

True Colours of Surrey Project

Environmental Scan: Anti-Racisms Programs and Models

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INTRODUCTION

This report presents a scan of programs and models that address racism in Surrey, BC. It has been developed as part of the *True Colours of Surrey*, an anti-racial discrimination initiative funded by the Province of British Columbia, and led by the City of Surrey.

The scan was conducted between May and July 2016 with the assistance of the *True Colours of Surrey* working group and project team.

The **aim** of the scan is two-fold:

- 1) Identify existing initiatives in Surrey that help combat and address racism, and racial discrimination.
- 2) Identify programs and models outside of Surrey that can serve as examples and catalysts for expanding local community capacity.

The scan's overall **objective** is to determine community assets, identify gaps, and inform future directions for the implementation of the Surrey Immigrant Integration Strategic Plan.

Although the scan is not definitive, it presents an accurate picture of the type of programs and initiatives that tackle racism and/or racial discrimination in Surrey and the Metro Vancouver region. We did our best to develop a comprehensive list that captures the multifaceted nature of anti-racism initiatives.

The scope of the scan was extended to include programs and models *outside* of the Metro Vancouver area. For this reason, a quick search of initiatives existing in the rest of Canada, and even abroad was also conducted as part of the scan. This search was inevitably light and swift, as most of the focus was put on local initiatives.

Key Findings

Overall, 6 key findings can be highlighted in this report:

1. There are a number of anti-racism initiatives in Surrey and the broader Metro Vancouver region, but not as many as initially expected.

2. For some initiatives, addressing racial discrimination and racism is but one goal among many others. Sometimes, it is only peripheral to the main mission of the project in question.
3. Anti-racism initiatives take many forms, ranging from annual events such as the Community March Against Racism, to longstanding initiatives such as AMSAA's Safe Harbour project.
4. The majority of initiatives, in Surrey and Metro Vancouver, focus on 'advocacy,' 'education' and 'empowerment' with a strong emphasis on youth-related projects.
5. Only a small number of initiatives focus explicitly on providing support to victims of racism and/or racial discrimination.
6. Racism and racial discrimination tend to be framed as immigrant issues. Indigenous people tend to be overlooked in conversations about racism and/or racial discrimination.

Methodology

The methodological framework for the scan consisted of the following steps:

- 1) Development of criteria for inclusion
 - Establish working definitions for key terms
 - Create framework for categorizing programs and models
- 2) A first online scan of programs and models existing in Surrey and in Metro Vancouver
- 3) A follow up with relevant agencies and organizations regarding anti-racism programming and initiatives
- 4) A second online scan of national and international program and models

A variety of search operators were used to conduct the online scan, including Boolean operators (AND, NOT, OR), multi-character wildcards (*), phrase-searching (" "), limiting options (-), site searches (site:), domain (e.g., .gov), and file type (e.g., pdf).

A comprehensive scan of the following websites was also conducted:

"Surrey Now" www.thenownewspaper.com/

"Surrey Leader" www.surreyleader.com/

"Indo-Canadian Voice" www.voiceonline.com/

"Desi Today" www.desitoday.ca/

"Vancouver Sun" <http://vancouver.sun.com>

"CBC News BC" <http://www.cbc.ca/news/canada/british-columbia>

"Toronto Star" www.thestar.com

"Globe and Mail" www.theglobeandmail.com

"National Post" www.nationalpost.com

"City of Surrey" www.surrey.ca

"Province of British Columbia" www2.gov.bc.ca

"Government of Canada" <https://www.canada.ca>

Key search terms included:

Surrey, Vancouver, British Columbia, Canada, racism, "anti-racism," projects/initiatives/programs/models/programming, resources, "racial discrimination."

Criteria for Inclusion: Models vs. Programs

A few words about the methodology are in order. The scan itself presented two key methodological issues. First, how to differentiate, and ultimately categorize, *programs* vs. *models*. Second, what to consider and what *not* to consider as being an "anti-racism" program or model.

Using the categories of *models* and *programs* is useful in so far as it allows policy makers to better delineate the scope of the project and organize its structure around a sound methodology. However, the line between *models* and *programs* is not always clear. This issue is compounded by the fact that the two categories tend to rely on a definition 'by example' rather than an explicit 'functional description.'

For the purpose of the scan we use the following working definitions coupled by the following attributes:

Model: "A person or thing used, or for use, as an example to copy or imitate. E.g., *the Canadian model of federalism.*"

Program: "A course of activities or actions undertaken to achieve a certain result: started a new fitness program. E.g., *a welfare reform program.*"

The Canadian Oxford Dictionary (2005) 2nd ed. Oxford University Press.

Model:

- Overarching framework/approach/theory/paradigm
- Outlines theoretical foundations/world views (normative, procedural and epistemological)
- Encompasses programs, services, research, strategies, and actions
- Less place specific
- Wider geographic scale
- Broader goals, objectives, visions and missions
- A general template that can be duplicated over a broad region

Program:

- More specific to a time and place
- Narrower goals, objectives, visions and missions
- Targeted audiences
- Targeted actions

Note that the terms program, service and initiative are used interchangeably.

Anti-racism & multiculturalism

Anti-racism and anti-racial discrimination initiatives tend to fall within the broader heading of "multiculturalism," "inter-cultural harmony," "social cohesion," and "inclusivity." In Surrey, a wide range of agencies and institutions offer immigrant settlement services fostering cross-cultural awareness, and social and economy inclusion of newcomers. Parallel to these, are programs and services that work to strengthen the urban aboriginal community. They do so by providing a host of services and support structures to local Indigenous people.

While many of these programs are aligned with the broader aspirations of anti-racism initiatives, they do not aim to combat or address racism per se. It is for this reason that the focus of this scan has been put squarely on "anti-racism" and "anti-racial discrimination" programs and models, and omits broader and more general efforts to foster immigrant settlement and integration.

As a rule of thumb, the scan in this report only considers initiatives that explicitly focus on racism and racial discrimination, where racism is understood as (see next page):

"A set of mistaken assumptions, opinions and actions resulting from the belief that one group of people categorized by colour or ancestry is inherently superior to another. Racism may be present in organizational and institutional policies, programs and practices, as well as in attitudes and behaviour of individuals."

Change Agent Handbook: Myths and Facts about Racism (2010)
Government of British Columbia.

Some examples of programs not considered in the scan include, English language training classes, and employment and skill training for newcomers. Programs such as community kitchens, youth development camps, and counselling services are only considered if they contain an explicit anti-racism component/lens.

Classification

Initiatives are categorized in this report along the following types (see below). Many programs and models serve one or more functions. For the sake of clarity we apply a narrow classification, one that focuses on only those **key** functions that are at the core of the program or model in question.

Education: a focus on educating people and the broader community about racism and racial discrimination

Advocacy: a focus on raising broad public awareness about racism and racial discrimination

Diversity Training: a focus on providing training to agencies and institutions on how to achieve inclusive and non-racist practices and work environments

Victim's Support: a focus on providing support mechanisms for victims of racism and racial discrimination

Policy: a focus on policies, and laws relating to anti-racism and anti-racial discrimination efforts

Empowerment: a focus on empowering people with the skills to combat racism and racial discrimination

Research: a focus on research that seeks to combat racism and racial discrimination in society

Inter-Cultural Contact: a focus on bringing people together from communities with a history of racism and racial discrimination with the explicit aim of fostering intercultural harmony and breaking down prejudice and stereotypes.

