



## **Anti-Racism and Anti-Discrimination Observatory**

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## Objectives

- Goal is to equip policy-makers, researchers, and organizations in the public, private, and not-for-profit sectors with:
  - a set of diagnostics for assessing levels of racism and discrimination
  - practical tools that can be used to promote harmony and inclusion
  
- In support of this goal, an easily searchable inventory of information on diagnostics and tools that are available in English or French was developed

## Method

- Three research assistants searched for English language material and one research assistant searched for French language material from:
  - Local, provincial/territorial, and federal government websites (e.g., antiracism initiatives at all levels of government, educational institutions, police departments)
  - National and international bodies (e.g., Metropolis)
  - Local organizations (e.g., universal and immigrant service providers, multicultural organizations, community foundations, religious organizations)
  - Businesses
  - Think tanks (e.g., Conference Board of Canada)
  - Research groups (e.g., Environics)
  - Academic literature (databases include psychology, sociology, political science, criminology, geography, social science, public policy/administration, business/management, education, healthcare)
  
- Inclusion criteria:
  - Available in the public domain and no charge for use of measure or tool
  - Relevant to immigrants, visible minorities, racial minorities, and/or religious minorities
  - Focus on measurement of racism and discrimination or tools for combating racism and discrimination
  - Published or conducted in last 10 years
  - Geographic focus: mainly Canada, but sources were also found from Australia, UK, US, Netherlands
  - Language of source material: English or French
  
- Search terms:
  - racism
  - prejudice
  - attitudes
  - discrimination
  - hate crimes
  - anti-Semitism
  - Islamophobia
  
  - racism (prejudice) scale
  - racism measure
  
  - inclusion/inclusive(ness)
  - welcoming
  - accepting/acceptance

- diversity
  - equity/equality
  - harmony
  - multiculturalism
  - interculturalism
  - welcoming (and inclusive) communities
  - social inclusion (exclusion)
  
  - training/education/workshop/program
  - human rights
  
  - anti-racism/prejudice/discrimination
  
  - diversity toolkit
  - best practices
  - practical tools
- Relevant material was catalogued with the following information:
- Full reference (APA format)
  - Author
  - Title
  - Non-academic versus Academic (and discipline)
  - Measure versus tool to combat racism/discrimination
  - Target sector (e.g., Business, Healthcare)
  - Target group (e.g., Immigrants, African-Canadians)
  - Target age group (e.g., Youth, Adult)
  - Geographic focus (e.g., province, country)
  - Type of material (e.g., article, resource kit)
  - Publication year
  - Available languages
  - Keywords (open-ended)
- A short abstract was also prepared or copied from the source when available

## Sample Entry

1. Reference:

Wong, E. D. (2002). *Anti-racism toolkit: Educational activities for use in workshops and classrooms*. Retrieved July 23, 2010, from [http://www.vcpac.ca/documents/Information/Resources/ARToolkitActivitySet\[1\].pdf](http://www.vcpac.ca/documents/Information/Resources/ARToolkitActivitySet[1].pdf)

2. Author:

Wong, E. D.

3. Title:

Anti-racism toolkit: Educational activities for use in workshops and classrooms

4. Non-academic vs. Academic (and discipline)

Non-academic

5. Measure of racism/discrimination vs. Tool to combat racism/discrimination:

Tool

6. Target sector:

Education

7. a) Target group:

General

b) Target age group:

Youth and children

8. Geographic focus:

Canada

9. Type of material:

Resource kit

10. Publication year:

2002

11. Available languages:

English

12. Keyword(s):

Anti-racism resource kit, Racism, Prejudice, Activities, School assignments

13. Abstract:

This anti-racism resource kit was produced based on a review of research examining the pedagogical strategies that are most effective at enhancing intergroup harmony in schools and classrooms. The resource kit comprises of numerous in-school interventions that have been shown to reduce discriminatory behaviours (e.g., racist name-calling and bullying) and ultimately promote intergroup harmony.

## **The Inventory**

- Contains over 1,000 English language entries
- Contains over 200 French language entries
  
- Will be posted on the new Welcoming Communities Initiative website, anticipated to be complete by September 2011
  
- [www.welcomingcommunities.ca](http://www.welcomingcommunities.ca) and <http://lescommunautesaccueillantes.ca>

### **Anticipated Benefits**

- Learning from experiences and expertise of others
- One-stop shop for these tools and resources: hosted on the Welcoming Communities Initiative website
- Wide spectrum of potential users: includes policy makers, service providers, researchers, businesses, educators
- Particular benefits for smaller communities that are only now beginning to experience increased diversity