

#ITSTARTS TIP OF THE DAY

Stay engaged throughout the month with daily tips, ideas, and inspirations for #ITSTARTS Ambassadors

CONTENTS

Day 1: It Starts With Understanding.....	2
Day 2: Understanding Privilege	2
Day 3: Confront Bias and Challenge Myths.....	3
Day 4: Be Kind	3
Day 5: Consider Diversity In Your Workplaces and Community	4
Day 6: Reduce Tokenism and Work for Meaningful Change.....	4
Day 7: Understanding Intersectionality	5
Day 8: Understanding Cultural Appropriation.....	5
Day 9: Understanding the Importance of Accessibility	6
Day 10: Understanding LGTB2S+ Terms.....	6
Day 11: Learn About the Ongoing Impacts of Colonialism	7
Day 12: Consider Your Role in Truth and Reconciliation.....	7
Day 13: Learn About the Diverse History of your Local Community	8
Day 14: Support Multilingual Speakers.....	8
Day 15: Celebrate Diversity in Your Community.....	9
Day 16: Understand the Importance of Religious Accommodation.....	9
Day 17: Organize a Training Session in your Workplace.....	10
Day 18: Raise Awareness About Private Refugee Sponsorship.....	10
Day 19: Celebrate Achievements of Canadian Newcomers	11
Day 20: Share the Benefits Associated with Hiring Immigrants	11
Day 21: International Day for the Elimination of Racial Discrimination	12
Day 22: Become Familiar with Settlement Services.....	13
Day 23: Consider the impacts of Anti-Black Racism	14
Day 24: Educate Yourself and Others on Anti-Asian Racism.....	14
Day 25: Diversify the Businesses You Support.....	15
Day 26: Diversify Your Reading and Watchlist	15
Day 27: Support Diverse Artists	16
Day 28: Invest in the Next Generation	16
Day 29: Avoid Burnout to Keep the Conversation Going.....	17
Day 30: Moving From Ally to Accomplice	17
Day 31: Plan ahead: 2023 #ITSTARTS and beyond.....	188

DAY 1: IT STARTS WITH UNDERSTANDING

Begin this month with the goal of understanding:

Understanding Identity

Each of us have many unique traits that contribute to our identity. While we value certain attributes in ourselves and others, our society tends to place more value on certain identities more than others.

Understanding Stereotypes

Stereotypes emerge when we fail to see others as complex beings with overlapping identities, and reduce individuals or whole groups of people to one identity trait. Stereotypes are dangerous because they offer a limited picture or a “single story” about a whole group of people.

Today’s Tip

Take time to reflect: When you look at yourself, which aspects of your identity do you see? When you look at others, what do you see? Commit to understanding yourself – your values and complex interlapping identities. Then commit to doing the same with the people around you.



Stereotype Definition: Harmony Movement (November 2018). Dignity, Diversion and Inclusion for All: A Guide to the Workplace <https://www.simcoe.ca/dpt/ccs/lip/itstarts>

Photo Source: [#ITSTARTS Ambassador Training](#)

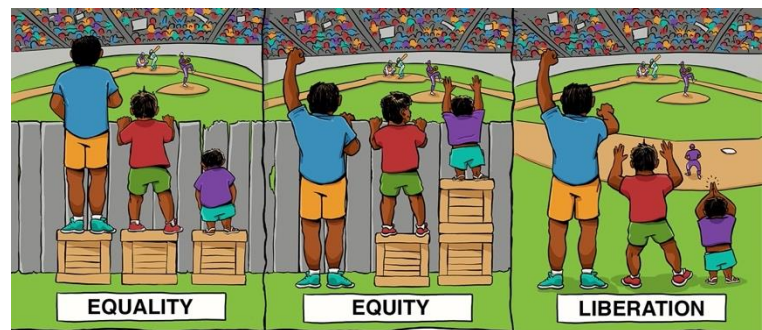
DAY 2: UNDERSTANDING PRIVILEGE

Consider the difference between Equity and Equality, and how it relates to Privilege:

Equality is treating everyone the same

Equity is giving everyone what they need to be successful

Privilege refers to special advantages or immunities granted to one group of people based on identity traits (often outside of their control)



Today’s Tip

Take time to reflect: Where in your community or workplace, are certain groups granted special advantages? Consider some tangible steps toward Equity and Inclusion or Liberation for everyone.

“Inclusion is not bringing people into what already exists; it is making a new space, a better space for everyone.” (George Dei, Canadian Educator, Antiracism and Equity Advocate)

Photo Source: https://www.lynwood.k12.ca.us/apps/pages/index.jsp?uREC_ID=915532&type=d&pREC_ID=1255564

DAY 3: CONFRONT BIAS AND CHALLENGE MYTHS

Build your awareness of common biases, microaggressions, and myths, so that you can confront them when they arise. Take time to examine yourself and your own biases.

