

Anti-Oppression Training & Resources



the CTN
CIHR Canadian
HIV Trials Network

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Anti-Oppression Training & Resources

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This document was prepared by the CTN's Clinical Care and Management (CCM) Core, inspired by Dr. Notisha Massaquoi's keynote talk at the CTN Spring 2021 Meetings CCM Session. This is a living document of resources for people to expand their anti-oppression knowledge and practice. Anti-oppressive practice means that we take account of the impact of power, inequality, and oppression on people, and actively combat these (Nosowska, 2014). Learning and unlearning is a starting point.

Indigenous Allyship Resources

Indigenous Canada Open Online Course

University of Alberta's Faculty of Native Studies hosts the Indigenous Canada Massive Open Online Course (MOOC). From an Indigenous perspective, this free course explores key issues facing Indigenous peoples today from a historical and critical perspective highlighting national and local Indigenous-settler relations.

Indigenous Cultural Competency Training

The Native Canadian Centre of Toronto hosts a full-day training course that will provide Indigenous and non-Indigenous attendees with an overview of today's Indigenous culture and how the historical and current experiences shape misinformed views of Indigenous people.

Ontario Indigenous Cultural Safety (ICS) Training

The San'yas Indigenous Cultural Safety Training Program offers online training and consultation services to health care and education professionals that focus on uprooting anti-Indigenous racism and promoting cultural safety for Indigenous people in Canada.

Anti-Oppression & Decolonization Training

Anna Soole, a Métis educator, coach and consultant, offers a variety of workshops, keynotes, trainings, coaching sessions, and

curricula. Topics range from decolonization to anti-oppression work to youth empowerment.

Health Learning Resources

Canadian Paediatric Society and the National Collaborating Centre for Indigenous hosts Indigenous health learning resources that advocate for policies and practices to address historic and systemic barriers to care and living conditions that have unfairly affected Indigenous children and youth in Canada.

Cultural Safety: Respect and Dignity in Relationships Video

Northern Health Indigenous Health hosts a video about the increased need for cultural competency and safety throughout Northern Health. They also promote a list of resources and initiatives working toward inclusive health services and a health care system respectful of Indigenous Peoples in Northern BC.

MMIWG Call to Action: How YOU Can Make an Impact

CBC posted an article that provides a brief summary of the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, which urges everyone to become allies, to combat racism and to break down barriers. This articles also explores the insights of various Indigenous leaders who gave



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their responses on how everyday Canadians can advocate for substantive changes.

The Truth and Reconciliation Commission of Canada

The Truth and Reconciliation Commission (TRC) Website list several resources, including TRC reports, legislative reports, and information for students and educators.

Decolonizing Solidarity: Cultivating Relationships of Discomfort

Boudreau Morris K. *Settler Colonial Studies*. 2016 Oct; 7(4):456–73

Decolonization Resource for Indigenous Solidarity

Anna Soole, a Métis educator, coach and consultant, created a resource for Indigenous solidarity that highlights decolonization, which is crucial to explore as Anna believes we cannot separate decolonization from Indigenous resistance and sovereignty, the interconnection between humans and nature, and our responsibility to maintain stewardship and relationship with the land.

Resources to Support Indigenous Allyship

The Women and HIV Research Program offers this resource, as a starting point, to facilitate reconciliation and allyship that is based in action.

Video on Dr. James Makokis, a Two-Spirit Cree physician who combines Indigenous and Western teachings to revolutionize trans care

Gen R created a video following Dr. James Makokis, a Two-Spirit Cree specialist who

combines Indigenous and Western teachings to create a unique approach to transgender care.

Colonialism and Decolonization Resources

The Victoria Sexual Assault Centre hosts resources about colonization and decolonization that feature a number of book, article, video, artwork, and poetry recommendations. There are also resources related to race, racism against People of Colour (POC), trans lives, and ableism.

Equity, Diversity, Inclusion (EDI) and Intersectionality Resources

Dr. Notisha Massaquoi (Nyanda Consulting)

A firm dedicated to increasing the effectiveness of community and economic development programming. Consultant Dr. Notisha Massaquoi is a highly respected in designing programs and services, which aim to increase access to primary health care for racialized communities. Notisha can be contacted at notisha.massaquoi@utoronto.ca.

Anti-Oppression, Inclusion, and Equity Workshops, Equity Assessments, Programs & Consulting

Rania El Mugammar, a facilitator and consultant, strives to educate, empower, inspire individuals and communities and agitate oppressive systems and notions via workshop trainings, program development, equity assessments, and consulting work.



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Equity Training

METRAC Action on Violence offer training, consultation, and learning events to build the capacity of individuals and organizations to promote equity and inclusion. They apply a gender analysis, safety framework, and non-discrimination lens in this critical work.