Youth Focus: initiatives aimed at youths, or led/organized primarily by and for youths.

Arts Focus: initiatives that rely primarily on an arts-based approach.

Active: initiatives that are still active and ongoing.

Government: initiatives led or organized by government institutions/agencies.

Anti-discriminatory policies

The Province of British Columbia provides human rights protection under the *BC Human Rights Code* or the Code. The Code helps protect people from discrimination and harassment, including discrimination on the grounds of Ancestry, Colour, Place of Origin, and Race.

"Ancestry" typically refers to discrimination based on one's ancestors and is often cited as a ground by Indigenous people. "Colour" refers to skin-tone and extends protection across the full range of different skin-tones. "Place of Origin" usually refers to a person's birthplace. Finally, "Race" is often cited as a ground of protection in human rights complaints (for more information see the BC Human Rights Clinic).

Harassment can also be discriminatory in nature. When harassment is based on any of the protected grounds in the BC Human Rights Code it is called "discriminatory harassment."

Agencies and institutions in BC have to abide to human rights legislation, and for this reason, they will often have policies and procedures in place to ensure that employment practice and workplace dynamics meet – if not exceed – those outlined by the BC Human Rights Code.

For the purpose of this research, however, anti-discriminatory workplace policies are not considered in this scan. Rather, what the scan includes are any programs, services and models that address community-level racism and racial discrimination.

FINDINGS

In this scan we found about 50 initiatives that explicitly address racism and/or racial discrimination.

Total Number of Programs & Models: **53**

Number of Programs & Models, Surrey Focus: **10**

Number of Programs & Models, Metro Vancouver: **12**

Number of Programs & Models, BC: **9**

Number of Programs & Models, Rest of Canada: **8**

Number of Programs & Models, Abroad: **14**

Programs/Models in Surrey:

Of the 10 programs offered in Surrey, only **4** are active and ongoing, the other 6 have ended and are no longer running.

Most programs and models focus on **“Education”** (8 out of 10), followed by **“Advocacy”** (7 out of 10), followed by **“Empowerment”** (5 out of 10).

Of the 22 programs and models offered in Surrey and Metro Vancouver, only 3 focus explicitly on **“Victim’s Support”**, only 2 on **“Research”**, and only 1 on **“Policy”**

A total of **53** initiatives are considered in this scan, the majority of which (**31**) are located in BC. We found **10** initiatives specific to Surrey, **12** to the broader Metro Vancouver region, and another **9** covering various areas in BC.

Of these only **22** are confirmed to be still active and ongoing. Many of the initiatives in the scan have either come to an end, or were designed as one-day activities. In Surrey, of the **10** initiatives considered here, only **4** are active and ongoing.

Area	# of Programs and Models	# of Programs and Models that are Still Active
Surrey	10	4
Metro Vancouver	12	10
BC	9	8
Canada	8	8
Abroad (i.e. International)	14	8
Total	53	38

Categories

Of the 53 programs considered in this sample, 42 focus on 'Education' and 31 on 'Advocacy'.

Many of the initiatives also have a 'Youth' focus, with 25 programs of the 51 centering on programming for and/or by youths. Youth-focused initiatives also tend to take an 'Arts'-based approach to addressing racism and racial discrimination.

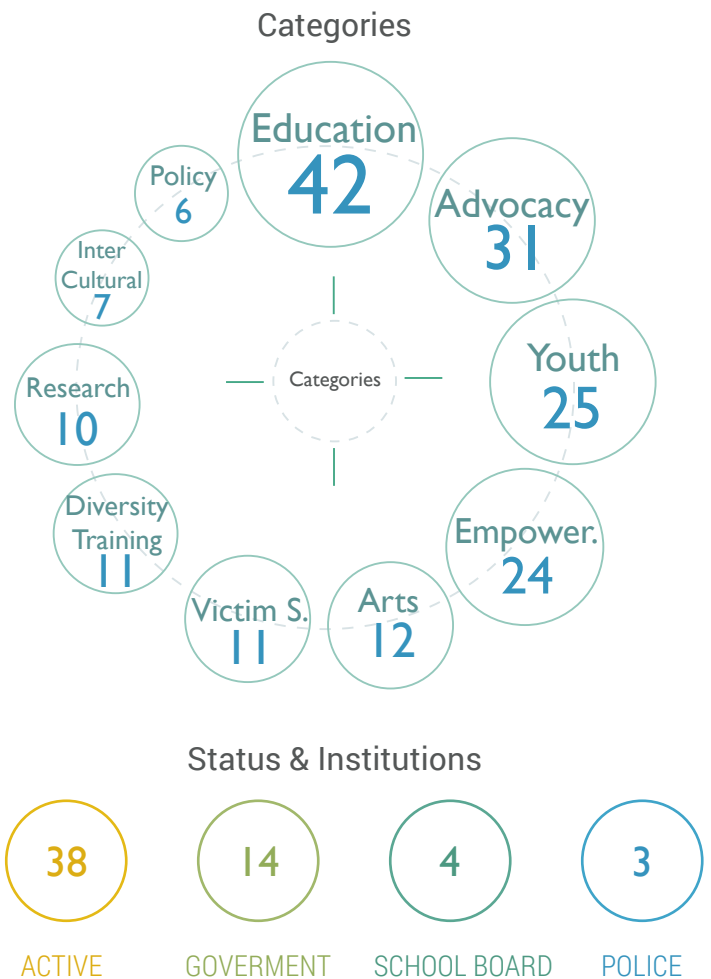
'Empowerment' is another focal point for many of the initiatives, with 24 of them seeking to empower people – often youths – with the skills to tackle racism.

A smaller segment of the programs in the sample focus on 'Victim Support', 'Research' and 'Diversity Training' (11, 11 and 10 respectively).

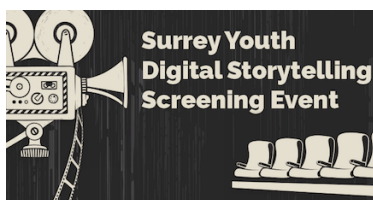
Only a small number of initiatives focus on 'Policy' and 'Inter-Group Contact' (6 and 7 respectively).

38 of the programs sampled are still actively running, while 15 are no longer operating.

Of the 53 initiatives, 14 have been developed by or with the support of government agencies, 4 by school boards, and 3 with the partnership of police forces.



SURREY INITIATIVES

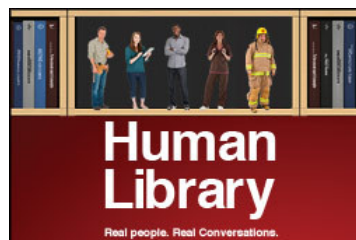


DigitaLENS Club

Agency: KPU's Visual Media Workshop, and Princess Margaret Secondary

Status: Ended (May 2016)

Gist: 13 high school students at Princess Margaret Secondary (Surrey, BC) learned narrative and storytelling, editing, and audio and video recording skills over several months. Participants made a 5-minute, introspective film about various issues of youth representation, and explorations of gender, body image, racism and artistic expression. The main goal behind DigitaLENS was to challenge negative mass media images of youth life in Surrey, including racist stereotypes.