Bias: Similar to stereotyping, a bias is a preference (or negative view) toward a particular group due to specific characteristics, identity traits, or stereotypes

Unconscious/Implicit Bias: A bias or prejudice that exists, but without one's conscious awareness.

Microaggression: Similar to Unconscious/Implicit Bias, microaggressions are subtle, often unconscious comments or actions that communicate a prejudiced attitude toward a member of a minority group

Today's Tip

1. Become aware of your own biases
2. Obtain fact-checked information and increase your exposure to different groups
3. Educate, advocate, and challenge others about stereotypes
4. Watch: Just belonging: finding the courage to interrupt bias | Kori Carew
<https://www.youtube.com/watch?v=DIf43L6hNkM>

Definition sources: <https://www.merriam-webster.com/dictionary/implicit%20bias>

DAY 4: COMMIT TO KINDNESS

“Do the best you can until you know better. Then when you know better, do better.” Maya Angelou

Gentle Reminders:

- It is impossible to be an expert on every culture
- It is impossible to be an expert on someone else's lived experience
- You will likely make mistakes, missteps, or slip-ups
- Develop a habit of kindness and forgiveness – for yourself and for others who may not be as far along on their journey



Today's Tip

- Be open and humble to being corrected by others. Commit to lifelong learning.
- Likewise, if someone unknowingly says something offensive, respectfully correct them and move forward

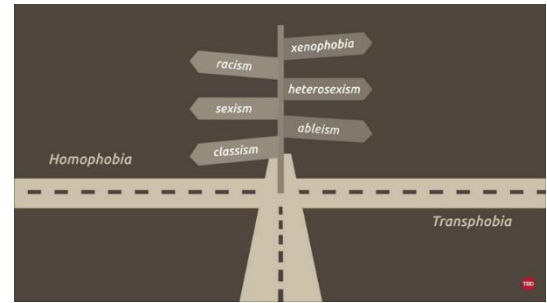
Photo Source : <https://twitter.com/srrezaie/status/1316141587043364865>

DAY 7: UNDERSTANDING INTERSECTIONALITY

As we move toward more diverse communities and workplaces, it is important to understand how peoples' experiences are shaped by multiple and overlapping identities

Understanding Intersectionality

“Intersectionality” was first coined by scholar Kimberlé Crenshaw in the late 1980s. Intersectionality refers to people’s unique experiences of discrimination, racism, privilege based on their intersecting (overlapping) social identities, including race, gender identity, sexual orientation, religion, socioeconomic status, and citizenship.



Today’s Tip

Consider your own identity traits (from Day 1). Do you have intersecting identities that affect your social location, or experiences with privilege, discrimination, etc.? What about those in your communities and workplaces?

Take time to watch Kimberlé Crenshaw’s Ted Talk on “**intersectionality**”:

<https://www.youtube.com/watch?v=akOe5-UsQ2o>

Photo Source: <https://www.ontario.ca/page/ontarios-anti-racism-strategic-plan>

DAY 8: UNDERSTANDING CULTURAL APPROPRIATION

Take time to understand and recognize Cultural Appropriation. Similar to Unconscious Bias or Microaggression, it can be subtle, unintended, or difficult to recognize.

Cultural appropriation: “the unacknowledged or inappropriate adoption of the customs, practices, ideas, etc., of one people or society by members of another... people or society.”

Gentle Reminders

- While participation in diverse events can lead to a greater understanding, adopting or claiming these events or identity as your own is Appropriation.
- If you are not part of an identity group, you do not have the same lived experiences or cultural knowledge.



Today’s Tip:

Ask yourself: Do I feel a connection to an identity group that is different than my own? How can I respect this identity without feeling a personal claim to it? Where can I go to learn more about this cultural practice?

Definition Source: https://en.oxforddictionaries.com/definition/cultural_appropriation

Photo Source: <https://www.theplayground.co.uk/wp-content/uploads/2018/08/culturalappropriation.jpg>

DAY 9: UNDERSTANDING THE IMPORTANCE OF ACCESSIBILITY

Understand the importance of accessibility. Reflect on how accessible spaces are in your community.

Disability: an “impairment or functional limitation that reduces someone’s full involvement in society because of barriers they face”. Disabilities can be physical, like paralysis, amputation, or visual, speech, or hearing impairment. Disabilities can also be mental, intellectual, cognitive, or learning. Disabilities may be visible or invisible

Ableism: discrimination, prejudice or a systemic bias against individuals with disabilities.

