, C.18\)](#)
Author: Legislative Assembly of the Northwest Territories

Place: Yellowknife, Northwest Territories
Organization: Department of Justice
Year: 2002
URL: http://www.justice.gov.nt.ca/Legislation/..%5CPDF%5 CACTS%5CHuman_Rights.pdf
Language: English, [French](#)
Contact: Department of Justice, Government of the Northwest Territories, P.O. Box 1320, Yellowknife, Northwest Territories X1A 2L9; Telephone: 867-920-6418; Fax: 867-873-0659; E-mail: communications_advisor@gov.nt.ca

Abstract:

The Act protects and promotes human rights in the categories of race, colour, ancestry, place of origin, ethnic origin, and nationality; sex, sexual orientation, or gender identity; family or marital status, or family affiliation; social condition; religion or creed; political belief or association; a pardoned criminal conviction; disability; and age. Discrimination is prohibited in the following areas: work and looking for work, renting a home or business, membership in a trade union or professional group, public services, and published materials ■

Type: Legislation
Title: [NOVA SCOTIA HUMAN RIGHTS ACT \(R.S. 1989, C. 214\)](#)
Author: Nova Scotia House of Assembly
Place: Halifax, Nova Scotia
Organization: Office of the Legislative Counsel, Nova Scotia House of Assembly
Year: 1989
URL: <http://www.gov.ns.ca/legislature/legc/statutes/humanrt.htm>
Language: English, [French](#)
Contact: Office of the Legislative Counsel, Nova Scotia House of Assembly, P.O. Box 1116, Halifax, Nova Scotia B3J 2X1; Telephone: 902-424-8941; Fax: 902-424-0547; E-mail: legc.office@gov.ns.ca

Abstract:

The Act affirms that every person is free and equal in dignity and rights without regard to age, race/colour, religion/creed, ethnic or national origin, Aboriginal origin, sex (including gender or pregnancy), sexual orientation, physical or mental disability, family or marital status, source of income, irrational fear of contracting an illness or disease, association with groups or individuals, or political belief, affiliation or activity. It also prohibits sexual harassment in all areas of public life ■

Type: Legislation
Title: [NUNAVUT HUMAN RIGHTS ACT \(2003, CHAPTER 12\)](#)
Author: Legislative Assembly of Nunavut
Place: Iqaluit, Nunavut
Organization: Department of Justice
Year: November 5, 2003
URL: http://action.attavik.ca/home/justice-gn/attach-en_sourcelaw/e2003snc122.pdf
Language: English, [French](#)
Contact: Department of Justice, Bag 1000, Stn. 500, Iqaluit, Nunavut X0A 0H0; Telephone: 867-975-6170; Fax: 867-975-6195; E-mail: justice@gov.nu.ca

Abstract:

The Act prohibits discriminatory practices related to race, colour, ancestry, ethnic origin, citizenship, place of origin, creed, religion, age, disability, sex, sexual orientation, marital status, family status, pregnancy, lawful source of income, and a conviction for which a pardon has been granted. It applies to employment organizations and associations, goods, services, facilities or contracts, tenancy, and publications. It also

establishes the Human Rights Tribunal to adjudicate alleged violations of the Act■

Type: Legislation
Title: [ONTARIO HUMAN RIGHTS CODE \(R.S.O. 1990, CHAPTER H.19\)](#)
Author: Legislative Assembly of Ontario
Place: Toronto, Ontario
Organization: e-Laws
Year: 1990
URL: http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/90h19_e.htm
Language: English, [French](#)
Contact: e-Laws, Toronto, Ontario ; Telephone: 416-326-5300 or 1-800-668-9938 (toll free); E-mail: e-laws@gov.on.ca

Abstract:

The Code protects Ontario residents from discrimination in the following areas: services, goods and facilities, accommodation, employment, and membership in vocational associations and trade unions. Grounds of discrimination include the following categories: race, religion, place of origin, colour, ethnic origin, citizenship, creed, sex (pregnancy), disability, age, and marital and family status■