Human Library

Agency: Surrey Public Library

Status: Active

Website: <http://www.surreylibraries.ca/programs-services/5676.aspx>

Gist: The idea behind the Human Library is that people act as books for interested people to 'read'. Usually, visitors have a 20 minute, one-on-one, chat with people who volunteer to tell personal stories covering an eclectic range of topics. The HL is designed to promote discussion about social justice, and break down stereotypes.

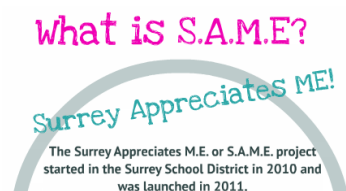


Racism Dialogue (KidsPlay Foundation)

Agency: KidsPlay Foundation

Status: Active

Gist: In recognition of the International Day for the Elimination of Racial Discrimination on March 21, the Kids Play Foundation (along with Asian Pulse and Langara College) hosted its Second Annual Racism Forum for over 300 Surrey youth. The forum focused on highlighting issues around Islamophobia and developing intercultural harmony.



Surrey Appreciates Me (SAME)

Agency: Surrey School Board

Status: Ended (2011 to 2014)

Gist: A three-year program that promotes reducing racism and prepares students to become mentors in their community. Surrey Appreciates ME (SAME) program involves secondary students mentoring elementary students to develop leadership skills, decision-making skills and confidence when it comes to diversity and intercultural understanding.



Surrey Fusion Festival

Agency: City of Surrey

Status: Active

Gist: An annual festival that showcases and celebrates the cultural diversity of Surrey. The two-day festival brings together cultural and community groups from around the world and more than 50 recording artists and performers. Live entertainment, food pavilions and interactive cultural activities make the core of the festival. Surrey Fusion Festival is not per se an anti-racism initiative, but its key goal to celebrate cultural diversity is very closely aligned with broader anti-racist messaging.



**Royal Canadian
Mounted Police**

Surrey RCMP Diversity and Community Engagement Unit

Agency: Surrey RCMP

Status: Active

Gist: Created in 2016, the Surrey RCMP Diversity and Community Engagement Unit seeks to enhance the Surrey's RCMP's relationship with the city's diverse communities by attending cultural events, representing various committees, and assisting with the creation and distribution of translated resources. The unit also facilitates internal training to raise awareness around diversity and cultural sensitivity and external training to raise awareness around policing services. The Diversity Unit has conducted community outreach with thousands of Surrey residents, including refugees and newcomers.



Surrey: Take It To The Wall" Wayfinder Mural Project (Anti-racism mural)

Agency: SFU Surrey; Surrey School District 36; UBC Faculty of Education; Michelle Loughery Wayfinder Project

Status: Ended (2012)

Gist: The Michelle Loughery Wayfinder Project produced a large scale anti racism mural in Surrey, British Columbia. The purpose of the "Take it to the Wall " Wayfinder Mural Project was to mobilize a core group of youth to become an effective force for social change in communities struggling with racial and generational discrimination, substance abuse, violence, and social exclusion.

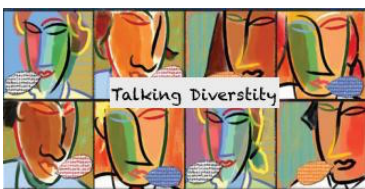


Surrey Welcoming Communities Refugee Myth Busting Campaign

Agency: City of Surrey, ISS of BC

Status: Ended (April 2013 – March 2014).

Gist: The inspiration behind the Surrey Welcoming Communities' Refugee Myth Busting project, led by ISSofBC and the City of Surrey was to inform and raise awareness among Surrey residents and professionals about the reality of refugees now living in Surrey.



Talking Diversity: Anti-Racism Discussion & Support Group

Agency: SFU Student Society

Status: Ended (2010 to 2013)

Gist: Facilitated weekly discussion and support group to explore a range of values & perspectives on social justice issues. Discussions explored the different intersections between anti-racism, diversity & access, barriers that students face at SFU, citizenship, social class and more.

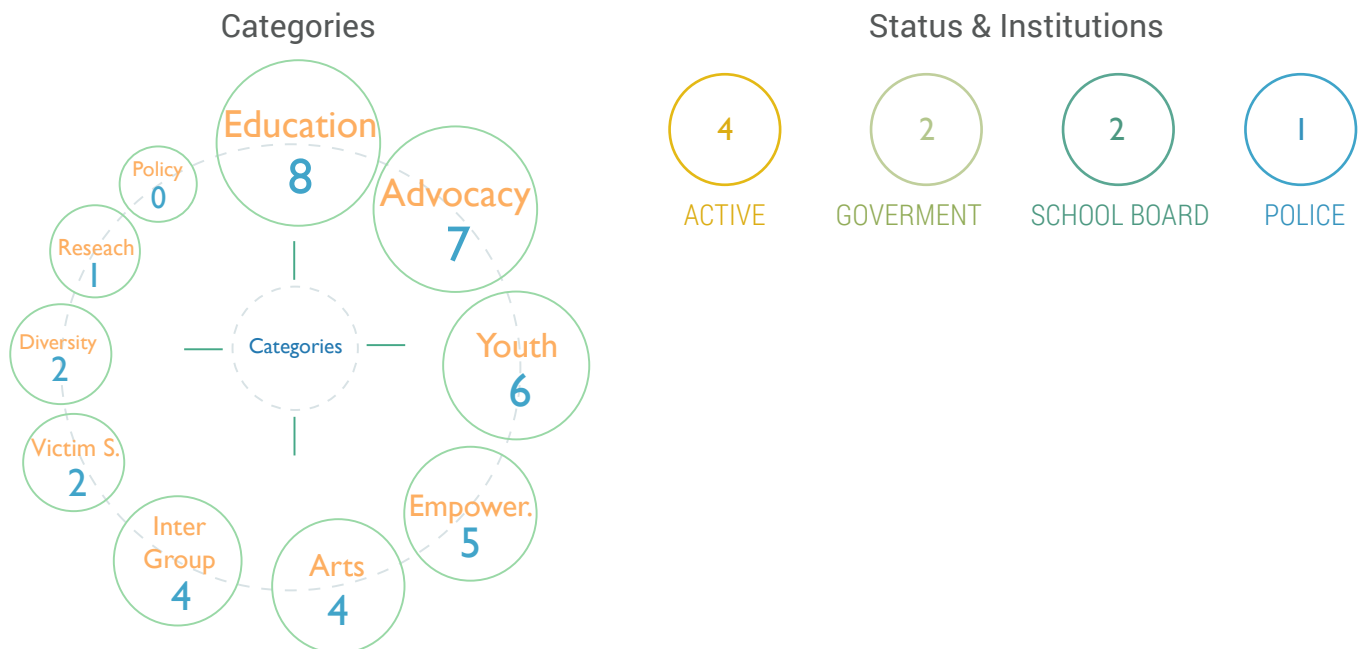


Transformative Communities Project (formerly The Surrey Urban Youth Project)

Agency: The Transformative Communities Project

Status: Ended

Gist: The Transformative Communities Project (formerly The Surrey Urban Youth Project) was an arts-based, youth driven, empowerment program providing training in anti-oppression, facilitation, peer-support, conflict transformation, nonviolent communication, public speaking, and community organizing for youth in Surrey.



