

Recreation Nova Scotia



***Anti-Racism
Charter***
in Recreation

Resource List



Canada 

Anti-Racism Charter Resource List



The following document contains resources for sections of the Recreation Nova Scotia Anti-Racism Charter in Recreation. We encourage all those who sign the charter to use these resources to learn more about racism and discrimination in recreation in Nova Scotia, how to work toward some of the action items and the benefits of adopting anti-racist practices in recreation and more broadly.

Acknowledgement – The following resources are about the histories and significance of racialized groups and racism in Nova Scotia.

Title	Resource	Link	Description
Introducing the African Nova Scotian Flag – Wendie Lee Wilson	Youtube video	https://www.youtube.com/watch?v=LQNP7xpeH2k	This video is of Wendie Lee Wilson who tells us about her gift of a flag to African Nova Scotians that can be embraced as a symbol of their heritage. This flag is proudly supported by the Africentric Learning Institute of Nova Scotia and several other organizations and schools.
CBC News– Black Loyalists’ history	Youtube video	https://www.youtube.com/watch?v=MKTHKvHQTs	This video is of Wayn Hamilton who has traced his family’s history back to the Black Loyalists who sided with the British during the American revolution, and eventually found refuge in Nova Scotia. It provides great perspective into the history of Black people in Nova scotia.
How Did Africans Migrate to Nova Scotia Nova Scotia History Series 	Youtube video	https://www.youtube.com/watch?v=W	This video features an interview with the Director of Africville Museum, Juanita Peters. She is a celebrated actress, a renowned writer, and a

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<p>Sankofa Pan African Series</p>		<p>g9swcM0Hp0</p>	<p>respectable historian. Watch as she shares some personal details about Black migration to Nova Scotia and the founding of Sierra Leone.</p>
<p>Membertou First Nation – This is Mi’kmaq History</p>	<p>Webpage</p>	<p>https://membertou.ca/mikmaq-history-month/</p>	<p>This resource provides a brief explanation and history behind Treaty Day in Nova Scotia. The webpage covers the importance of treaties and Mi’kmaq history month.</p>
<p>The Union of Nova Scotia Mi’kmaq</p>	<p>Webpage</p>	<p>https://www.unsm.org/treaty-day</p>	<p>This resource briefly covers the background of treaty day in Nova Scotia and why it is celebrated. It also covers the history of the 1752 treaty.</p>
<p>CBC– “What you should know about the Peace and Friendship Treaties?”</p>	<p>News article</p>	<p>https://www.cbc.ca/news/canada/nova-scotia/treaty-day-nova-scotia-mikmaq-peace-and-friendship-treaties-1.5304137</p>	<p>This resource includes an interview with Naiomi Metallic who holds the Chancellor’s Chair of Aboriginal Law and Policy at Dalhousie University. Naiomi Metallic talks about what the Peace and Friendship Treaties are, and how they affect all of us.</p>
<p>Nova Scotia Archives– Mi’kmaq Holdings Resource Guide Peace and Friendship Treaties at the Nova Scotia Archives</p>	<p>Webpage</p>	<p>https://archives.novascotia.ca/mikmaq/results/?Search=AR5&SearchList1=all&TABLE2=on</p>	<p>This resource provides a detailed history of the Peace and Friendship Treaties and archival images of the treaty.</p>

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<p>CTV your Morning- Celebrating Mi'kmaq culture and history Your Morning</p>	<p>Youtube video</p>	<p>https://www.youtube.com/watch?v=QYPpVwwYeN8</p>	<p>This video follows Ben Miljure as he tours the Millbrook Cultural and Heritage Centre to learn more about Mi'kmaq traditions and history.</p>
<p>Racism Lives Here Too – Part 1 APTN Investigates</p>	<p>Youtube video</p>	<p>https://www.youtube.com/watch?v=gJ5bVlxYBo4&t=541s</p>	<p>This video explains how in Nova Scotia, racism has shaped the history of Mi'kmaw and Black people for over 400 years. Trina Roache explores that shared history and what it looks like today. This series is an educational tool to understand how racism has impacted racialized people in Nova Scotia.</p>
<p>Nova Scotia Government- “We are all Treaty People”</p>	<p>Youtube video</p>	<p>https://www.youtube.com/watch?v=TePIVr2bgCY&t=9s</p>	<p>This video is a product of the joint commitment from the Mi'kmaw community and the Province of Nova Scotia to deliver Treaty Education to everyone across Nova Scotia. This resource will allow people to better understand the importance of treaties and how they remain impactful today.</p>

ABOUT RECREATION NOVA SCOTIA – The following resources are about the work Recreation Nova Scotia has done.