Today’s Tip:

Reflect on how accessible your workplace, school, and community spaces are for all types of disabilities (Physical, mental/cognitive visible, invisible). Remember **intersectionality** and how disability might intersect with other social identities such as race, ethnicity, gender, socioeconomic status, and sexual orientation.

Take steps to identify gaps to move toward more inclusive spaces for diverse bodies and abilities.

Definition Sources: <https://www.aoda.ca/definitions-of-disability-across-canada/>

<https://www.thecanadianencyclopedia.ca/en/article/ableism>

Photo Source: <https://www.newdesigngroup.ca/website-design/impact-aoda-website/>



DAY 10: UNDERSTANDING LGBTQ2S+ IDENTITIES

Learn about, embrace, and celebrate the diverse range of LGBTQ2S+ identities.

Pronouns When you are unsure of how to address someone, just ask! Pronouns (such as she/her, he/him, they/them) are a basic part of respecting someone’s identity.

Intersectionality Understand **intersectionality** and the unique experiences of both racism and discrimination based on gender and sexual identity faced by BIPOC LGBTQ2S+ individuals and groups.



Make time to educate yourself and others on the Queer BIPOC voices that have contributed to LGBTQ2S+ rights in Canada: <https://ccgsd-ccdgs.org/wp-content/uploads/2020/10/QTBIPOC-History-Reference.pdf>

Today’s Tip:

Remember: It’s okay to make a mistake, correct yourself and move on. Try including your own pronouns when introducing yourself to others. Proactively look ahead to June, and how you and/or your organization will take part in Pride Month.

Photo Source: <https://www.gannett-cdn.com/presto/2021/05/18/USAT/334b788c-64ec-4b31-8900-5d41dedba629-parade.jpg?crop=1593,896,x6,y0,width=1200>

DAY 11: LEARN ABOUT THE ONGOING IMPACTS OF COLONIALISM

Consider the impacts of colonialism and how it is still present in society today.

Colonialism: a practice of domination, which involves the subjugation of one people to another.

Settler colonialism — such as in the case of Canada — is the unique process where the colonizing population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the Indigenous populations and extinguish their cultures, traditions and ties to the land.

Remember: Colonialism is not just something that occurred in the past. The resulting impacts continue today because of a loss of culture and healing, disconnection from community, and resulting trauma and mental health issues. Unresolved, this can lead to...

Intergenerational Trauma: trauma that is transmitted down from direct survivors to later generations when (often destructive) behaviours become normalized within the family and community, leading to suffering for the next generation.

Today's Tip:

Set aside time to learn about the ways colonization continues to affect our society today:

- Learn more about the Indian Residential School system [here](#).
- Learn more about Intergenerational Trauma [here](#).

Definition Sources: <https://www.ontario.ca/page/ontarios-anti-racism-strategic-plan>
<https://www.ontario.ca/page/ontarios-anti-racism-strategic-plan>

DAY 12: CONSIDER YOUR ROLE IN TRUTH AND RECONCILIATION

Consider your role in Truth and Reconciliation.

Truth and Reconciliation: The Truth and Reconciliation Committee (TRC) interviewed 6500 witnesses involved in the Indian Residential School System and presented their findings in Ottawa along with 94 Calls to Action June 2015.

The TRC 94 Calls to Action: “The TRC compiled 94 recommendations to further reconciliation between Canadians and Indigenous Peoples... All Canadians are encouraged to read the summary or the final report”



Today's Tip:

Review the Truth and Reconciliation Commission's 94 Calls to Action [here](#). Consider which Calls to Action you or your organization can help to work towards.

Check on the progress of each of the TRC's Calls to Action [here](#). Only 13 out of 94 have been completed. Consider how your organization might participate in the National Day for Truth and Reconciliation on September 30. For more information, visit: <http://www.orangeshirtday.org/>.

Definition Source <https://www.rcaanc-cirnac.gc.ca/eng/1450124405592/1529106060525#chp1>

Photo Source: https://www.childrensfestival.ca/wp-content/uploads/2021/05/192922387_10164788453195212_8507919767357655674_n.jpg

DAY 13: LEARN ABOUT THE DIVERSE HISTORY OF YOUR LOCAL COMMUNITY

Beyond current data trends of immigration and diversity, Simcoe County has a rich history of diversity.

Indigenous History

Learn about the Indigenous land where you live and/or work. Visit <https://native-land.ca/> to access an interactive map where you can see what traditional territory you are situated on. Simcoe County is located on the traditional territory of the Anishinaabeg. Find out more about Indigenous history in Simcoe County here: <https://www.simcoe.ca/Archives/Pages/Indigenous-History-Resources.aspx>

Beyond Black History Month

Learn more about Black history in Simcoe County here: <https://www.simcoe.ca/Archives/Pages/Black-History-Resources.aspx>

Ethnic Enclaves

Canada's Ethnic Enclaves – More Diverse Than You Think: <https://canadianimmigrant.ca/living/community/canadas-ethnic-enclaves-more-diverse-than-you-think-study-finds>

Today's Tip:

Take time to learn about the different cultures, nationalities, and identities who have called Simcoe County home over the years.

