

These questions are for **all of us** as we work together to take action against racism, discrimination and exclusion. They are drawn from experiences as BPOC (Black and People of Colour) young people living across Canada and aim to engage you - as decision makers and allies – in action.

Scan to share your actions in a form:



This human rights education tool was designed and authored by an intergenerational team of BPOC activists, educators and allies from across Canada as part of the Equitas National Dialogue Against Racism Collective 2023 and in partnership with Concordia University.

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FACULTY OF
ARTS AND SCIENCE
Applied Human Sciences



RECOGNIZE DIVERSE & INTERSECTING IDENTITIES

How does your decision-making take into account the unique challenges faced by IBPOC (Indigenous, Black and People of Colour) individuals and their intersecting identities?

How can we promote cultural competency and sensitivity among decision-makers?



CREATE & TRANSFORM INCLUSIVE SPACES

How are you contributing to the healing and uplifting of IBPOC in your spaces? What policies and resources have you implemented in the last year to actively work to transform spaces towards inclusion and safety?

How can we involve local residents and community members in the process of creating and transforming spaces to ensure that their needs and preferences are taken into account?



BE BRAVE & ASK TOUGH QUESTIONS

What causes systemic racism and what immediate actions can be taken to address systemic disparities?

How are you engaging with communities affected by systemic racism, seeking their input and expertise to inform policy changes and dismantling efforts?



BUILD & NURTURE COMMUNITY, KINSHIP & ALLYSHIP

How can we work to let IBPOC be the voice of IBPOC issues and have allies be there as a supportive force?

How are you allowing IBPOC to be reflected at your seats and at your table?



COMMIT TO ONGOING & MUTUAL LEARNING

How are you learning from and alongside experts, researchers, and IBPOC peoples to access diverse perspectives and evidence-based insights to inform policy?

How can we encourage decision-makers to be open to constructive feedback and use it as a tool for growth and improvement in their governance approaches?



BELIEVE IN HOPE & POSSIBILITY

Have we earned the right of trust and hope of the community/population? How is it earned and how should it be consulted?

How can you support IBPOC on your team and their joy and how can you use the arts to promote hope, beauty, positivity, and goodness of IBPOC peoples?