Title	Resource	Link	Description
<p>Nova Scotia Outdoor Network- Project Branch Out</p>	<p>Blog post</p>	<p>https://www.recreationns.ns.ca/initiatives/496-project-branch-out-pdf/file.html</p>	<p>This blog is about Fawn Logan-Young and her reflection on the ‘Project Branch Out’ which she designed and created to offer unique experiences for BIPOC (Black, Indigenous, and People of Colour) youth in camping, hiking, and paddle sports.</p>

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Recreation for Mental Health – Inclusive Project	Webpage	https://www.recreationns.ca/recreation-for-mental-health-inclusive-project.html	This resource is about the Recreation for Mental Health project by Recreation Nova Scotia in collaboration with Dalhousie University and the Canadian Association for Mental Health. The project aims to promote the connection between recreation and mental health.
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WHAT IS RECREATION? – The following resources explain what recreation is and the importance of recreation for individuals and communities.

Title	Resource	Link	Description
Shared Strategy For Advancing Recreation in Nova Scotia	Paper (PDF)	https://www.recreationns.ca/shared-strategy.html	The Shared Strategy is very unique in that the recreation sector, RNS and government all have a responsibility to advance the strategy and ensure it is used as a priority setting and direction setting document.
A Framework for Recreation in Canada 2015 Pathways to Wellbeing	Paper (PDF)	https://cpa.ca/wp-content/uploads/2021/04/FrameworkForRecreationInCanada_2016wcitation.pdf	This paper shares a framework for recreation services across Canada. Pages 4–9 specifically cover the wide diversity in what is considered recreation and what qualifies as a recreation.
Why Recreational Activities Are So Important Mental	Youtube Video	https://www.youtube.com/watch?v=vSwaj	This video is of Dr. Shimi Kang MD who explains the importance of recreation and mental health and well being. Dr. Kand talks about the

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Wealth with Dr. Shimi Kang		fMGK2Q	misconception that working for as long and as hard as possible is what successful people do but taking a break for recreation is just as important.
How Can Recreation Strengthen My Community?	Blog Post	https://blog.perfectmind.com/how-can-recreation-facilities-improve-my-community	This resource explains how community recreation and community centers provide opportunities for residents to not only be active but to interact with others, especially those different from them. This form of recreation can be used to promote inclusivity, while fostering a culture of health and well-being in the communities they serve.
Using Recreation to Support the Social Well-Being of Children and Youth	Article	https://publications.ici.umn.edu/impact/24-1/using-recreation-to-support-the-social-well-being-of-children-and-youth	This article explains the importance of recreation for the well being of children. It includes two examples of recreation services benefiting children with and without disabilities.

ABOUT THE ANTI-RACISM CHARTER: WHY DO WE NEED A CHARTER SPECIFIC TO ANTI-RACISM IN RECREATION?– These resources are about racism and how and why it shows up in recreation.

Title	Resource	Link	Description
Let's talk Race and	Downloadable	https://www.sli	A simple presentation to share with students

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<p>Racism</p>	<p>Slideshow presentation</p>	<p>deshare.net/CanadianCMF/lets-talk-race-and-racism</p>	<p>grade 7 – 12 on race and racism in Canada and how to talk about it.</p>
<p>Racism Lives Here Too – Part 1 APTN Investigates</p>	<p>Youtube / Documentary</p>	<p>https://www.youtube.com/watch?v=gJ5bVlxYBo4&t=541s</p>	<p>This video explains how in Nova Scotia, racism has shaped the history of Mi’kmaq and Black people for over 400 years. Trina Roache explores that shared history and what it looks like today. This series is an educational tool to understand how racism has impacted racialized people in Nova Scotia.</p>
<p>How the History of Segregation Impacts Recreation</p>	<p>Article</p>	<p>https://cpcil.ca/how-the-history-of-segregation-impacts-recreation/</p>	<p>This article unpacks how the history of segregation and stereotypes has led to the generational exclusion of Black people from recreational activities, especially outdoor recreation and sports.</p>
<p>Outdoor recreation facing its own reckoning with diversity and inclusion, advocate says</p>	<p>News article</p>	<p>https://www.cb.c.ca/news/canada/british-columbia/diversity-outdoors-bc-1.5654531</p>	<p>This resource explains how in the outdoor recreation sector, the lack of diversity and representation continues to be a barrier for women and racialized people trying to engage in outdoor recreation. This article features Judith Kasiama, founder of Colour the Trails which aims to promote inclusivity in the outdoors.</p>