Strengths:

- Surrey has an active and thriving civil society on which more efforts to tackle/address racism and racial discrimination can be built upon.
- Valuable efforts have been taken to address issues of racism and racial discrimination in Surrey, most notably through “Advocacy” and “Education.”
- Of particular importance, is the focus on youth-related initiatives. This is a good fit given Surrey’s large school-age population (the largest population in Metro Vancouver, about 93,000 children ages 5 to 19 years).
- There is strong collaboration between different sectors, including the City of Surrey, local non-profit agencies, and educational institutions (both K-12 and post-secondary sectors).
- Local initiatives are not exclusively limited to ‘Advocacy’ and ‘Education’ but include a variety programming, including ‘Victim Support,’ ‘Research,’ ‘Empowerment,’ and ‘Inter-Cultural Contact.’
- Many of the initiatives are participatory in nature.

Gaps:

- Most of the initiatives undertaken to address racism and racial discrimination are short term, one-off initiatives. Of the 10 considered, only 4 are still active and ongoing.
- While there is a wealth of programs that focus broadly on immigrant integration and multi- and inter-cultural harmony, few initiatives focus specifically on addressing/tackling racism and racial discrimination per se. In other words, approaches tend to tackle racism indirectly, rather than directly.
- Anti-racism and anti-racial discrimination efforts/discussions tend to overwhelmingly focus on newcomers. Seldom, is the Indigenous community brought into the picture.
- There is a lack of services that focus on providing assistance to victims of racism and racial discrimination (the focus tends to be on Advocacy and Education, but it’s less clear what resources are available to support people who have experienced racism and racial discrimination).

LIST OF INITIATIVES BY AREA

Surrey	Metro Vancouver	BC	Canada	Abroad
DigitalLENS Club	Anti-Racism and Diversity Mentor	Anti-Racism Action Group	Canadian Anti-Racism Education & Research Society	All Together Now: Erasing Racism (Australia)
Human Library (Surrey Public Library)	CitizenU: An Anti-Discrimination and Anti-Bullying Project	BC Hate Crime	Canadian Coalition of Municipalities against Racism and Discrimination	Antirumores: Antirumor Strategy for the Prevention of Racism (Spain)
Racism Dialogue (KidsPlay Foundation)	Community March Against Racism	EmbraceBC	Canadian Race Relations Foundation	Challenging Racism Project (Australia)
Surrey Appreciates ME (SAME) project	Cycling4Diversity	Fresh Voices	Centre for Race and Culture	Dolls and Diversity (Germany)
Surrey Fusion Fest	Green Thumb Theatre	Islamophobia Hotline	IMSS Anti-Racism Project	Face the Facts (Australia)
Surrey RCMP Diversity and Community Engagement Unit	Media Arts Program	Organizing Against Racism and Hate	Play It Fair!	Arts About Us (Australia)
Surrey: Take it to the Wall	President's Dream Colloquium on Returning to the Teachings	San'yas Indigenous Cultural Safety Training	Racism Free Edmonton	Kungälv Model (Sweden)
Surrey Welcoming Communities Project Refugee Myth Busting Campaign	Raise Your Hands Against Racism	Society for Intercultural Training, Education and Research	Urban Alliance on Race Relations	Kar Kulture (Australia)
Talking Diversity: Anti-Racism Discussion Support Group	Richmond Intercultural Strategic Plan	Unlearn Racism		Meet Your Neighbours (UK)
Transformative Communities Project	Safe Harbour: Respect for All			Newham Monitoring Project (UK)
	Theatre for Living			Peacemaker (UK)
	Word to Your Motherland Mural			Reaching for the Stars (Spain)
				Sudanese Community Cross Cultural Training for Police (Australia)
				Voices of Aston (UK)

I. INTER-CULTURAL CONTACT

Kar Kulture – Melbourne Australia (Australia)

Agency: Victorian Health Promotion Foundation (Australia)

Status: Ended (2010)

Gist: This project brought refugee and Australian-born young people together to work collaboratively on repairing and restoring second-hand cars. This is part of the VicHealth's Building Bridges program. The program promoted cultural diversity through positive contact and cooperation between people from a range of ethnic backgrounds, including those of Anglo-Australian heritage. It was based on an approach used overseas, which has shown that an effective way of reducing discrimination is through activities that bring affected groups together with members of the wider community to work together on activities that are important to them all.

The Building Bridges program started as an initiative of the Maribyrnong City Council in 2007 with funding from the Victorian Health Promotion Foundation. Building Bridges funding focused on the areas of discrimination and social exclusion affecting migrant and refugee communities.

The idea being that, meaningful relationships form, leading to a better understanding between groups, which in turn can help to break down the negative attitudes and beliefs that lead to discrimination and exclusion.

In Phase I, 40 community based projects were funded throughout the state of Victoria (Australia) for a period of 12 and 18 months. In Phase II, five promising projects were selected for expansion to be part of an intervention research (evaluation) program and were followed over a three-year period to test whether the approach proved to be an effective way of reducing discrimination.



Support for the Building Bridges Program was based on studies showing that a very effective way of reducing discrimination is through activities that bring affected groups together with members of the wider community to work cooperatively on a common goal.

Key Strengths:

- Can be applied to a variety of projects – not just restoring second-hand cars. Possible other projects include: community mural making; playgrounds build; theatre plays; etc.
- The project brings together youths from different ethnic backgrounds with the explicit goal of breaking down ethno-cultural divides.
- The initiative is interactive & low-cost.
- Promotes skill & professional development barriers, and promotes inter-cultural cooperation.

II. ARTS-BASED

Arts About Us – Melbourne (Australia)



The Arts About Us program is premised on the idea that the arts provide a powerful platform for strengthening cultural understanding and celebrating diversity.

Arts About US was one of the major initiatives funded through VicHealth's \$1.5 million Building Bridges program.

The project was made possible through a broad spectrum of partnerships which included local municipal governments, school boards, local health networks, private foundations, and the Government of Australia.



Key Strengths:

- The initiative gives a direct voice to those who have experienced discrimination on the basis of race, ethnicity, and/or religion.
- The project also promotes dialogue about race-based discrimination and its harmful effects.
- It is highly collaborative and participatory.
- The project can be applied in a variety of contexts not just in Australia
- The project is youth-focused and youth-driven, and would be highly suitable to Surrey given its large youth population.
- There are a number of organizations in the Metro Vancouver region that run arts-based anti-racism projects, so this is a type of initiative that could readily be accomplished.

III. RESEARCH

Face the Facts – Canberra (Australia)

Agency: Australian Human Rights Commission

Status: Ended (2012)

Gist: “Face the Facts” is one of the Australian Human Rights Commission’s most successful publications. It focuses specifically on answering questions about Indigenous Peoples, Migrants and Refugees and Asylum Seekers in Australia. Some of the questions tackled in the publication include:

- How many people temporarily enter Australia?
- Where do migrants come from?
- How many refugees and asylum seekers come to Australia every year?
- What assistance do refugees and asylum seekers receive in Australia?
- How prevalent is racism in Australian society?

Face the Facts provides accurate and easy to understand information on some of the key areas of the Commission’s work. The new series offers short and easy to use fact-sheets, with useful links and engaging infographics for each topic.

Alongside Face the Facts, the Australian Human Rights Commission provides additional resources for students, teachers, and business owners. More precisely:

- These resources are designed to help students gain a critical understanding of human rights and responsibilities, and to develop the attitudes, behaviours and skills to apply human rights in everyday life.
- They are meant to assist teachers in developing curriculum maps, and in providing interactive activities to be applied in the classroom.
- They assist Australian businesses and employers in supporting workplace diversity, uphold anti-discrimination law, and integrate a human rights approach into their policies and practices.



