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EDI Awareness Series: Open to All Employees, Promoted by Leaders

The Awareness Series will showcase commemorative dates and months throughout the year. These will be led by Employee Resource Groups (for e.g. Women at Work Committee) and / or Communications & the Equity, Diversity & Inclusion Coordinator as well as the Mayor's office where applicable:

Equity, Diversity & Inclusion Awareness Series 2021 (may be adjusted as new dates are created and or removed)

January				
Date	**What's Happening**	**Communications**	**Actions**	**Responsible**
January 4	World Braille Day	Internal	Article	Communications Specialist / EDI Coordinator
January 27	International Day of Commemoration in Memory of the Victims of the Holocaust	Internal	Article	Communications Specialist / EDI Coordinator
February				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
All month	Black History Month	Internal/External	Article Featuring Black Women & Men; Panel Discussion / Video	Communications Specialist / EDI Coordinator and Community Partners Women at Work
February 11	International Day of Women and Girls in Science	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
February 16	Chinese New Year / Lunar New Year	Internal	Article	Communications Specialist / EDI Coordinator
February 18	Louis Riel Day	Internal/External	TBD	IRD
February 20	World Day of Social Justice	Internal	Article	Community Services Communications Specialist / EDI Coordinator

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February 28	Pink Shirt Day	Internal/External	Article Wear Your Pink Posters	Communications Specialist / EDI Coordinator
March				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
March 1	Zero Discrimination Day	Internal/External	Article	Communications Specialist / EDI Coordinator
March 8	International Women's Day	Internal/External	Article	Women at Work
March 15	Brain Injury Awareness Day	Internal/External	Article	Communications Specialist / EDI Coordinator Safety Coordinator
March 21	1. International Day for the Elimination of Racial Discrimination 2. Anti-Racism Week	Internal/External	Article Event Schedule TBD for Anti-Racism Week	Community Relations, Communications Specialist / EDI Coordinator
March 25	International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services
March 26	Purple Day for Epilepsy Awareness	Internal/External	Article	Communications Specialist / EDI Coordinator
March 31	International Transgender Day of Visibility (TDOV)	Internal/External	Article	Communications Specialist / EDI Coordinator

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April				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
April	1. Autism Awareness Month 2. Limb Loss Awareness Month	Internal/External	Article	Communications Specialist / EDI Coordinator Safety Coordinator
April 2	World Autism Awareness Day	Internal/External	Article	Communications Specialist / EDI Coordinator
April 7	International Day of Reflection on the 1994 Genocide against the Tutsi in Rwanda	Internal/External	Article	Communications Specialist / EDI Coordinator
Second Wednesday of April each year	Day of Pink (International Day against bullying, discrimination, homophobia, transphobia, transmisogyny, etc.) DayOfPink.org	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness Coordinator
Fourth Thursday of April	International Girls in Information & Communication Technologies	Internal/External	Article Event / Video	Communications Specialist / EDI Coordinator Women at Work
May				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
May	1. Asian Heritage Month 2. Mobility Awareness Month	Internal/External	Article	Communications Specialist / EDI Coordinator Health Coordinator
May 4 - 10	Mental Health Week	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness Coordinator

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May 9	Indigenous Economic Development Day	Internal/External	Article	Communications Specialist / EDI Coordinator Procurement (showcasing work with Indigenous suppliers)
May 5 – June 4 Changes every year	Ramadan	Internal/External	Article	Communications Specialist / EDI Coordinator
May 17	International Day Against Homophobia, Transphobia and Biphobia	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness Coordinator
May 21	1. World Day for Cultural Diversity for Dialogue and Development 2. Global Accessibility Awareness Day	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services Universal Design Specialist
Four days following Victoria Day	Aboriginal Awareness Week	Internal/External	Article	IRD
May 27 – June 2	National AccessAbility Week	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator Universal Design Specialist
June				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
All month	National Indigenous History Month	Internal/External	Article	IRD
June	Pride Month	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator

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June 19	International Day for the Elimination of Sexual Violence in Conflict	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
June 20	World Refugee Day	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services
June 21	National Indigenous Peoples Day	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator
June 27	Canadian Multiculturalism Day	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services
July/August				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
July 14	International Non-Binary People's Day	Internal	Article	Communications Specialist / EDI Coordinator
July 16	Disability Awareness Day	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness & Safety Coordinators
August 9	International Day of the World's Indigenous Peoples	Internal/External	Article	Communications Specialist / EDI Coordinator IRD