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SOME HELPFUL DEFINITIONS- These resources include helpful definitions and concepts related to anti-racism

Title	Resource	Link	Description
Ontario human Rights Commision: What is "discrimination"?	Webpage	https://www.ohrc.on.ca/en/ii-principles-and-concepts/2-what-discrimination	This resource provides in-depth definitions and examples of how discrimination can occur, why it occurs and the different forms discrimination can take.
Nova Scotia Human Rights Act	Legislation	https://nslegislature.ca/sites/default/files/legc/statutes/human%20rights.pdf	The following resource is a copy of the Nova Scotia Human Rights Act which includes race as an identity for which people should not be discriminated against. This shows there is a legal responsibility to avoid racial discrimination.
Ontario human Rights Commision: Racial discrimination, race and racism (fact sheet)	Webpage	https://www.ohrc.on.ca/en/racial-discrimination-race-and-racism-fact-sheet	This resource provides definitions and explanations of race, racism and racial discrimination as it is understood in Canada.

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Canadian Centre for Diversity and Inclusion- Glossary of Terms	Glossary	https://ccdi.ca/media/3150/ccdi-glossary-of-terms-eng.pdf	This resource is an extensive glossary of terms related to equity, diversity and inclusion that includes language related to racism, anti-racism, homophobia, ableism and many other things.
When it comes to racism, are you a non or an anti? Hank VanPutten TEDxLSSC	Youtube Video	https://www.youtube.com/watch?v=FuzZzp0u66I	This video is of a Ted Talks given by Hank VanPutten a Diversity, Equity, and Inclusion Facilitator/Trainer for the Peace and Justice Institute. In this talk, he draws from his work and research in diversity, equity, and inclusion to explore different categorical definitions of racism and the perspectives they come from.

ABOUT THE CHARTER: HOW WILL THE ANTI-RACISM CHARTER BENEFIT THE RECREATION SECTOR IN NOVA SCOTIA? – These resources are about the importance and benefit of addressing anti-racism in recreation.

Title	Resource	Link	Description
Parks Need Leaders of Colour	Article	https://ccpr.parkpeople.ca/2021/sections/inclusion/stories/parks-needed-leaders-of-colour	This resource shows how BIPOC (Black, Indigenous and people of colour) leaders play an important role in recreation by drawing attention to issues of racial injustice/discrimination and their work to make recreation spaces safer and more accessible for other BIPOC youth.
Why Representation in Nature Matters	Article	https://www.scienceworld.ca/stories/why	This article is about the positive impact that access to nature for BIPOC (Black, Indigenous and people of colour) communities has. It

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		-representati on-in-nature -matters/	highlights the current lack of access and connection to nature many BIPOC communities are faced with that prevents them from gaining the benefits of being in nature.
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GUIDING CHARTER PRINCIPLES & VALUES:

The Anti-Racism Charter presents a **commitment to continued learning and action**– These resources can be used to learn more about anti-racism and recreation as well as why education is important for anti-racism.

Title	Resource	Link	Description
How You Can Be an Ally Outdoors	Article	https://www.audubon.org/news/how-you-can-be-ally-outdoors	A resource to help those aiming to be allies in the parks and outdoor recreation sectors. It provides important steps to promote diversity and inclusion within this work.
Harvard Business Review– Be a Better Ally	Article	https://hbr.org/2020/11/be-a-better-ally	This article shares best practices for allyship for people in privilege, specifically white men. It includes the importance of education and how to approach conversations with individuals from marginalized communities.
Forbes– 6 Ways To Be An Authentic Ally At Work	Article	https://www.forbes.com/sites/hollycorbett/2022/01/24/6-ways-to-be-an-authentic-ally-at-work	This resource is a list of 6 ways to be a better ally to racialized people in the workplace. It includes the importance of learning, listening and recognizing the power of privilege.