MARCH 14: SUPPORT MULTILINGUAL SPEAKERS

As our community grows, so does the diversity of languages spoken

If you encounter an individual who speaks a different language, be patient, and remember to speak slowly and clearly.

Gentle Reminders

- Keep in mind that an individual's ability to speak English is not reflective of their intelligence
- Appreciate how difficult it is to learn another language and provide encouragement and support wherever possible!



Today's Tip

Consider what resources are (or are not) available at your organization, including interpretation services and translated materials.

Consider printing a multilingual Welcome sign for your entrance. Discuss ways that your organization can be more inclusive to those who may not be fluent in an official language (English, French).

Photo Source: <https://www.educationworld.com/sites/default/files/gamified-language-learning-duolingo.png>

DAY 15: CELEBRATE DIVERSITY IN YOUR COMMUNITY

Plan to participate in international holidays with people in your community.

A great way to celebrate diversity in your workplace and community is to, well, celebrate!

Find ways to stay up to date on events and celebrations happening in your community and around the world.

If you're looking for a specific way to become involved, start thinking about how you can participate in the **International Day for the Elimination of Racial Discrimination on March 21st**.

Today's Tip:

Encourage discussion in your workplace to add special days of observance to your shared calendars. Talk about ways that you can honor one another's holidays and celebrations in your communities and workplaces.

View the Simcoe County District School Board's Calendar of Holidays and Holy Days here https://www.scdsb.on.ca/about/equity_and_inclusion/holy_days_and_holidays_calendar

Photo Source: <https://thumbs.dreamstime.com/b/calendar-circled-date-appointment-arm-marks-holiday-calendar-wall-schedule-events-day-week-month-calendar-179813442.jpg>



DAY 16: UNDERSTAND THE IMPORTANCE OF RELIGIOUS ACCOMMODATION

Understand the importance of religion, and how you can be accommodating of diverse belief systems.

One of the lingering impacts of our European-settler colonial history is that our national calendar emerged within the Judeo-Christian calendar. Many of our Civic and Statutory holidays observe these high holidays as paid or permitted time off. For a rising number of citizens in Simcoe County, these holidays do not align with their religious beliefs.

Gentle Reminders

- Religion has an important role in many cultures. In some religions, structured prayer times and dress are important and may require accommodation
- Religion and culture are closely linked for many groups, and are tied to Intersectionality and identities



Today's Tip:

Think about ways you can help make your organization or school a safe space for all.

Make space for and consider incorporating time off policies that are inclusive of religious holidays and ceremonies

Share local success stories of those whose religious rights have been integrated into their workplace. One such example can be found [here](#).

Photo source: https://content.thriveglobal.com/wp-content/uploads/2019/11/shutterstock_1208778403.jpg?w=1550

DAY 17: ORGANIZE A TRAINING SESSION IN YOUR WORKPLACE

As you continue on your allyship journey, consider sharing your learning with others

Local Educators and Presenters

- [Harmony Movement](#)
- [Gilbert Center](#)
- [Barrie Area Native Advisory Circle](#),
- [Making Change](#)
- [Uplift Black](#)



Simulation Exercises

- Forced to Flee (by the Food Grains Bank) – individuals work together in “family units” and make difficult decisions to maintain their health, food, and money during forced migration. Download the free activity [here](#).

Tip of The Day:

Organize a training session, guest speaker presentation, or simulation exercise within your school or workplace to help educate others and support your own lifelong learning

Photo Source: <https://assets4-my.umbc.edu/system/shared/thumbnails/events/000/082/812/d13d187e2fb588f8f1b66addee18e25b/xxlarge.jpg?1585842250>

DAY 18: RAISE AWARENESS ABOUT PRIVATE REFUGEE SPONSORSHIP

Learn about Canada’s Refugee Sponsorship and raise awareness

Fast Facts:

- Did you know that an average of one person is displaced globally every two seconds? Despite this, only 1% are resettled
- Some Canadians are concerned about the cost of immigration and refugee sponsorship. However, in 2016, 100% of refugees arriving in Simcoe County were privately sponsored.



Tip of the Day:

Take some time to learn about the sponsorship process. If you have the means, explore the possibility of becoming a sponsor or co-sponsor.