Racial Equity, Diversity & Inclusion Workshops

University of Toronto Anti-Racism & Cultural Diversity Office offers professional development courses to increase faculty and staff's understanding of their roles/responsibilities and key strategies to advancing racial equity, diversity and inclusion at U of T.

Centre for Anti-oppressive Communication Training

Tenniel Rock is an experienced facilitator, speaker, clinical supervisor, and educator. Using an anti-oppressive, trauma-informed, eclectic approach she provides customized counselling, coaching, training, facilitation and advising services to individuals, couples, organizations and groups.

Health Equity Animated: Equity vs Equality Video

Centre for Prevention MN's video provides an overview of the distinction between equity and equality. This video explores the difference between the needs of various communities, and how addressing those specific needs requires specific solutions

Brené Brown on Empathy Video

RSA hosts a video of Dr. Brené Brown reminding us that we can only create a genuine empathic

connection if we are brave enough to really get in touch with our own fragilities.

Kids Explain Intersectionality Video

Soyheat brought together a group of kids to explain the concept of intersectionality with the hopes of gaining a better understanding of how individuals live multidimensional lives.

What is Implicit Bias? Video

Centre for Prevention MN illustrates what implicit bias is, it's development. and how these unconscious assumptions can drive certain behaviours based on race, gender, age, sexual orientation, and religion.

Cultural Safety Guidance for Clinicians During the COVID-19 Pandemic

Royal College of Physicians & Surgeons Canada has created cultural safety guidance for clinicians during the COVID-19 pandemic. Their list was developed to raise awareness about the need to follow culturally safe practices when assessing and treating patients for COVID-19.

The Urgency of Intersectionality Video

Ted x Kimberlé Crenshaw explains the importance of looking boldly at the reality of race and gender bias, and understand how the two can combine to create even more harm. This phenomenon can be explained by the term 'intersectionality'.

Diversity, Equity and Inclusion 101 Training

University of Colorado Denver created a diversity, equity, and inclusion self-guided learning resource, which lists important considerations



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and is considered a starting point to begin laying the foundations of individual diversity, equity, and inclusion learning.

A Toolkit on Islamophobic Violence by and for Muslim Women

Rivers of Hope is a toolkit is based on Sidrah Ahmad's Master's Research Project at the Ontario Institute for Studies in Education (OISE) at the University of Toronto. This toolkit provides inspiration, resources, and information to Muslim women facing Islamophobic violence and people who want to support them.

What Does Intersectional Feminism Actually Mean?

International Women's Development Agency shares information and resources that break down the critical concept of intersectionality and intersectional feminism by focusing on the history of the concept, what it manifests as today, why this kind of work matters, and where to learn more.

Intersectional Feminism Reading and Resources

POC shares resources and readings about intersectional feminism, specific to patriarchy, homophobia, transphobia, and the intersections between other identities and forms of marginality (such as racism).

Resources on Feminism

Everyday Feminism shares resources that span a range of topics like privilege, racial justice, LGBTQIA, class, religion, disability, and more.

Uprooting Medical Violence: Building An Integrated Anti-Oppression Framework for

Primary Health Care

Dr. Nanky Rai wrote an article about how to build an integrated anti-oppressive framework for primary health care, which prioritizes examining the power and privilege in medical practice. The principles identified for an integrated anti-oppression framework for primary health care can be grouped into four main categories: i) uprooting medical violence, ii) understanding intersectionality and centering the margins, iii) practicing allyship and solidarity as health care providers, and iv) growing health justice by supporting grassroots resistance.

LGBTQ+ Anti-Oppression, Allyship, and Gender Inclusion Resources

LGBTQ+ Integrated Anti-Oppression Health-Based Training

Rainbow Health Ontario shares a training tool that is designed to help trainers use an integrated anti-oppression framework in sexual and gender diversity training. It is geared toward education for health and social service workers and advocates.

Anti-oppressive Medical Education, Harm Reduction and Clinical Practice

Dr. Nanky Rai (University of Toronto MD Program's 2SLGBTQIA+ Health Education Theme Lead) teaches the themes integrated in the University of Toronto MD program, such as Black health, Indigenous health, 2SLGBTQIA+ health education, public health, and more.



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Power Privilege and Oppression Video

Graduate School of Social Work- DU illustrates how the assignment of gender can stir various feelings for cis gender vs trans and non-binary children, as well as the implications of word choice, stigma, and social structures.

Trans 101: The Basics Video

Minus18 shares their new series called Trans 101, which is about gender diversity. They explain being trans, what gender identity entails, and its significance.

How Your Organization Can Show Up for Queer Trans People of Colour (QTPOC)

Everyday Feminism's article exposes how mainstream LGBTQIA+ organizations aren't really showing up for Queer Trans People of Colour (QTPOC). They list three ways in to challenge white-led national LGBT organizations and the white-led regional non-profits in order to be more supportive of QTPOC.

Trans Allyship: 100 Ways to Make the World Better for Trans People Article

Vice explores 100 ways that cis allies can help trans folks, which begins with listening to their problems and voices, using their privilege to benefit the trans community, and calling out transphobia.