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The TIME’S UP Guide to Equity and Inclusion: Building an Anti-Racist Workplace	Webpage	https://timesupfoundation.org/work/equity/guide-equity-inclusion-during-crisis/building-an-anti-racist-workplace/	The following page shares in-depth steps and actions that workplaces and organizations can take towards anti-racism. These steps take an intersectional approach that takes into account sexism and race.

GUIDING CHARTER PRINCIPLES & VALUES: THERE IS A RESPONSIBILITY ON ALL THOSE INVOLVED IN THE SECTOR TO ACKNOWLEDGE AND ADDRESS RACISM IN RECREATION -

These resources highlight the importance of everyone working towards anti-racism

Title	Resource	Link	Description
National Museum of African American History and Culture – Being Antiracist	Webpage	https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist	This webpage provides foundational knowledge about race, racism and how to be anti-racist. It explains how everyone must do anti-racism work and how it looks different based on one’s identity. This webpage also includes a guide for anti-racist education and educators.
Let’s Talk About How Anti-Racism Benefits Everyone	Blog post	https://www.erefandaliri.com/blog/how-anti-racism-benefits-everyone	This blog post unpacks how challenging racism benefits everyone including those who may experience privilege due to their race. It emphasizes the need for everyone to work towards anti-racism.

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GUIDING CHARTER PRINCIPLES & VALUES: COLLABORATION ACROSS THE RECREATION SECTOR AND BEYOND, ALONG WITH BUILDING MEANINGFUL PARTNERSHIPS IS NECESSARY FOR ANY ANTI-RACISM INITIATIVE TO HAVE A POSITIVE IMPACT - These resources highlight the importance of meaningful partnerships in the recreation sector

Title	Resource	Link	Description
How to Create a Successful Collaboration Between Nonprofit Organizations	Article	https://charityvillage.com/how_to_create_successful_collaboration_between_nonprofit_organizations/	This article lays out the importance of collaborations among nonprofits so that they can increase the impact and benefits of their work. It also explains how to create partnerships effectively.
Empowering Newcomers for Recreation Leadership	Article	https://isans.ca/empowering-newcomers-for-recreation-leadership/	This article shares how newcomers in Nova Scotia have been supported to enter recreation through a project that was created through partnerships between recreation organizations, Dalhousie University and Immigration Services Association of Nova Scotia.
Recreation for Mental Health – Inclusive Project	Webpage	https://www.recreationns.ca/recreation-for-mental-health-inclusive-project/	This page is about a recreation Nova Scotia project done in partnership with Dalhousie University and the Canadian Association for

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		n-for-mental-health-inclusive-project.html	Mental Health. This serves as an example of how recreation organizations can partner with others to meet their goals of equity, diversity and inclusion.
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GUIDING CHARTER PRINCIPLES & VALUES: THERE IS NO REQUIREMENT FOR RACIALIZED PEOPLE TO LEAD THIS WORK, HOWEVER ENSURING THERE IS AMPLE OPPORTUNITY FOR THOSE WITH LIVED-EXPERIENCE TO COMMUNICATE AND IMPACT CHANGE IS NECESSARY AND FUNDAMENTAL TO THE WORK MOVING FORWARD – These resources are about the importance of avoiding tokenism and the negative impact of forcing racialized people to lead this work.

Title	Resource	Link	Description
What if white people led the charge to end racism? Dwinita Mosby Tyler TEDxMileHigh	Youtube video	https://www.youtube.com/watch?v=VQSW5SFBsOg	This video features Dr. Dwinita Mosby Tyler who is the Chief Catalyst and Founder of The Equity Project. Dr. Tyler explains what diversity fatigue is, why we need “unlikely allies” in the fight for justice and why people who are experiencing inequality firsthand must be willing to accept the help.
How corporate diversity initiatives trap workers of colour	Article	https://www.bbc.com/worklife/article/20200826-how-corporate-diversity-initiatives-trap-workers-of-colour	This resource shares how organizations and companies have put new emphasis on diversity but how their efforts are not always beneficial as employers disproportionately lean on them to lead anti-racism work. This article shows how simply increasing diversity is not enough and how it can be harmful to racialized folks being hired.