- **Visit** <https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/help-outside-canada/private-sponsorship-program.html> to learn more.
- **Visit** <https://wusc.ca/can-provide-scholarships-refugee-students/> to learn how you can help sponsor a refugee student through WUSC (World University Service of Canada).

Photo Source: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/corporate-initiatives/global-refugee-sponsorship-initiative.html>

Data Sources: <https://natakallam.com/>

DAY 19: CELEBRATE ACHIEVEMENTS OF CANADIAN NEWCOMERS

Celebrate achievements of Canadian newcomers and allies in the community.

Simcoe County is committed to creating a community that not only welcomes newcomers, but one that celebrates newcomer success!

Start thinking about who you could nominate for a **2023 Newcomer Recognition Award!**

Tip of the Day:

Watch the 10th Annual Newcomer Recognition Video for more information on the categories and nomination process:

<https://youtu.be/hFdnfHdIB3M>

Contact sclip@simcoe.ca or visit

<https://www.simcoe.ca/dpt/ccs/lip/newcomer-recognition-awards> for more information on how to nominate an outstanding individual in your organization.



DAY 20: SHARE THE BENEFITS ASSOCIATED WITH HIRING IMMIGRANTS

Educate yourself and your workplace on the benefits of hiring newcomers.

The Government of Canada and Simcoe County have a shared focus on the following factors:

- **Canada has a shrinking workforce.** Fewer youth are entering the labour market, and more baby boomers are retiring. The COVID-19 pandemic has also affected the labour market. **Immigrants can fill these gaps in the workforce.**
- Immigrants have **unique knowledge**, experiences, education and connections within international markets.
- Many immigrants have **diverse language skills** that can help employers build global networks.

Today's Tip:

- **Visit** <https://immigration.simcoe.ca/hire/> for support in recruiting, selecting, onboarding and retaining international talent.

IMMIGRATION MATTERS to Canada's Business Sector



Visit: Canada.ca/immigration-matters

Source: Statistics Canada, 2016 Census

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada

Photo Source: <https://www.canada.ca/en/immigration-refugees-citizenship/campaigns/immigration-matters/growing-canada-future/infographic-business.html>

DAY 21: INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

Celebrate, Navigate, and Educate!

Tuesday, March 21st, 2023, is the International Day for the Elimination of Racial Discrimination.

We invite you to set aside this day to celebrate the cultural mosaic that Canada is, navigate the differences that we must overcome, and educate yourself and your community about systemic racism and oppression.

Learn more about this day and its significance by visiting: <https://www.un.org/en/observances/end-racism-day>.

Celebrate with a video collection of local artists sharing dance, song, and examples of traditional cuisine that highlight the multiculturalism represented in our communities.

Navigate our differences with a facilitated discussion where individuals share their stories of racism, discrimination, examples of allyship in action, and community victories.

Educate with examples of systemic oppression along with solutions at work through video collages from organizations outlining the critical steps they have taken to address racism and discrimination.

This is your opportunity to speak up and support the marginalized members of our community.

Today's Tip:

Join the conversation!

Facebook: [County of Simcoe](#)

Twitter: [@simcoecounty](#)

Instagram: [CountyofSimcoe](#)

YouTube: [CountyofSimcoe](#)



Photo Sources:

https://static.wixstatic.com/media/6712cc_f240d2e607784077b3822cea4bd9f13d-mv2.png/v1/fit/w_600%2Ch_400%2Cal_c%2Cq_80/file.jpg

<https://www.un.org/en/observances/end-racism-day>

DAY 22: BECOME FAMILIAR WITH SETTLEMENT SERVICES

Become familiar with settlement services available within Simcoe County so that you can help point newcomers in the right direction!

Settlement Services provide support to newcomers and families to address a variety of barriers in making a new community home.

Bradford Immigrant & Community Services

- Language Instruction for New Canadians
- Information on Living and Working (Settlement Services)

YMCA of Simcoe/Muskoka: Immigrant Services

- Language Instruction for New Canadians
- Information on Living and Working (Settlement Services)



Welcome Centre: Mobile Services

- Join a Conversation Circle
- Accreditation and Qualification Information Services
- Information on Living and Working (Settlement Services)

Learning Centers: Simcoe County District School Board, Adult Continuing Education

- English as a Second Language Courses

Georgian College

- Occupational Specific Language Training
- Job Finding Club for Immigrants

Canadian Mental Health Association: York and South Simcoe

- Newcomers' Health and Well-Being

Collège Boréal

- Information on Living and Working (Settlement Services)
- French as a Second Language Training

Today's Tip:

Consider the community you live in. Commit to identifying at least one service provider in your area to support newcomers getting settled or supported.