Key Strengths:

- The research could be readily replicated for Surrey
- This is a resource that could be of use to a number of agencies and organizations as well as the general public.
- The resource can be used by organizations wishing to conduct and/or develop anti-racism educational programming.
- Relatively low-cost
- Has the power to challenge negative myths and misconceptions about minority groups in Surrey.



The main goal of 'Face the Facts' is to challenge myths and stereotypes about Indigenous Peoples, migrants, refugees, and asylum seekers.

Face the Facts was first published in 1997 and is one of Commission's most requested publications.

It draws on primary research information from a variety of sources, including laws made by the Australian Parliament, government policies, academic research and statistics gathered by the Australian Bureau of Statistics including Census data.



IV. POLICY

Fresh Voices – Vancouver (BC)



Recommendation #4 is premised on the idea that “teachers and school staff are primary contacts for students, and can dramatically affect their learning and sense of belonging and inclusion. When teachers and school officials express awareness and interest in the well-being of immigrant and refugee communities, participants report feelings of belonging and increased academic success.”



Immigrant and refugee students are willing, open and ready to work with school officials to identify solutions and improvements such as cultural awareness training and other tools to better support their complex needs.

Agency: Vancouver Foundation

Status: Active (Launched in 2011)

Gist: Fresh Voices is a joint initiative of Vancouver Foundation and the BC Representative for Children and Youth. Fresh Voice’s two main goals are:

1. Improve policies and practices that affect racialized immigrant and refugee youths’ sense of belonging in British Columbia and Canada as a whole
2. Give newcomer youths more voice and influence in planning and decision-making processes that affect their lives

The program offers immigrant and refugee youth from across B.C. to engage in dialogue and action to identify and remove barriers to their success. A report was published in 2013 highlighting sixteen key recommendations from a series of consultations and forums with immigrant and refugee youth across B.C. **Recommendation #4** explicitly calls to “Provide anti-oppression, **anti-racism** and **cultural awareness training** to teachers and other school staff who work with immigrant and refugee students and communities.” This was one of the strongest recommendations that emerged from the youth participants.

Fresh Voices takes on a system-change approach. The initiative aims to change immigration policy itself, and seeks to support BC teachers in their work with young refugees.

The Fresh Voices team held a series of dialogues and workshops with other immigrant and refugee youth and their allies in 2011 and 2012 to explore and share issues faced by newcomer youth to B.C.

Dialogues took place in Nanaimo, Victoria, Langley and Prince George in 2012. About 100 youth were consulted through the regional dialogues, and through presentations by the Youth Advisory Team at other conferences and events, about 200 immigrant and refugee youth were directly consulted in total.



Key Strengths:

- Puts the focus on systemic change
- BC wide
- Highly collaborative and participatory (immigrant and refugee youths were brought in from the very start of the project)

V. DIVERSITY TRAINING

Sudanese Community Cross Cultural Training for Police – (Melbourne Australia)

Agency: Australian Government, Department of Social Services (Australia)

Status: Active

Gist: In 2007, the Dandenong Police Station's Multicultural Liaison Unit (MLU) set out to design a cross-cultural training package – in consultation with the Sudanese community, that was specifically focused on improving service delivery to the Sudanese community in Dandenong.

It provides information on current issues facing the Sudanese community in the state of Victoria, and in Dandenong in particular, and breaks down cultural stereotypes in order to build a better relationship between the police and the Sudanese community.

Victoria State Police identified a need for cross-cultural training for their members because of the breakdown in communication and the discrepancies between police and community perceptions and actual crime statistics. The project aims to break down cultural stereotypes in order to build a better relationship between the police and the Sudanese community in Victoria.

Starting in the early 2000s, the Melbourne's Greater Dandenong and South East region has seen a fast growing Sudanese community. There has been considerable adverse media coverage, particularly in relation to Sudanese youth. This led to a false believe that crime rates had rocketed since the Sudanese arrived in the region. In addition, because of deeply-held fears of police in Sudan, many in the community were reluctant to communicate with police. Trust needed to be built between the two groups.



Consultations were held with community members to help police gain a realistic picture of how the community works. Youth were also invited to the meetings. The MLU devised the training package which includes information on Africa, the pre-migration experiences of refugees, religions, cultural groups, gender issues, police in Sudan, statistics, issues facing young men and domestic violence.



Australian Government
Department of Social Services

Settlement and Multicultural Affairs



Key Strengths:

- Speaks to issues that are also relevant in Surrey
- Provides a good framework for how to build strong relationships between police forces and the Sudanese community
- The initiative has a clear focus and is straightforward
- Relatively low cost and practical
- Focuses on systemic change

VI. MEDIA CAMPAIGNS

Dublin's Transport Links, Racism Divides – (Dublin Ireland)



Research on workplace racism in the Dublin area formed the basis for “Transport Links, Racism Divides”. In 2011, the Immigrant Council of Ireland conducted a study that examined reports of everyday racism on Dublin’s public transit system. Among those who participated in focus-group discussions were immigrant bus drivers who spoke about their daily experiences of verbal abuse.



Agency: Dublin City Council, Immigrant Council of Ireland, and the National Transport Authority, Dublin Bus, Veolia Transport Dublin Light Rail Ltd, and Irish Rail (Iarnród Éireann)

Status: Active

Gist: This is high-profile publicity campaign aimed at stamping out racism within Dublin’s main transport providers, including buses, trains, trams and taxis. Created in 2013, the campaign is the result of a partnership between the National Transport Authority, Dublin Bus, Dublin City Council, Iarnród Éireann, the Immigrant Council of Ireland and Veolia Transport.

The Dublin City Council viewed this campaign as an opportunity to further increase awareness about racism – not just on public transport but in the wider community. Posters were placed at more than 1,000 sites across Dublin’s public transport network encouraging people to report incidents they either experience or witness. These efforts were also supported by improved staff training on how to respond to racism, and improved procedures for monitoring incidents of racism and discrimination on public transit.

Much of the campaign’s success can be traced to its unified stand against racism, and in letting the traveling public know that any kind of abuse is unacceptable and will not be tolerated. Procedures were put in place to take reports of racist incidents seriously, and follow-up support was provided to victims by the Immigrant Council of Ireland.



Key Strengths:

- Speaks to an issue that is relevant to Surrey users of public transit.
- Presents a model for how to address racism on public transit.
- Goes beyond education and awareness raising, but provides ideas about procedures for better monitoring of racist incidents, improved staff training, and improved support to victims.
- Reaches out to a large audience and promotes anti-racism/discrimination in the broader community.

VII. INDIGENOUS/ABORIGINAL FOCUS

San'yas Indigenous Cultural Safety Training – (British Columbia)

Agency: Provincial Health Services Authority of BC

Status: Active

Gist: The San'yas Indigenous Cultural Safety Training Program was developed by the Provincial Health Services Authority (PHSA) Aboriginal Health Program. The training was created in response to the Transformative Change Accord First Nations Health Plan requirement to increase cultural competency within Health Authorities through Action Item 19: *First Nations and the Province will develop a curriculum for cultural competency for health authorities.*

The program is designed to increase knowledge, enhance self-awareness, and strengthen the skills of those who work both directly and indirectly with Aboriginal people. This training would be of particular interest to non-health professionals working in organizations such as justice, policing, child and family services, education, business and government.

