

Introduction to Anti-Racism

Land acknowledgment

McGill is located on the unceded Indigenous lands of the Kanien'kehá:ka Nation, known as Tiohtià:ke/Montreal. The Kanien'kehá:ka, also known as the Keepers of the Eastern Door, are one of the nations that make up the Haudenosaunee Confederacy on Turtle Island/North America. Our presence on this land contributes to the dispossession and ongoing oppression of Indigenous peoples. Our goal is to promote learning and generate allyship with local Indigenous communities, by honouring and respecting the many nations removed from, as well as those still connected to this land. Consult [Native Land](#), McGill Indigenous Initiatives' [The Land and Peoples](#), and [Indigenous Education Resources](#) to learn more.

Throughout the workshop we encourage you to consider how anti-Indigenous racism has shaped the social, political, and economic landscapes of Montreal and broadly Canada, and how you can learn from anti-racist thinking to engage in allyship and reparation efforts with Indigenous communities.

Session description and outcomes

This workshop will expose participants to terminology connected to race and anti-racism. Learners will be asked to reflect upon how racism affects the daily lives of everyone within its reach. Examining McGill's policies, learners will understand some of the ways in which the institution calls its community to build inclusive spaces. The workshop advances the concept of "effective" allyship and gives space for participants to advocate for anti-racism and care on campus.

By the end of this workshop, you will have had the opportunity to:

- Define racism, anti-racism and related terminology
- Consider how racism manifests in the world, in our communities, and on campus
- Explore actions you can take to undermine racism on campus

Working definitions

Cultural Competence: The ability to live and work effectively in culturally diverse environments and enact a commitment to equity and inclusion .

Intersectionality: Various forms of oppression, discrimination, domination, and other social processes intersect and influence each other.

Race-Based Traumatic Stress (RBTS): The mental and emotional injury caused by encounters with racial bias, discrimination and hate crimes

Resilience: The ability to modulate and constructively harness the stress response—a capacity essential to both physical and mental health.

Activities

This workshop will involve personal reflections with the option to share, an interactive quiz, discussions, and group activities.

Before the workshop, consider reflecting on how racism shows up in classrooms, on the McGill University campus and in student life.

Your next steps

1. Write down one thing that feels missing from our conversation on anti-racism.
2. Write down one thing you will commit to in order to advance anti-racism in your community.
3. Name one person you will speak to about what you learned today.

Space for your notes

Resources

Associations and Blogs

- [Lens of Systemic Oppression](#)
- [Privilege and Positionality](#)
- [Use Your Everyday Privilege to Help Others](#)

News Articles

- [What Covid-19 Is Teaching Us About Who We Target When It Comes To Racism](#)
- [Covid-19 Exposes The Hypocrisy Of Face Covering In Quebec](#)

Glossaries

- [Anti-Oppression Terminology](#)
- [Anti-Racism Terminology](#)
- [An Anti-Racist Dictionary](#)

Books

- [Blindspot: Hidden Biases of Good People](#) by Mahzarin R. Banaji
- [So You Want to Talk About Race](#) by Ijeoma Oluo
- [Radical Dharma](#) by Williams, Owens, Syedullah
- [My Grandmother's Hands](#) by Resmaa Menakem

- The Inner Work of Racial Justice by Rhonda Magee
- How to Be an Anti-Racist by Ibram X. Kendi

Websites and Articles

- What Is Intersectionality, And What Does It Have To Do With Me?
- Anti-Black Racism Resources – Equity at McGill
- Being Anti-Racist
- Self Care for Trauma Grief and Depression – Black Lives Matter
- Toolkit for Dealing with Racial Trauma
- Meditation for Black Lives

Videos and Media

- Responding to Racial Bias and Microaggressions in the Online Environment
- Kimberle Crenshaw on Intersectionality
- BIPOC Meditation App

Learn more about racial microaggressions:

- Workshop slides
- Table of examples

Register for [SKILLS21](#), McGill’s workshop-based skills development program for undergraduate students.

Consult the [learning resources](#) created by Teaching and Learning Services.

Explore [Stay on Track](#), a peer-to peer program that enhances undergraduate students’ learning and wellness skills. Learn more about the three pathways available: reminders, coaching sessions, and study groups.

Visit [Learner Supports](#) from Student Accessibility & Achievement.

References

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Contact information

For any questions about the workshop material or other related information, visit mcgill.ca/tls/students.