Visit <https://immigration.simcoe.ca/> or <https://centraleastontario.cioc.ca/?UseCICVw=295> for more info!

Photo source: <https://immigration.simcoe.ca/>

DAY 23: CONSIDER THE IMPACTS OF ANTI-BLACK RACISM

Anti-Black Racism is not just something that exists on the news or international level. It is present in our communities, backyards, policies, etc.:

Consider:

[What it's like to be Black in Barrie and Simcoe County](#)

Findings from the [Black Canadian National Survey](#):

- 70% of Black Canadians face racism and unfair treatment because of their race
- Two-thirds have been treated with suspicion; and two-thirds have been treated as lacking in intelligence.
- Black Canadians report being stopped by police more than twice as much as other racial groups.



Today's Tip:

Visit the following links to learn more about local groups addressing anti-Black racism in Simcoe County. Consider ways you can get involved, by attending a teaching event, booking a speaker, volunteering, or making a donation:

- Making Change <https://www.makingchangesc.com/>
- Uplift Black <https://upliftblack.org/>

Photo Source: <https://tce-live2.s3.amazonaws.com/BLM/BlackLivesMatterProtest.jpg>

DAY 24: EDUCATE YOURSELF AND OTHERS ON ANTI-ASIAN RACISM

Learn about and actively resist anti-Asian racism.

Consider:

Anti-Asian racism is not new – for example, Asian immigrants were actively excluded from entering Canada in the early 20th century. Learn more about Chinese Canadian history here: http://www.sfu.ca/chinese-canadian-history/chart_en.html#



Since the onset of the COVID-19 pandemic, anti-Asian racism has intensified in Canada, including harassment, threats, and physical violence as a direct result of COVID-19. Read more here: <https://angusreid.org/racism-chinese-canadians-covid19/>

Today's Tip:

Plan to celebrate and learn about the contributions of Asian Canadians during Asian Heritage Month in May. Check out the following collections of resources to get started:

- [Canadian Encyclopedia: Asian Heritage in Canada](#)
- [CBC: Celebrate Asian Heritage Month](#)
- [CCDI: Anti-Asian Discrimination Resources](#)

Photo Source: <https://hips.hearstapps.com/hmg-prod.s3.amazonaws.com/images/protestors-hold-signs-that-read-hate-is-a-virus-and-stop-news-photo-1616000720>

DAY 25: DIVERSIFY THE BUSINESSES YOU SUPPORT

Start thinking about your spending decisions and where your money is going.

As the community has been affected by various economic and staffing issues, local business can use our support more than ever!



Consider:

- Marginalized members of our community are statistically more vulnerable to economic changes
- You already spend money at businesses for various goods and services for the things you need. Why not make sure your money is going directly towards local BIPOC and immigrant business owners in your community?

Today's Tip:

Visit <https://www.makingchangesc.com/business-listing> for a list of Black-owned businesses in Simcoe County.

Visit <https://secondstorypress.ca/black-indigenous-owned-bookstores> for a list of Black and Indigenous-owned bookstores in Canada.

Photo Source: <https://www.acumenconnections.com/wp-content/uploads/2019/11/small-business-saturday-scaled.jpg>

DAY 26: DIVERSIFY YOUR READING AND WATCHLIST

Try a book, movie, or series that highlights a diverse experience

Recommendations For Your Reading List:

- Seven Fallen Feathers: Racism, Death, and Hard Truths in a Northern City by Tanya Talaga (Nonfiction – anti-Indigenous racism)
- They Said This Would Be Fun by Eternity Martis (Memoir – anti-Black racism)
- The Skin We're In: A Year of Black Resistance and Power by Desmond Cole (Nonfiction – anti-Black racism)
- Angry Queer Somali Boy: A Complicated Memoir by Mohamed Abdulkarim Ali (Memoir – LGBTQ2S+, immigration, racism)
- Africville by Shauntay Grant (Children's book – Canadian Black history)

Recommendations For Your Watchlist:

- 13th (documentary – anti-Black racism)
- When They See Us (series – anti-Black racism)
- We Were Children (documentary – anti-Indigenous racism, colonialism)
- Dear White People (series – anti-Black racism)
- Disclosure (documentary – 2SLGBTQ+ discrimination)

Today's Tip:

Add one new resource to your Reading or Watchlist. Invite a friend, coworker, or classmate to join you and then discuss your reactions.

Photo Source: <https://en-media.thebetterindia.com/uploads/2017/12/books-1.jpg>

DAY 27: SUPPORT DIVERSE ARTISTS

Enjoy, support, and promote the works of diverse artists.

Thanks to the visual nature of social media, artists are able to share their portfolios and experiences on a variety of platforms (books, visual art, poetry, theatrics, films, music, dance, etc.). For some BIPOC and newcomer artists and creators, artistic expression is reflective of lived experiences, and can raise awareness to social issues.