The goal of the ICS training is to further develop individual competencies and promote positive partnerships. Skilled facilitators guide and support each participant through dynamic and interactive learning modules. Participants learn about terminology; diversity; aspects of colonial history such as Indian residential schools and Indian Hospitals, time line of historical events; and contexts for understanding social disparities and inequities. Through interactive activities participants examine culture, stereotyping, and the consequences and legacies of colonization. Participants are also introduced to tools for developing more effective communication and relationship building skills.



Core ICS Training is intended for non health professionals working in organizations such as justice, policing, child and family services, education, business, and government. Learning is self-paced over a 6 week window and typically takes between five and six hours to complete, though this could be longer or shorter depending on your style of learning.



Key Strengths:

- Over 50 health professionals and Indigenous community leaders contributed to the creation of the program.
- Provides an effective framework for how to enhance cultural competency within BC's health sector.
- Promotes system-level changes by addressing one of the root causes of problems in the delivery of health care in BC.

VIII. ADVOCACY

Canadian Anti-racism Education and Research Society (CAERS) – (Canada)



Agency: Canadian Anti-racism Education and Research Society

Status: Active

Gist: The Canadian Anti-racism Education and Research Society (CAERS) is a Canadian non-profit organization that tracks hate groups and extremism, provides direct support to victims of racism and discrimination, and lobbies government and governmental agencies for the development of effective policy and legislation to stop racism. Programs and initiatives include: “Diversity Training Workshops” and “Advocacy and Research.”

CARERS is a frontline anti-racism organization, established in British Columbia that provides a variety of different services. Among these, CAERS offers anti-racism workshops and training in non-violent solutions to racism and hate group activity. It also provides workshops on cross-cultural, equity and diversity issues and institutional change. CAERS puts a strong focus on lobbying and fighting racism by tracking and exposing hate groups and hate crimes.

The Canadian Anti-racism Education and Research Society grew out of the attempts by a number of social activists and academics to organize farm workers in British Columbia, Canada. During the 1970s, farm workers in Canada received below minimum wage and were not covered by labour standards legislation, transportation laws. Many farm workers were the easy prey of unscrupulous farm owners and labour contractors. When a number of farm workers died through ingesting pesticides they thought was water, a movement was created to organize workers.



Key Strengths:

- Fills an important gap in the ‘advocacy’ sector by proactively lobbying governments for stronger human rights and anti-racism legislation.
- Works to reveal and expose hate crimes in Canada.
- Acts as an umbrella organization for the mobilization of anti-racism initiatives in Canada.
- Assists in providing legal representation to victims of hate crimes.
- Provides a wealth of resources for anyone interested in anti-racism and anti-discrimination work.

XI. VICTIM SUPPORT

Islamophobia Hotline (Vancouver - British Columbia)

Agency: Access Pro Bono Society of BC

Status: Active

Gist: Islamophobia Hotline provides free and confidential legal advice to individuals who have faced discrimination, harassment, or violence because they are Muslim or are perceived to be Muslim.

Islamophobia Hotline consists of a group of lawyers and legal organizations in Vancouver who have come together to provide our support to Muslims or those perceived to be Muslims in BC who have been or could be the subject of discrimination and attacks. The organization assists with the difficult task of holding those who commit such acts to account through legal institutions.

Access Probono has set up a hotline where people can call on a confidential basis to speak to a lawyer about possible discrimination claims or hate crimes for no charge. Islamophobia Hotline also documents, without identifying information, the types of issues that are being reported through this hotline. Examples of Islamophobia include harassment, profiling, exclusion, property destruction, bullying, violence, discrimination, refusal of service, or threats.



The Hotline was launched in 2016 in Vancouver as a response to an increase in the number of racial and faith based attacks against Muslims in Canada. The hotline is to support people who experience discrimination or fear of violence because of their association to Islam.

Have you been discriminated against, harassed, or faced violence because you are Muslim or were perceived to be Muslim?

ISLAMOPHOBIA HOTLINE

604-343-3828

BC residents can call for confidential legal advice at no cost

WWW.ISLAMOPHOBIAHOTLINE.CA



Key Strengths:

- Provides prompt and direct support to victims of racism and racial discrimination.
- The service is clear and targeted to one specific religious group which makes it easier to promote within the community.
- Legal assistance is provided in different languages to assist more vulnerable people who might otherwise not be able to get due access to legal aid.
- The hotline is supported by a coalition of established and professional organizations including: Access Pro Bono; the National Council of Canadian Muslims; the BC Civil Liberties Association; the Canadian Bar Association; and the South Asian Bar Association of Canada.

PROGRAM TYPES

Table 1: List of Programs and Models in Surrey, BC and the Metro Vancouver Region

Title	Agency(ies)	Area	Type												
			Education	Advocacy	Diversity Training	Victim's Support	Policy	Empowerment	Research	Inter-Cultural Contact	Youth Focus	Arts Focus	Active	Government	
Anti-Racism Action Group	BC Teachers' Federation	BC	✓		✓	✓	✓	✓				✓		✓	
Anti-Racism and Diversity Mentor	Vancouver School Board	Vancouver	✓	✓		✓			✓			✓		✓	
BC Hate Crime	Province of BC Government of Canada	BC				✓	✓							✓	✓
CitizenU: An Anti-Discrimination and Anti-Bullying Project	City of Vancouver PeerNetBC	Vancouver	✓						✓			✓	✓		✓
Community March Against Racism	No One Is Illegal	Vancouver		✓										✓	
Cycling4Diversity	Cycling4Diversity	Metro Van & BC		✓										✓	
DigitalLENS Club	KPU's Visual Media Workshop, Princess Margaret Secondary	Surrey	✓	✓					✓		✓	✓	✓		
EmbraceBC	Province of BC	BC	✓	✓											✓
Fresh Voices	Vancouver Foundation	BC	✓	✓	✓		✓	✓				✓		✓	
Green Thumb Theatre	Green Thumb Theatre	Vancouver	✓						✓			✓	✓	✓	
Human Library	Surrey Public Library	Surrey	✓						✓		✓			✓	
Islamophobia Hotline	Access Pro Bono Society of BC	BC				✓			✓					✓	
Media Arts Program	Leave Out Violence (LOVE) Society BC	Vancouver	✓						✓			✓	✓	✓	
Organizing Against Racism and Hate	Province of BC	BC		✓		✓								✓	✓
President's Dream Colloquium on Returning to the Teachings	Simon Fraser University	Metro Vancouver	✓	✓					✓					✓	
Racism Dialogue	Kids Play Foundation	Surrey	✓	✓							✓	✓		✓	
Raise Your Hands Against Racism	Spice Radio 1200AM Vancouver Desi The Province MOSAIC	Metro Vancouver	✓	✓										✓	