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September				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
Sept 18	International Equal Pay Day	Internal	Article	Communications Specialist / EDI Coordinator Women at Work
Sept 23	International Day of Sign Languages	Internal	Article	Communications Specialist / EDI Coordinator
September 23 - 30	International Week of the Deaf	Internal	Article	Communications Specialist / EDI Coordinator
Sept 30	Orange Shirt Day	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator
October				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
All month	1. Women's History Month 2. Disability Employment Awareness Month 3. Diversity Awareness Month 4. LGBTQ2+ History Month	Internal/External	Article	Women at Work Communications Specialist / EDI Coordinator
All month	Winter Clothing Drive for Donations to Shelters	Internal	Article Video	Community Services Communications Specialist / EDI Coordinator
October 10	World Mental Health Day	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness Coordinator

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October 11	1. International Day of the Girl 2. National Coming Out Day	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
October 15	International Day of Rural Women	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
Third Wednesday in October	International Pronouns Day	Internal/External	Article	Communications Specialist / EDI Coordinator
October 17	International Day for the Eradication of Poverty	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services
October 18	Persons Day	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
Second Thursday in October	World Sight Day	Internal/External	Article	Communications Specialist / EDI Coordinator
November				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
November	Trans Awareness Month	Internal/External	Article	Communications Specialist / EDI Coordinator
November 8	Indigenous Veterans Day	Internal/External	Article	IRD
Nov 16	International Day of Tolerance	Internal	Article	Communications Specialist / EDI Coordinator Community Services

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Nov 20	Transgender Day of Remembrance	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator Women at Work
Nov 25	International Day for the Elimination of Violence Against Women	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator Women at Work Community Services
Nov 25 – Dec 10	16 Days of Activism Against Gender Violence			
December				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
December 3	International Day of Persons with Disabilities	Internal/External	Article Event / Panel Discussion / Video	Workforce Communications / Diversity / Health & Safety
December 6	National Day of Remembrance and Action on Violence Against Women	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator Women at Work
December 10	Human Rights Day	Internal/External		Communications Specialist / EDI Coordinator Community Services

Canadian Centre for Diversity & Inclusion

As an Employer Partner with the Canadian Centre for Diversity & Inclusion, our employees would have:

- Unlimited access to live and interactive webinars. CCDI usually offers two webinars per month and provides unlimited access to previously recorded webinars.
- Unlimited attendance to the Community of Practice events, held across Canada in the spring and fall. These have been online during the pandemic.
- Four complimentary passes to the annual D&I: The UnConference, held across Canada in the winter. This will be online during the pandemic.

- Unlimited access to the online Knowledge Repository, curated with 600+ documents, reports, toolkits, templates and other content.

Visit www.ccdi.ca/employers for a complete list of 200 Employer Partners including many municipalities.

Optional Training to be added in the course calendar for 2021, specifically for Black History Month

***The Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship**
Course by Morneau Shepell

Facilitator: Joseph Smith

Module 1: Challenging what we think we know about racism
Module 2: Anti-Racism in Action: Exploring power, privilege and allyship in the workplace
Module 3: Inclusive Leadership: Moving beyond diversity towards racial equity

*Note: The above noted program was piloted by 25 employees in leadership positions from each department of the city. The feedback was overwhelmingly positive from this group. Pilot participants indicated that the training was like no other they have attended with the City and as leaders would like access to more training of this caliber.

Self-Study Resources

Anti-Racism[1]

The City of Winnipeg will explore the feasibility of Community Services' Libraries carrying multiple copies of these texts.

Required texts for the anti-racism self-study program as outlined by Laurelle A. Harris:

• Robyn Maynard, *Policing Black Lives: State Violence in Canada from Slavery to the Present* (2017)

• Dr. Derald Wing Sue and Dr. Lisa Beth Spanierman, *Microaggressions in Every Day Life*, 2nd Edition (2020)

• Robin DiAngelo, *White Fragility: Why It's So Hard for White People to Talk About Racism* (2018)

• Reni Eddo-Lodge, *Why I'm No Longer Talking to White People about Race* (2017)

• Ozlem Sensoy; Robin DiAngelo, et al. *Is Everyone Really Equal?: An Introduction to Key Concepts in Social Justice Education* (2011)

• Chelsea Vowel. *Indigenous Writes, A Guide to First Nations, Métis & Inuit Issues in Canada* (2016)

Please note that some of these texts and videos are written in the American context. As will be seen, the Canadian context is analogous.

This list is intended to be read or watched in order.

[1] Source: PHASE ONE REPORT – REBUILDING THE FOUNDATION, External review into systemic racism and oppression at the Canadian Museum for Human Rights; by Laurelle A. Harris, B.A., L.L.B., C.F.M, Review Lead
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Introduction to Topics

a. Read: *Is Everyone Really Equal?* Chapter 1: How to Engage Constructively in Courses that Take a Social Justice Approach

b. Watch: Dr. Robin DiAngelo interviewed by Gwen Iffel on Amanpour & Co. (17:13) https://www.youtube.com/watch?v=Qx-gUfQx4-Q

c. Watch: Kimberlé Crenshaw, On Intersectionality (2016, 30:40) https://www.youtube.com/watch?v=-DW4HLgYPlA

1. Read: *Is Everyone Really Equal?* Chapter 3, Culture and Socialization, Chapter 4, Prejudice and Discrimination

2. Watch: Dr. Robyn DiAngelo, White Fragility Lecture (2019, 1:42:00) https://www.youtube.com/watch?v=HrOFpaB-PQI

   Note: while the text, *White Fragility*, is not included in these materials, it should be read independently.