Libraries, museums, festivals, markets, and other cultural events in Simcoe County provide rich opportunities to showcase diverse art and talent in our community.

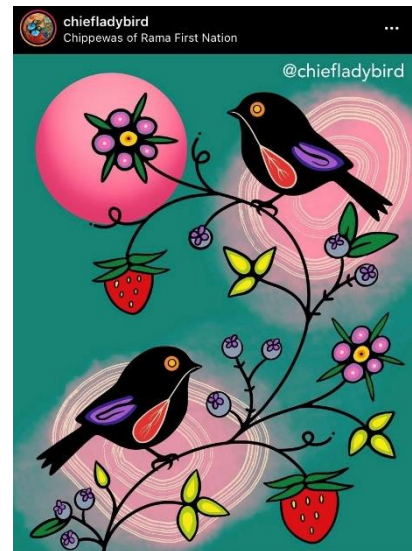
Today's Tip:

Take a few minutes to research local artists and creators in your area. Tip: Use key phrases or hashtags to identify artists from different ethno-cultural backgrounds that you would like to grow in your allyship with.

Go a step further and share this art through your organization and social networks! This allows others to appreciate and realize the contributions of diverse individuals within our communities.

(Ensure you give credit to the artists when you share their work and pay/credit them appropriately for their work and contributions)

Artist: Chief Lady Bird. Source: https://www.instagram.com/p/CXhBbN_u3cl/?utm_source=ig_web_copy_link



DAY 28: INVEST IN THE NEXT GENERATION

Think about how you can incorporate diversity into children's lives and education and raise the next generation to be anti-racist.

Check out the following resources:

- [The Respect for Diversity Foundation: Websites for Kids and Teens](#)
- [Globe Trottin' Kids: Explore and Learn About Our Diverse World](#)
- [Ten fun ways to teach kids about diversity](#)
- [Raising and Teaching Anti-Racist Kids – Resource list](#)
- [The Canadian Children's Book Centre: Canadian Books to Help Tackle Racism](#)



Today's Tip:

Think about how to foster anti-racist and inclusive values in the next generation. You don't have to be a parent to set a positive example. Consider how you can invest in your nephews, nieces, grandkids, students, neighbours, and friends, or consider making a donation to your local public school or library

Photo Source: https://media.istockphoto.com/vectors/little-kids-having-fun-and-play-together-in-nature-vector-id1254450838?k=20&m=1254450838&s=612x612&w=0&h=jJhabL10gQwMy1b-nZBU_oKFGtjeioVw8E0zN512JY=

DAY 29: AVOID BURNOUT TO KEEP THE CONVERSATION

Think about ways you can avoid burnout when it comes to anti-racism work and keep the motivation and momentum going year-round.

Gentle Reminders:

- Remember to pace yourself. Take time to pause and reflect.
- Have a plan to set aside time regularly for your anti-racism and anti-discrimination learning.
- Take care of yourself. Practice self-care by taking breaks and doing things you enjoy. You won't be able to do effective work if you are burnt out - you can't pour from an empty cup.



Today's Tip:

Remember that it is a privilege to be temporarily uncomfortable. Allow this discomfort to grow seeds and cultivate kindness and empathy with individuals that do not experience the same privileges as you.

Photo Source: <https://teentalk.ca/wp-content/uploads/2020/07/self-care.png>

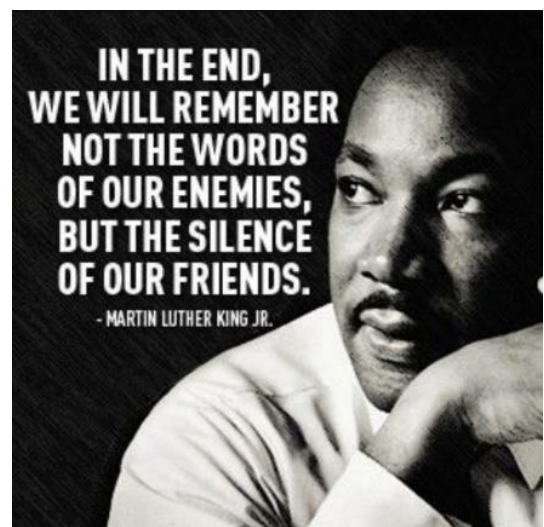
DAY 30: MOVING FROM ALLY TO ACCOMPLICE

In today's world, a lot of people use the term, Ally. Challenge yourself to move beyond Ally to Accomplice with marginalized populations in your school, workplace, and community.