Table 1: Continuation

Title	Agency(ies)	Area	Type											
			Education	Advocacy	Diversity Training	Victim's Support	Policy	Empowerment	Research	Inter-Cultural Contact	Youth Focus	Arts Focus	Active Y/N	Government
Richmond Intercultural Strategic Plan	City of Richmond	Richmond	✓										✓	✓
Safe Harbour Respect for All	AMSAA	Metro Vancouver			✓			✓					✓	
San'yas Indigenous Cultural Safety Training	Provincial Health Services Authority	BC			✓								✓	✓
Society for Intercultural Training, Education and Research	Society for Intercultural Training, Education and Research	BC	✓	✓					✓				✓	
Surrey Appreciates ME (SAME) project	Surrey School Board 36	Surrey	✓				✓		✓			✓		
Surrey Fusion Fest	City of Surrey	Surrey		✓									✓	✓
Surrey RCMP Diversity and Community Engagement Unit	Surrey RCMP	Surrey	✓		✓								✓	
Surrey: Take it to the Wall	SFU Surrey Surrey School District 36 UBC Faculty of Education Michelle Loughery Wayfinder Project	Surrey		✓						✓	✓	✓		
Surrey Welcoming Communities Project Refugee Myth Busting Campaign	City of Surrey ISS of BC	Surrey	✓	✓					✓			✓		✓
Talking Diversity: Anti-Racism Discussion & Support Group	SFU Student Society	Burnaby & Surrey	✓	✓			✓		✓			✓		
Theatre for Living	Theatre for Living Society	Vancouver	✓						✓		✓	✓	✓	
Transformative Communities Project	Transformative Communities Project	Surrey	✓	✓	✓				✓			✓	✓	
Unlearn Racism	The Province of British Columbia	BC	✓								✓		✓	✓
Word to Your Motherland Mural	Creativa International North Shore Lookout City of North Van	North Van		✓								✓		✓

Table 2: List of Programs and Models in the Rest of Canada and Abroad

Title	Agency(ies)	Area	Type												
			Education	Advocacy	Diversity Training	Victim's Support	Policy	Empowerment	Research	Inter-Cultural Contact	Youth Focus	Arts Focus	Active Y/N	Government	
All Together Now: Erasing Racism	All Together Now: Erasing Racism	Australia	✓	✓				✓				✓	✓	✓	
Antirumores	City of Barcelona, Council of Europe, Open Society	Spain	✓	✓				✓						✓	
Arts About Us	Victorian Health Promotion Foundation	Australia	✓	✓								✓	✓	✓	
Canadian Anti-racism Education & Research Society	Canadian Anti-racism Education & Research Society	Canada	✓	✓	✓	✓	✓			✓				✓	
Canadian Coalition of Municipalities vs Racism	UNESCO	Canada		✓										✓	
Canadian Race Relations Foundation	Canadian Race Relations Foundation	Canada	✓		✓					✓				✓	
Center For Race and Culture	The Centre for Race and Culture	Edmonton, AB	✓	✓	✓	✓	✓	✓	✓					✓	
Challenging Racism project	Western Sydney University (Australia)	Australia	✓	✓						✓				✓	
Face the Facts	Australian Human Rights Commission	Australia	✓	✓						✓				✓	✓
Dolls and Diversity	Free University in Berlin	Germany	✓									✓		?	
Kar Kulture	Victorian Health Promotion Foundation	Australia	✓								✓	✓			
Kungälv Model	City of Kungälv	Sweden	✓					✓				✓		✓	✓
IMSS Anti-Racism Project	Immigrant and Multicultural Society of Prince George	Prince George, BC	✓	✓		✓								✓	
Meet Your Neighbours	Blackburn with Darwen Borough Council	UK	✓					✓			✓	✓		?	✓
Newham Monitoring Project	Newham Monitoring Project	London, UK	✓	✓		✓		✓						✓	
Peacemaker	Peacemaker	UK	✓	✓				✓			✓	✓		?	
Play It Fair!	Equitas	Montreal, QC	✓	✓	✓			✓			✓	✓	✓	✓	
Racism Free Edmonton	City of Edmonton	Edmonton, AB	✓	✓				✓	✓					✓	✓
Reaching for the Stars	Fundacion Bertelsmann	Spain	✓	✓				✓				✓		✓	
Sudanese Community Cross Cultural Training for Police	Australian Government Department of Social Services	Australia	✓		✓							✓			
Urban Alliance on Race Relations	Urban Alliance on Race Relations	Toronto, ON	✓	✓					✓					✓	
Voices of Aston	Voices of Aston Group	UK	✓					✓				✓		?	

Surrey And Metro Vancouver Region

AntiRacism Action Group

Agency: BC Teachers' Federation (BCTF)

Status: Active

Website: <http://bctf.ca/socialjustice.aspx?id=17632>

Gist: The BCTF's 'Antiracism Action Group' works within the Committee for Action on Social Justice and provides professional support for teachers with the issues of racism. The goal of the Antiracism Action Group is not only to address but to eliminate all forms of racism from BC schools and communities.

The group provides a number of resources to fight racism, including:

- Anti-racism books and novels
- Information on dates, advocacy and actions relating to anti-racism events
- Islamophobia resources
- Anti-racism lesson plans
- Anti-racism policies and regulations
- Posters, booklets and brochures
- Resources (includes classroom strategies, handbooks, reference material, and background information)
- Anti-racism video resources
- Anti-racism workshops
- Anti-racism websites

Anti-Racism and Diversity Mentor

Agency: Vancouver School Board

Status: Active

Website: <http://blogs.vsb.bc.ca/>

Gist: Vancouver is one of seven districts in BC with a multicultural, human rights, and anti-racism policy, and the only one with a mentor hired specifically to implement it. A part-time position, the Anti-racism and diversity mentor balances his/her time teaching Grades 4 and 5 and offering diversity and anti-racism professional development courses for teachers in the district.

Example of Project: Vancouver School Board's "**Inside Out: Stories of Identity Project.**" To celebrate the 'International Day for the Elimination of Racial Discrimination,' the Anti-racism & Diversity Mentor, reframed the 'Inside Out Project' by collecting students' stories and photos – enlarged in 3 × 5 posters – and posted them on community wall spaces. The project aimed to emphasize the importance of diversity in all school communities across the district, and provide an opportunity for students to feel represented, validated and empowered through the sharing of their lived experiences, family histories, immigration stories and the unique aspects of their identity of which they are most proud.

BC Hate Crime

Agency: Province of BC

Status: Active

Website: <http://hatecrimebc.ca>

Gist: The BC Hate Crimes Team works with local police detachments to investigate the criminal offenses and to protect sense of self and identity. BC Hate Crime also provides resources, trainings and education about hate crime.

CitizenU: An Anti-Discrimination and Anti-Bullying Project

Agency: City of Vancouver and PeerNetBC

Status: Ended (2011 to 2014)

Website: <http://vancouver.ca/people-programs/citizenu-anti-bullying-and-anti-discrimination.aspx>

Gist: citizenU was a three-year citywide action research initiative designed to engage Vancouver youth and their families in addressing racism, discrimination and bullying; and in building community cross cultures, faiths and generations. citizenU was funded by Citizenship and Immigration Canada and delivered by the City of Vancouver.

Youth participated in the nine-month program through community host sites across the city. Over 50 host sites took part in the program over citizenU's 8 overlapping cohorts. The program began with **training workshops** that addressed different forms of discrimination and ways to respond. Participants then participated in citywide events that explored these issues in the community. Finally, participants had the opportunity to develop and deliver their own youth-led projects to address discrimination.

As part of the project, a **training manual** was also produced. The "citizenU Anti-Discrimination and Anti-Bullying Training Manual" contains content, facilitation tools, activities and materials developed by youth and staff who participated in the project. Under the leadership of PeerNetBC, this final manual reflects a collaborative effort to develop best practices in addressing the root causes of racism, discrimination and bullying, and enabling and empowering youth to lead change in their communities.