Type: Legislation
Title: [PRINCE EDWARD ISLAND HUMAN RIGHTS ACT \(R.S.P.E.I. 1988, CHAPTER H-12\)](#)
Author: Legislative Assembly of Prince Edward Island
Place: Charlottetown, Prince Edward Island
Organization: Legislative Counsel Office
Year: 1988
URL: <http://www.gov.pe.ca/law/statutes/pdf/h-12.pdf>
Language: English
Contact: Legislative Counsel Office, P.O. Box 2000, Charlottetown, Prince Edward Island C1A 7N8; Telephone: 902-368-4291; Fax: 902-368-5176; E-mail: legislation@gov.pe.ca

Abstract:

The Act prohibits discrimination as in the denial of occupancy rights, property sales, and employment. In addition, restrictive covenants are void■

Type: Article
Title: [PROVING RACIAL PROFILING: PERSPECTIVES FOR CIVIL CASES](#)
Author: Michele Turenne
Place: Montreal, Quebec
Organization: Commission des droits de la personne et des droits de la jeunesse du Québec
Year: March 17, 2006
URL: http://142.213.87.17/en/publications/docs/proving_racial_profiling.pdf
Language: English, [French](#)
Contact: Commission des droits de la personne et des droits de la jeunesse du Québec, 360, Saint-Jacques Street, 2nd Floor, Montreal, Quebec H2Y 1P5; Telephone: 514-873-5146 or 1- 800-361-6477 (toll free); Fax: 514-873-6032; E-mail: communications@cdpdj.qc.ca

Abstract:

This document provides illustrations from the case law for each of the guidelines presented by the same author in the document titled Racial Profiling: Guidelines for Investigations■

Type: Legislation
Title: [QUÉBEC CHARTER OF HUMAN RIGHTS AND FREEDOMS \(R.S.Q., CHAPTER C-12\)](#)
Author: National Assembly of Quebec
Place: Quebec City, Quebec
Organization: Publications du Québec
Year: April 15, 2007
URL: http://www2.publicationsduquebec.gouv.qc.ca/dynamicSearch/telecharge.php?type=2&file=/C_12/C12_A.html
Language: English, [French](#)
Contact: Publications du Québec, Quebec City, Quebec ; Telephone: 418-643-5150 or 1-800 463-2100 (toll free); Fax: 418-643-6177 or 1-800 561-3479 (toll free); E-mail: publicationsduquebec@cspq.gouv.qc.ca

Abstract:

Framing all of the laws and regulations made in Quebec, the Charter is relevant to the daily lives of all human beings in the territory of the province. It covers the following categories of rights: legal, administrative, fundamental, the right to life, personal security, inviolability, and freedom, as well as the recognition of the legal personality of every human being (s. 1). In addition, it guarantees the right to assistance when life is in peril; the right to protection of personal dignity, honour, and reputation; the right to privacy; the right to peaceful enjoyment and free disposition of personal property; the right to inviolability of the home; and the right to professional secrecy. Among the fundamental freedoms are the freedoms of conscience, religion, opinion, expression, association, and peaceful assembly■

Type: Report
Title: [RACIAL DISCRIMINATION IN CANADA: THE STATUS OF COMPLIANCE BY THE CANADIAN GOVERNMENT WITH THE INTERNATIONAL CONVENTION ON THE ELIMINATION OF ALL FORMS OF RACIAL DISCRIMINATION](#)
Author: National Anti-Racism Council of Canada
Place: Toronto, Ontario
Organization: National Anti-Racism Council of Canada
Year: July 2002
URL: <http://action.web.ca/home/narcc/campaigns.shtml?x=78264>
Language: English
Contact: National Anti-Racism Council of Canada, # 122-215 Spadina Avenue, Toronto, Ontario M5T 2C7; Telephone: 416-979-3909; Fax: 416-946-1983

Abstract:

With a “community-based perspective” on the status of the Canadian government’s compliance with the Convention, the report examines racial discrimination in such areas as human rights, employment , immigration, health, media, education, criminal justice system, and the cases of Ontario and British Columbia, in relation to relevant Convention provisions■