There are different forms of allyship and it looks different for everyone. Author Karen Catlin ("Better Allies") defines different kinds of Allyship:

- **Sponsor**
- **Champion**
- **Advocate**
- **Amplifier**
- **Scholar**
- **Upstander**
- **Confidant**

More information on the 7 Types of Allies can be found [here](#)



Today's Tip:

Resist **Performative Allyship** and ensure **Authentic Allyship**. Think about what it could look like or feel like to move from being an Ally to Accomplice.

Photo Source: <https://pbs.twimg.com/media/EZ5MYAQU0AIHdFw?format=jpg&name=large>

DAY 31: PLAN AHEAD: 2024 #ITSTARTS AND BEYOND

Plan ahead: 2024 #ITSTARTS is only one year away!

If you followed along with this year's #ITSTARTS Campaign, consider how you might create an even bigger impact during next year's campaign!

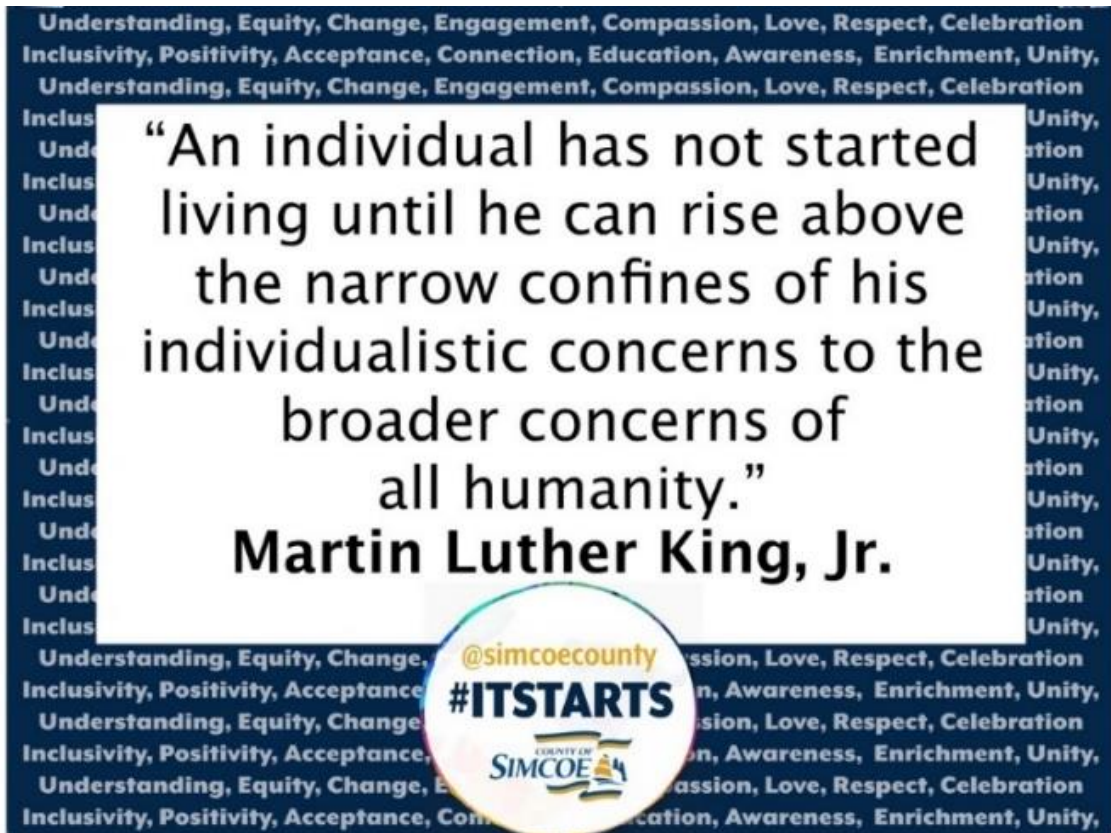
If your organization has participated in previous years, consider: How do you think your organization benefitted? In what ways were you successful? Did you host any unique events or activities that you'd like to share?

Ask yourself – what's next? How can you increase your involvement and raise even more awareness next year?

Looking ahead, how will you commit to the momentum of this initiative all year long?

Final Tips:

- Join the conversation on the [Diversity Hub!](#) (Email sclip@simcoe.ca if you have questions or to get added)
- Brainstorm other initiatives you might become involved with throughout the year? (i.e., Multiculturalism Day on June 27, Black History Month in February, etc.)
- Think about who you can you nominate for this year's Newcomer Recognition Award
- Email sclip@simcoe.ca for more information or for more ideas



Quote Source: <https://www.psychologytoday.com/ca/blog/communication-success/201401/12-empowering-and-uplifting-quotes-diversity-inclusion>