3. Read: *Why I'm No Longer Talking to White People about Race*, Chapter 2, The System, Chapter 3, What is White Privilege?, and Chapter 7, There's No Justice, There's Just Us.

4. Read: *Microaggressions in Everyday Life*: Chapter 1, Microaggressions as Toxic Rain: Here, There and Everywhere; Chapter 3, The Psychological Dilemmas and Dynamics of Microaggressions; Chapter 5, Microagressive Stress: Impact on Physical and Psychological Well-Being

Self-lead work: Try to reflect on what microaggressions which you may have committed or which you may have experienced.

5. Watch: Harry Daniels: A Métis Man for The People https://www.youtube.com/watch?v=PSxrySVcuOA

   and

   Watch: Supreme Court of Canada extends rights to Métis and non-status Indians https://www.youtube.com/watch?v=Fm8qzcV8qDs

6. Read: *Policing Black Lives*: Introduction, "On State Violence and Black Lives", Chapter 1, Devaluing Black Life, Demonizing Black Bodies" and Chapter 2, "The Black Side of the Mosaic"

   and

   Read: *A Guide to First Nations, Métis & Inuit Issues in Canada* (2016), Part 2, Chapters 3, 4, 5 and 6

7. Watch: Dr. Ibram X. Kendi, The Difference Between "Not Racist" and Antiracist (2019, The Aspen Institute, 50:58) https://www.youtube.com/watch?v=TzuOlyyQlug

Further Readings to deepen learning and understanding:

8. Paulette Regan, *Unsettling the Settler Within* (2011)

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9. Desmond Cole, *The Skin We're In* (2020)

10. Ibram X. Kendi, *How to Be an Antiracist* (2019)

11. Anne Bishop, *Becoming an Ally, Breaking the Cycle of Oppression in People*, 3rd Edition (2015)

12. Arthur Manuel and Grand Chief Ronald Derrickson, *The Reconciliation Manifesto, Recovering the Land, Rebuilding the Economy* (2017)

14. Lee Maracle, *My Conversations With Canadians* (2017)

15. Bob Joseph, *21 Things You May Not Know About the Indian Act, Helping Canadians Make Reconciliation With Indigenous Peoples a Reality* (2018)

16. Bob and Cynthia Joseph, *Indigenous Relations: Insights, Tips & Suggestions to Make Reconciliation a Reality* (2019)

Managing Unconscious Bias

Project Implicit, Harvard University

Take the implicit association test to learn more about your unconscious biases
https://implicit.harvard.edu/implicit/takeatest.html

Thought Leaders

Verna Myers | Diversity is Being Invited to the Party: Inclusion is Being Asked to Dance |
https://www.youtube.com/watch?v=9gS2VPUkB3M

Verna Myers | How to Overcome our Biases: Walk Boldly Toward Them |
https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them

Iris Bohnet | the Roy E. Larsen Professor of Public Policy, Academic Dean of Harvard Kennedy School| We are Biased | https://www.youtube.com/watch?v=niH9wfKsUIc

Dushaw Hockett | We all have implicit biases. So what can we do about it? | TEDxMidAtlanticSalon-
https://www.youtube.com/watch?v=kKHSJHkPeLY

Gail Tolstoi-Miller | Unconscious bias: Stereotypical hiring practices. | TEDxLincolnSquare-
https://www.youtube.com/watch?v=QCFb4BiDDcE

Daniel Simons |The Monkey Business Illusion video
http://www.theinvisiblegorilla.com/videos.html

Google Resources

One hour Google unconscious bias training
https://www.youtube.com/watch?v=nLjFTHTgEVU

Resources from Google which can be leveraged in your organization
https://rework.withgoogle.com/subjects/unbiasing/

Facebook Unconscious Bias training

Resources from Facebook which can be leveraged in your organization
https://managingbias.fb.com/

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Videos under four minutes

McKinsey & Co | Addressing Unconscious bias | https://www.youtube.com/watch?v=JFW2cfzevio

Accenture | Inclusion Starts with I | https://www.youtube.com/watch?v=2g88Ju6nkcg

Prince Ea | This Is Who You Are | https://www.youtube.com/watch?v=BbO9K0tdhuU

Books

Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives |Howard J. Ross

What Works, Gender Equality By Design | Iris Bohnet

The Power of the Other| Henry Cloud