Type: Article
Title: [RACIAL PROFILING: CONTEXT AND DEFINITION](#)
Author: Michele Turenne
Place: Montreal, Quebec
Organization: Commission des droits de la personne et des droits de la jeunesse du Québec
Year: June 10, 2005
URL: http://142.213.87.17/en/publications/docs/racial_profiling_definition.pdf
Language: English, [French](#)

Contact: Commission des droits de la personne et des droits de la jeunesse du Québec, 360, Saint-Jacques Street, 2nd Floor, Montreal, Quebec H2Y 1P5; Telephone: 514-873-5146 or 1- 800-361-6477 (toll free); Fax: 514-873-6032; E-mail: communications@cdpdj.qc.ca

Abstract:

Providing a brief review of the historical context, this document proposes a Commission definition of racial profiling which can be used by investigators in particular. The definition is as follows: "Racial profiling is any action taken by one or more people in authority with respect to a person or group of persons, for reasons of safety, security or public order, that is based on actual or presumed membership in a group defined by race, colour, ethnic or national origin or religion, without factual grounds or reasonable suspicion, that results in the person or group being exposed to differential treatment or scrutiny. Racial profiling includes any action by a person in a situation of authority who applies a measure in a disproportionate way to certain segments of the population on the basis, in particular, of their racial, ethnic, national or religious background, whether actual or presumed" ■

Type: Article

Title: [RACIAL PROFILING: GUIDELINES FOR INVESTIGATIONS](#)

Author: Michele Turenne

Place: Montreal, Quebec

Organization: Commission des droits de la personne et des droits de la jeunesse du Québec

Year: March 17, 2006

URL: http://142.213.87.17/en/publications/docs/racial_profiling_guidelines_investigations.pdf

Language: English, [French](#)

Contact: Commission des droits de la personne et des droits de la jeunesse du Québec, 360, Saint-Jacques Street, 2nd Floor, Montreal, Quebec H2Y 1P5; Telephone: 514-873-5146 or 1- 800-361-6477 (toll free); Fax: 514-873-6032; E-mail: communications@cdpdj.qc.ca

Abstract:

This document presents a series of guidelines for identifying evidence in cases of racial profiling. The guidelines are not meant to be definitive; they will be updated regularly to reflect changes in the social context and the case law ■

Type: Legislation

Title: [SASKATCHEWAN HUMAN RIGHTS CODE \(1979, CHAPTER S-24.1\)](#)

Author: Legislative Assembly of Saskatchewan

Place: Regina, Saskatchewan

Organization: Queen's Printer

Year: August 7, 1979

URL: <http://www.qp.gov.sk.ca/documents/English/Statutes/Statutes/S24-1.pdf>

Language: English

Contact: Queen's Printer, B19-3085 Albert Street, Regina, Saskatchewan S4S 0B1; Telephone: 306-787-6894 or 1-800-226-7302 (toll free); Fax: 306-798-0835; E-mail: gprinter@justice.gov.sk.ca

Abstract:

The Code prohibits discrimination related to age, ancestry, colour, race, nationality, place of origin, family status, marital status, mental or physical disability, receipt of public assistance, religion, creed, sex (covering sexual harassment and pregnancy discrimination), and sexual orientation. It applies to discriminatory practices with respect to contracts, education, employment, housing, professional and trade associations, public services, publications, the purchase of property, occupations, and trade unions ■

Type: Legislation

Title: [YUKON HUMAN RIGHTS ACT \(RSY 2002, CHAPTER 116\)](#)
Author: Yukon Legislative Assembly
Place: Whitehorse, Yukon
Organization: Queen's Printer
Year: 2002
URL: <http://www.gov.yk.ca/legislation/acts/huri.pdf>
Language: English, [French](#)
Contact: Queen's Printer, Box 2703, Whitehorse, Yukon Y1A 2C6; Telephone: 867-667-8573 or 1-800-661-0408 (toll free); Fax: 867-393-6210; E-mail: queens.printer@gov.yk.ca

Abstract:

The objects of the Act are “(a) to further in the Yukon the public policy that every individual is free and equal in dignity and rights; (b) to discourage and eliminate discrimination; [and] (c) to promote recognition of the inherent dignity and worth and of the equal and inalienable rights of all members of the human family ...” (s. 1[1])■