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<p>The Washington Post “I’m your Black friend, but I won’t educate you about racism. That’s on you.”</p>	<p>Article</p>	<p>https://www.washingtonpost.com/outlook/2020/06/08/black-friends-educate-racism/</p>	<p>This resource shows how well-meaning white people attempting to learn about racism might be harming the racialized people they are trying to learn from. This resource shares how people can go about their anti-racism education in ways that do not put the burden on racialized people.</p>
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GUIDING CHARTER PRINCIPLES & VALUES: RECREATION IS A POWERFUL TOOL THAT CAN BRING DIVERSE COMMUNITIES AND INDIVIDUALS TOGETHER. THIS DISTINCTIVE CHARACTERISTIC MAKES IT EVEN MORE IMPORTANT TO ENSURE THAT EVERYONE IS WELCOME TO PARTICIPATE, LEAD AND SUPPORT THE RECREATION ACTIVITIES THAT INTEREST THEM- These resources highlight the ability of recreation to bring communities together, especially racialized communities.

Title	Resource	Link	Description
<p>Parks and Recreation Fosters Social Cohesiveness</p>	<p>Webpage</p>	<p>https://goodforpa.com/2021/06/02/parks-and-recreation-fosters-social-cohesiveness/</p>	<p>This resource describes how participating in recreation within communities can foster social cohesion and reduce feelings of fear and anxiety amongst diverse groups. This shows the powerful unifying effects of community recreation.</p>
<p>Community groups across Canada encourage BIPOC inclusion in outdoor recreation</p>	<p>News article</p>	<p>https://capitalcurrent.ca/community-groups-across-canada-encourage-bipoc-inclusion-in-outdoor-recreation</p>	<p>This resource is about the community organizations across Canada that are working to make recreation and wellness spaces more accessible for Black, Indigenous or People of Colour (BIPOC) through free outdoor gear libraries and inclusive outdoor group activities.</p>

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North Preston Surf Program teaches Black kids to surf CBC Kids News	Youtube video	https://www.youtube.com/watch?v=EwNh7_oWGt4	This video is about the North Preston Surf Program that teaches African Nova Scotian youth how to surf. The program was created to address the lack of African Nova Scotians in the thriving Nova Scotian surfing scene. This program is a great example of diversifying recreation and the positive impact recreation has on racialized youth.
Freedom Swell	Documentary	https://gem.bc.ca/media/absolutely-canadian/s21e25	This documentary highlights a unique surf program designed to empower African Nova Scotian youth to connect with the Atlantic ocean and discover the healing power of water.

ANTI-RACISM CHARTER ACTIONS & COMMITMENTS: ACTION / COMMITMENT 1:
ACKNOWLEDGE & ADDRESS RACISM – The following resources are educational materials and examples of how to acknowledge and address racism

Title	Resource	Link	Description
Acknowledging Racism	Webpage/Report	https://www.crrf-fcrr.ca/en/site-content/item/23488-acknowledging-racism	This report explains why it is important to acknowledge racism in Canada and explains what exactly racism is and its systemic roots. This report also includes links to further educational resources.

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<p>Call it out: racism, racial discrimination and human rights</p>	<p>E-course</p>	<p>https://www.ohrc.on.ca/en/book/export/html/24281</p>	<p>This resource is a 30-minute interactive eCourse that offers a foundation for learning about race, racial discrimination and human rights protections under Ontario’s Human Rights Code. The course offers a historical overview of racism and racial discrimination, explains what “race,” “racism” and “racial discrimination” mean, and provides approaches to preventing and addressing racial discrimination.</p>
<p>How the History of Segregation Impacts Recreation</p>	<p>Article</p>	<p>https://cpcil.ca/how-the-history-of-segregation-impacts-recreation/</p>	<p>This article unpacks how the history of segregation and stereotypes has led to the generational exclusion of Black people from recreational activities, especially outdoor recreation and sports.</p>
<p>Racism Lives Here Too – Part 1 APTN Investigates</p>	<p>Youtube / documentary</p>	<p>https://www.youtube.com/watch?v=gJ5bVlxYBo4&t=541s</p>	<p>This video explains how in Nova Scotia, racism has shaped the history of Mi’kmaw and Black people for over 400 years. Trina Roache explores that shared history and what it looks like today. This series is an educational tool to understand how racism has impacted racialized people in Nova Scotia.</p>
<p>New campaign to blow the whistle on racism, discrimination in Winnipeg sports Social Sharing</p>	<p>News article</p>	<p>https://www.cbc.ca/news/canada/manitoba/anti-racism-sport-winnipeg-camp</p>	<p>This article is about the Anti-Racism in Sport Campaign that was launched in Winnipeg. The campaign is a year-long effort to research, understand and educate on the barriers that exist in sports for racialized people.</p>

