

## Anti-Racism Training

### Learning Goals

At the end of this course (Module 1), participants will be able to:

1. Elaborate on the history of the concept of race.
2. Describe and explain the policies and structures that create inequalities.
3. Identify underlying racist and colonial narratives within organizations and institutions.
4. Display strategies for transformative change according to their social location.

	<b>Module 1: The Basic Concepts</b>
<b>Content</b>	1. Intersectionality/ social location. 2. Power, privilege and oppression. 3. Race: a social construction that upholds hierarchies.
<b>Learning Goals</b>	Participants will be able to explain and apply the basic concepts of race, privilege, and intersectionality of oppression.
<b>Materials and Strategies</b>	Jody's wheel of fortune. Becky's Lego exercise. "Race, the Power of an Illusion" film. "We built a life from nothing" Sheelah Maclean Canada's History of Racism Activity.

### Materials to Review at Home

Before the second session, please make sure to watch the following films (free to stream online on the National Film Board website addresses below) on your own time and record your thoughts and reflections in a journal:

1. **"Two Worlds Colliding"** [https://www.nfb.ca/film/two\\_worlds\\_colliding/](https://www.nfb.ca/film/two_worlds_colliding/)
2. **"Journey to Justice"** [https://www.nfb.ca/film/journey\\_to\\_justice/](https://www.nfb.ca/film/journey_to_justice/)
3. **"Minoru: Memory of Exile"** <https://www.nfb.ca/film/minoru-memory-of-exile/>

### Please journal about these questions:

- How much did you know about the topic before watching this film?
- What was your first reaction to the topic? Did it change as you reflected upon it?
- Did you make any connections between the film and what was discussed in the training?
- How does this topic relate to your own experience?

## **MODULE 1: THE BASIC CONCEPTS**

### **Day 1**

9:00 am	Welcome Land Acknowledgment
9:15 am	Introductions and Ice Breaker
10:00 am	<b>What is race? What is racism?</b>
11:15 am	Coffee Break
11:30 am	<b>Jody's Wheel of Fortune</b> Activity and Debrief
1:00 pm	Lunch
1:45 pm	<b>Becky's Lego Exercise</b> Activity and Debrief
2:45 pm	Coffee Break
3:00 pm	<b>Film "Race: The Power of an Illusion. Part 2, The Story We Tell"</b>
4:00 pm	Debrief and check out.

### **Day 2**

9:00 am	Welcome Land Acknowledgment (invite a participant to lead)
9:15 am	<b>Small Groups: Unpacking reactions to the films.</b>
10:00 am	<b>Challenging the Idea of Meritocracy</b>
11:15 am	Coffee Break
11:30 am	<b>Workshop around Sheelah McLean's "We Built a Life from Nothing"</b> Activity and Debrief
1:00 pm	Lunch
1:45 pm	<b>Timeline of Racism in Canada</b> Activity and Debrief
2:45 pm	Coffee Break
3:00 pm	<b>Film "Race: The Power of an Illusion. Part 3, The House We Live In"</b>
4:00 pm	Debrief and check out.