

Anti Racism Suggestions Sheet



It is extremely important that you personalize/add details when doing the land acknowledgments as:

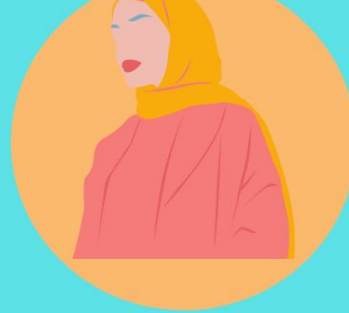
- It creates the impression that you care, which is quite important for not only the Indigenous students but for all students
- Informs them of details about the land that might have been missed otherwise.
- It works towards knowledge and acceptance of the history of Canada

As a settler, I like to use the following Land Acknowledgment:

**All education
happens on
indigenous land**

While we sit in many places today, many of us, including myself, are on the traditional territory of the Haudenosaunee, Anishinaabe and Neutral peoples. This territory is covered by the Dish With One Spoon Wampum belt, an agreement between the Haudenosaunee, Anishinaabe peoples and allied nations to peaceably share and care for the lands and resources around the Great Lakes. The land granted to the Six Nations was to be extend six miles on each side of the Grand River from its mouth to its source. Now, it covers some areas between Lake Erie and Lake Ontario. The treaties recognise a living relationship between nations and peoples that now call this land home. Part of that living relationship and within the spirit of the Dish With One Spoon Wampum Belt is a commitment to learn to support, share and welcome each other into spaces.

Importance of Name Pronunciation:



- Basis of anyone's identity
- Recognise the inherent worth of all human beings
- Equality and respect among everyone
- Assimilation of culture
 - Indigenous peoples names were taken away to degrade them in residential schools
- A huge factor in self-respect
 - Saying it wrong does the opposite

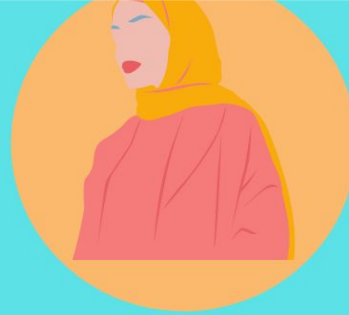


- Don't ask for nicknames either it is just for your own convenience not for the comfort of the student
- Kids don't feel comfortable emphasizing the right pronunciation because of previous experiences and power dynamic



- People/teachers disregarding the correct pronunciation multiple times
- Told to keep their mouths shut and heads down (cultural reasons)
- A name pronounced is the recognition of the individual to whom it belongs. He who can pronounce my name aright, he can call me, and is entitled to my love and service.— Henry David Thoreau.

It Is Important To Remember:



- Purpose of schools is to pick a dominant culture and stick to it
- Schools reiterate the notion that English is a superior language and Western culture is better
- Subjects like arts, English, history and social sciences have a lot of potential to tweak the curriculum making it more BIPOC inclusive
- Visuals in slideshows tend to be Eurocentric
- Most examples of strong characters are not BIPOC



- Children born in Canada are more comfortable than immigrant children
- Multiple layers of vulnerability exist for BIPOC children (access to technology, religion, colour, accent)
- Teachers communication (verbal and non verbal) creates a conducive class environment for children to feel comfortable
- Lack of representation of BIPOC staff within the WRDSB and on the board leads to students like they don't belong which is imperative for success.
- "If they can see it, they can be it"





Before moving on to the next slide take
a moment to think.

What, in your opinion, could be some
ways of making schools more inclusive
for BIPOC communities?

Recommendations:



- Begin each semester by clearly stating that discriminatory or hateful behaviour has no place in the class
 - Restate that your class is a diverse and inclusive space
- Encourage BIPOC students to participate and lead activities and groups
- Talk about experiences of diverse groups
 - Recent events that have been targeted towards a certain group
- Celebrate and express the beauty of the cultures instead of victimizing them



- Consciously pick content and examples that are inclusive to the BIPOC community

- When using examples of terrorism instead of using 911, take more time to explain examples like the Christchurch mosque shooting
- Move on from books such as Lord of the Flies.

There are many other great books that talk about issues that are more relevant to modern society.

- In examples, use names of students in your class
- Include some art styles that aren't roman and greek like the mughal art or East Asian Painting styles.
- Use BIPOC authors or poets



Additional Resources



- Why On-screen Representation Matters
- The Importance of Representation in Film and Media
- Implicit Biases- How it Affects Us and How We Push Through
- How to go beyond Diversity and Inclusion to Community and Belonging
- On Diversity: Access Ain't Inclusion | Anthony Jack | TEDxCambridge
- Understanding My Privilege | Sue Borrego | TEDxPasadenaWomen
- Why it's so critical for students to see themselves in classroom materials
- The Importance Of Diversity & Cultural Awareness In The Classrooms
- Classroom Representation

Summary :



- Pronunciation of Names is extremely important because it is the basis of anyone's identity
- Power dynamic creates an environment where students do not feel comfortable correcting teachers
- Use examples, books, visuals that are inclusive to the BIPOC community
- Slot out time during class whenever possible to talk about relevant issues



- Learn to celebrate cultures and communities rather than just talking about the struggles
- Always check your biases
 - See who you are encouraging to do what
- Encourage BIPOC students to lead activities
- Belonging is extremely important for success and the lack of representation makes it harder for BIPOC students





That's all Folks!

Final Remarks:

Thank you so much for taking the time out to look over this suggestions sheet. I hope it has expanded your knowledge and awareness on anti-racist practices in some way. If you have any questions, comments, concerns or suggestions, please feel free to send me an email at

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