Being an Effective Trans Ally Infographic

The519 shares information and resources on what being an effective trans ally entails and how to go about doing so, specifically by being compassionate, doing your own homework, understanding privilege, and finding ways to support trans people.

Gender Identity and Pronouns Video

Onlea's "What will you teach the world series" discusses gender identity. This video delves into the difference between sex and gender identity, the importance of using correct pronouns, and how to go about asking others for their correct name and pronouns.

Anti-Racism & BIPOC Allyship Resources

The Disciplines Where No Black People Earn Ph.D.s: In more than a dozen academic fields—largely STEM related—not a single black student earned a doctoral degree in 2017. But why? Article

The Atlantic discusses how more than a dozen academic fields—largely STEM related—did not have a single Black student earn a doctoral degree in 2017.

"Call it Out: Racism, Racial Discrimination, and Human Rights" Online Module

Ontario Human Rights Code created a 30-min 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.



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Anti-Racism Workshop

Canadian Race Relations Foundations (CRRF) hosts an anti-racism workshop, which seeks to develop capacity for equity, offer a safe space for discussion and conversation about equity, race, and human rights, and help participants navigate differences, diversity, power relationships, and conflict.

Are you racist? 'No' isn't a Good Enough Answer Video

Maron Jones in The Guardian discusses why answering 'no' to the question 'are you racist' is not enough. Only being a non-racist means you are not actively doing anything, so individuals need to take more action and hold themselves, and others, accountable.

Health Equity Animated: Race Video

Centre for Prevention MN shares a video about race impacting health outcomes. In "Barriers, Trauma, and Fear", they look at the experience of visiting the hospital through the lens of racism, bias, and fear.

Racism in Health care and COVID-19 Video

Dr. James Simmons talks about racism in health care as there is a need to talk openly and act on this learned knowledge. This is an important conversation as People of Colour (POC) often have less access to good health care than white patients.

Racial Equity Tools

Toronto Arts Foundation lists a racial equity library that offers tools, research, tips, curricula, and ideas for people who want to increase their

own understanding and to help those working toward justice at every level – in systems, organizations, communities, and the culture at large.

#BLM Toolkits

Black Lives Matter hosts several resources related to healing justice, conflict resolution and more, specifically for Black and Non-Black POC Organizers.

Time to Dismantle Systemic Anti-Black Racism in Medicine in Canada

CMAJ article discusses the term 'anti-Black racism' and how the field of medicine can no longer deny or overlook the existence of systemic anti-Black racism in Canada and how it affects the health of Black people and communities.

CMAJ and Antiracism

CMAJ article that emphasizes their stance that systemic racism exists in Canadian society and within its health care systems, the necessity of acknowledging this fact, and what actions need to be taken in the present and future.

Harm Reduction Resources

What is Harm Reduction? Video

AIDS Action Europe Berlin video explains the term 'harm reduction' and how it benefits people who use drugs, as well as their families and communities.



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Educational and Training Resources that Support Harm Reduction Efforts

Ontario Harm Reduction Network supports harm reduction efforts in Ontario by providing training, networking opportunities, and consultations to service providers and agencies. They also bring together harm reduction workers from across the province through The Outreach Network.

Addiction and Substance Use Resources

Canadian Mental Health Association discusses harm reduction by giving information on what it is, some examples, and the ultimate goals of the harm reduction principles.

Disability Allyship

ASL Connect Course

Gallaudet University provides ASL for free, which includes basic ASL vocabulary with their fun videos, categorized by theme.

Autism Allyship Infographic

AsapSCIENCE shares an infographic on #worldautismawarenessday to discuss autism and what allyship can look like.

Sexuality and Disability Resources

SexualityandDisability.org shares questions a woman with a disability might have – about her body, about the mechanics and dynamics of having sex, about the complexities of being in an intimate relationship or having children, about unvoiced fears or experiences of encountering

abuse in some form – and gives advice on these topics.

Supporting Survivors

Smudge, Don't Judge (Trailer): A No More Silence

Audrey Huntley and Maggie's Toronto Sex Workers Action Project Collaboration works to create a resource for service providers to assist them in providing better care to Indigenous community members who have survived violence. The resource addresses the transphobia and homophobia that Two Spirit, Trans and Gender Non-Binary Indigenous people often experience when they seek services.

What is Trauma-Informed Care? Video

Center for Health Care Strategies illustrates an animated video featuring "Dr. Cruz", who shares what she has learned about caring for patients with exposure to trauma, including abuse, neglect, and violence.

Trauma-Informed Care Toolkit

Klinik Community Health Centre created a resource for service organizations and providers working with adults who have experienced or been affected by trauma. It will also help service providers and organizations to work from a trauma-informed perspective and develop trauma-informed relationships that cultivate safety, trust, and compassion.