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ACTION / COMMITMENT 2: PROVIDE ONGOING TRAINING & EDUCATIONAL OPPORTUNITIES – These resources include training and educational materials to help organizations begin meeting this commitment

Title	Resource	Link	Description
5 Tips for Being an Ally (2014)	Youtube video	https://www.youtube.com/watch?v=dg86g-QIM0	This is a short video by creator Chescaleigh who explains how to be an effective ally to marginalized communities in an engaging way.
This Teacher Taught His Class A Powerful Lesson About Privilege With a recycling bin and some scrap paper. (2014)	Buzzfeed article	https://www.buzzfeed.com/nathanw-pyle/this-teacher-taught-his-class-a-powerful-lesson-about-privil	This resource is a short article about a teacher giving his class an effective lesson about privilege. This simple lesson can be recreated to help others understand the concept of privilege in a creative and simple way.
Greg & Mitch- The Privilege Checklist	Youtube video	https://www.youtube.com/watch?v=XydTQPabl3g	This video by creators Greg and Mitch who identify as two white men. In the video they talk about the lack of diversity

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			within the popular youtube creator community. They acknowledge their own privileges which have allowed them to succeed within youtube by going through Peggy McIntosh’s privilege checklist.
The Root– How White Privilege Works Unpack That	Youtube video	https://www.youtube.com/watch?v=4l84jxCNsmo	This video explains how a person does not have to be racist to have white privilege. The video shares how white privilege works and how it impacts every aspect of life in North America.
Decolonization Learning Journey A Four Part Learning Journey with Mi’Kmaq Elders and Knowledge Sharers.	Webinar series	https://ions.ca/decolonization-resources/	This Webinar series is themed around the topic of Pre–Contact and Early History, Indigenous Rights, Residential Schools, Murdered and Missing Indigenous Women and Girls, Two–Eyed Seeing, teachings on Mi’kmaq Governance, Education, and Language and Incorporating Reconciliation Learning into Work and Everyday Lives.
Anti–Racism Education in Canada: Best Practices Report	Report	https://cfrac.com/publications/anti-racism-education-in-canada-best-practices/	The following resource is a report about the work the Centre for Race and Culture did with the Edmonton Public and Catholic School Districts to strengthen their educational practices relating to Indigenous people, equity and anti–racism. The report includes a summary of best practices in anti–racism education and examples of initiatives.

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History– Slavery, Entrenched Racism, and Black Activism	website /article	https://nscs.learnri.dge.com/topic/ans-history/	This resource is a timeline that focuses on how slavery and systemic racism have left Black people vulnerable to abuse and systemic discrimination. It also features examples where African Nova Scotians have resisted inequality, racism, and gendered violence.
Resources & Tools Regarding Racism & Anti-Blackness & How to be a Better Ally Toolkit	Toolkit	https://docs.google.com/spreadsheets/d/e/2PACX-1vTkmrhfhYUfCcTbp3NoDmxKZUAN7xMiVuhqIINBizKz-lh7yPPqTPFgYzmd5NgKtEdpVugB6GoZwPWR/pubhtml	A toolkit composed of articles, guides, videos, books, podcasts and other material covering subjects related to racism, anti-Black racism, whiteness, protesting, and police violence.

ACTION / COMMITMENT 3: BUILD RACIALLY REPRESENTATIVE COMMUNITIES – These resources highlight the importance of having diversity in recreation and the positive impact it has for racialized communities.

Title	Resource	Link	Description
Recolor the Outdoors	Ted Talk/ Video	https://www.youtube.com/watch?v=_20UHrujNzk	This video features Alex Bailey, founder of Black Outside, who discusses the benefits of spending time in nature and the lack of engagement for many communities of color.

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			Alex explains that the lack of engagement stems from issues related to safety, access, relevancy, and representation.
Freedom Swell	Documentary	https://gem.bc.ca/media/absolutely-canadian/s21e25	This documentary highlights a unique surf program designed to empower African Nova Scotian youth to connect with the Atlantic ocean and discover the healing power of water.
Breaking Down Barriers: Challenging the Lack of Diversity in the Great Outdoors	Article	https://www.unaffiliatedpress.ca/article/2021/1/17/breaking-down-barriers-challenging-the-lack-of-diversity-in-the-great-outdoors	This resource shares how the outdoor industry has always catered to white, straight, able-bodied men and women. It goes on to explain how people in this sector are looking to change this and features Durrell Borden as an example of this. Borden reflects on his experiences and the history of Black and African Nova Scotians and water recreation in Nova Scotia.
Outdoor recreation has historically excluded people of color. That’s beginning to change	CNN Article	https://www.cnn.com/2021/12/14/us/national-parks-history-racism-wellness-cec/index.html	This article talks about the ‘adventure gap’ or ‘nature gap,’ which refers to the lack of diversity in outdoor recreation. The article explains how the outdoors became a white-dominated space and how this has impacted the participation of racialized people in recreation today.

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Anti Racism in Sport Campaign Public Awareness Video	Youtube video	https://www.youtube.com/watch?v=uAFxLIKQWbs	This video features a variety of Winnipeg athletes and sport stakeholders sharing their experiences with racism and their recommendations for how to work towards anti-racism in sport.
Community groups across Canada encourage BIPOC inclusion in outdoor recreation	News article	https://capitalcurrent.ca/community-groups-across-canada-encourage-bipoc-inclusion-in-outdoor-recreation%E2%BC/	This article explains how social and economic barriers often prevent racialized communities from accessing and feeling comfortable in outdoor recreation spaces, and how organizers are successfully diversifying the outdoors by addressing these barriers.

ACTION / COMMITMENT 4: DESIGN EQUITABLE & INCLUSIVE OPPORTUNITIES – These resources are about the importance of increasing diversity in ways that support anti-racism rather than appearing to support it

Title	Resource	Link	Description
Motivation Matters – Interrogating White Racial Identity and Practicing Antiracism w/ Jenny Potter	Podcast (The Diversity Gap)	https://www.the-diversity-gap.com/podcast/qia2qnuzoluyyipe6dzm7nc8i7u6m9	This podcast features a conversation that covers what it’s been like for Jenney as a white woman to go on a journey of showing up to the work of racial justice with consistency and authenticity. The podcast includes insights into the importance of motivation for

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			diversifying their teams.
What Lived Experiences Are We Missing on Our Team? w/ Noemí Jimenez	Podcast (The Diversity Gap)	https://www.theiversitygap.com/podcast/092ii1y307n9maorlusae8vb6sfd5	This podcast is a conversation on race-conscious leadership and why meaningful diversity at all levels is so important.
Tokenism and 5 Ways to Avoid It in Your DEI Efforts	Webpage	https://www.bryq.com/blog/5-ways-to-avoid-tokenism-in-your-dei-efforts/	This webpage explains what tokenism is, why it is harmful and the importance of avoiding tokenism in diversity and inclusion efforts. The page also lists steps to meaningfully diversify organizations.
14 Important Benefits Of A More Diverse Leadership Team	Article	https://www.forbes.com/sites/forbescoachescouncil/2021/06/24/14-important-benefits-of-a-more-diverse-leadership-team/?sh=2fed40e21f9b	This article explains how a diverse team is essential to organizational success however, it's not enough to employ frontline workers of different backgrounds. The article shares how to see the maximum benefits, leadership teams must also reflect diversity.
National association of Independent schools (NAIS)- The	Youtube Video	https://www.youtube.com/watch?v=lhiBOrDwYgM	This video features racialized participants and faculty from the National Association of Independent Schools (NAIS) who talk about the value of seeing themselves reflected in

Anti-Racism Charter Resource List



Importance of Seeing Diversity in Leadership			leadership positions and how important that can be for racialized individuals in their professional journeys.
Don't Just Mentor Women and People of Color. Sponsor Them.	Article	https://hbr.org/2021/06/dont-just-mentor-women-and-people-of-color-sponsor-them	This article talks about the importance of sponsoring people of colour in the workforce for those in positions of power and privilege. This is shared as a great strategy towards inclusion and reducing barriers for marginalized people in the workforce that goes beyond simply hiring diverse teams.