Community March Against Racism

Agency: No One is Illegal

Status: Active (annual event)

Website: <https://noii-van.resist.ca>

Gist: No One is Illegal has organized an annual march in East Vancouver to celebrate the 'International Day for the Elimination of Racial Discrimination'. The march has consistently been supported by a wide-range of grass-roots organizations in the Metro Vancouver region.

Cycling4Diversity

Agency: Cycling4Diversity

Status: Active (2010 to present)

Website: <http://cycling4diversity.ca>

Gist: Cycling4Diversity began in 2010 to celebrate World Day for Cultural Diversity for Dialogue and Development on May 21st, a day proclaimed by the United Nations. The eight-member group of riders visits between 50 to 60 BC schools in 11 cities engaging students in dialogues about the value of cultural diversity and the importance of eliminating racism.

Cycling4Diversity (C4D) unites multicultural communities through the sharing of personal experiences, which creates an environment of mutual trust and understanding. The C4D team works to bridge cultural communities and create dialogue, breaking down perceived barriers.

The C4D team seeks to foster intercultural relationships by encouraging students and citizens to expand their circle of friends by connecting with people from various backgrounds, showing respect for differences, and encouraging inclusion in schools and communities.

DigitalLens Club

Agency: KPU's Visual Media Workshop, and Princess Margaret Secondary

Status: Ended (May 2016)

Website: www.thevisualmediaworkshop.com

Gist: As part of the DigitalLENS club, 13 high school students at Princess Margaret Secondary (Surrey, BC) learned narrative and storytelling, editing, and audio and video recording skills over several months. Every participant made a 5-minute film about what concerns them most. Each work is a highly introspective piece talking about various issues of youth representation, and explorations of gender, body image, racism and artistic expression. Films were screened at the KPU Surrey Conference Centre.

Key goals of the program included:

- Teaching digital literacy to young people
- Challenge stereotypical/media representation of youth in Surrey
- Develop ties that may enable future partnerships between the Visual Media Workshop and Princess Margaret

Embrace BC

Agency: Province of BC

Status: Ended (2009 to 2014)

Gist: EmbraceBC replaced the BCAMP (B.C. Anti-racism and Multiculturalism Program) in 2009 with the continued intent to support public education about cultural diversity and to work towards the elimination of racism. EmbraceBC complemented WelcomeBC, the

province's strategic framework for immigrant settlement and integration services and welcoming and inclusive communities' initiatives. EmbraceBC's main goal was to promote diversity and address racism impacting immigrant and newcomer populations, visible minorities, Aboriginal peoples and BC society as a whole.

As part of the initiative, the Province of BC launched a website, www.EmbraceBC.ca (now deactivated), and created two resource guides for youth (ages 15 to 20 years):

1. The Change Agent Handbook: Myths and Facts about Racism, and
2. The Change Agent Handbook: Discussion Guide for Parents and Teachers

The guides provide useful information such as myths and facts about racism, questions to consider, and definitions. They can also be used to guide parents and teachers through discussions about racism, in particular the concepts of stereotypes, prejudice and discrimination.

Fresh Voices

Agency: Vancouver Foundation

Status: Active

Website: <http://freshvoices.ca>

Gist: Fresh Voices is a joint initiative of Vancouver Foundation and the BC Representative for Children and Youth. Fresh Voice's two main goals are:

1. Improve policies and practices that affect racialized immigrant and refugee youths' sense of belonging in British Columbia and Canada as a whole
2. Give newcomer youths more voice and influence in planning and decision-making processes that affect their lives

The program offers immigrant and refugee youth from across B.C. to engage in dialogue and action to identify and remove barriers to their success. A report was published in 2013 highlighting **sixteen** key **recommendations** from a series of consultations and forums with immigrant and refugee youth across B.C. Recommendation #4 explicitly calls to "Provide anti-oppression, anti-racism and cultural awareness training to teachers and other school staff who work with immigrant and refugee students and communities."

Green Thumb Theatre

Agency: Green Thumb Theatre

Status: Active

Website: <http://greenthumb.bc.ca>

Gist: Professional theatre company develops and produces original Canadian scripts for young audiences. Explores health and social issues such as abuse, racism, teenage violence, illiteracy, and schoolyard bullying. Provides study guides with each production.

Human Library

Agency: Surrey Public Library

Status: Active

Website: <http://www.surreylibraries.ca/programs-services/5676.aspx>

Gist: The first Human Library (HL) was created in Copenhagen by a group of youths who wanted to fight homophobic and anti-Islamic sentiments in the city. Since then, there have been Human Libraries in 27 countries around the world. The idea behind the HL is that people act as books for interested people to 'read'. Usually, visitors have a 20 minute, one-on-one, chat with people who volunteer to tell personal stories covering an eclectic range of topics. The HL is designed to promote discussion about social justice themes, and break down stereotypes.

Islamophobia Hotline

Agency: Access Pro Bono Society of BC

Status: Active

Website: <http://islamophobiaonline.ca/en/>

Gist: Provides free and confidential legal advice to individuals who have faced discrimination, harassment, or violence because they are Muslim or are perceived to be Muslim. Examples of Islamophobia include harassment, profiling, exclusion, property destruction, bullying, violence, discrimination, refusal of service, or threats.

Media Arts Program (MAP)

Agency: Leave Out Violence (LOVE) Society BC

Status: Active

Website: <http://leaveoutviolence.org/programs/>

Gist: Works with youth ages 13 to 18 to develop media arts and media literacy skills as tools for working through their personal experiences and joining other youth in ending violence. Facilitates group dialogues about anti-violence and social justice through mentorship in photography, film, writing, and other arts skills. LOVE BC uses a broad, youth-driven definition of violence which allows for issues such as cyberbullying, substance abuse, racism, sexism and homophobia to be included in their conversations about violence.

Organizing Against Racism and Hate (OARH)

Agency: Province of BC

Status: Active

Website: <http://www2.gov.bc.ca/gov/content/governments/multiculturalism-anti-racism/anti-racism/oarh>

Gist: OARH helps small communities collaboratively find ways to address incidents of racism and hate crime. There are 28 communities listed as OARH members in British Columbia and all have:

- An established community partnership of organizations or individuals that actively develop community capacity and skills; foster community engagement; and build community sustainability plans to address racism and hate.
- Have an agreed protocol on how to respond to an incident of racism in their community.
- Provide an annual summary of incidents of racism observed/reported in their community.

President's Dream Colloquium on Returning to the Teachings: Justice, Identity and Belonging

Agency: Simon Fraser University

Status: Active

Website: <http://www.sfu.ca/dean-gradstudies/events/dreamcolloquium/DreamColloquium-Reconciliation.html>

Gist: The President's Dream Colloquium has been created by SFU as a way to follow on the recommendations outlined by the Truth and Reconciliation Commission. Among its *94 Calls to Action*, the TRC has called institutions of higher learning to work with Indigenous peoples to incorporate Indigenous knowledges and ways of learning through the eyes of local traditional knowledge keepers and elders, to inform intercultural learning and social healing. The President's Dream Colloquium is organized around a series of public lectures and dialogues. The intention is to create a rich experience of knowledge mobilization, diverse community engagement, capacity building, and bridge intercultural divides. The President's Dream Colloquium is an initiative of the SFU **Aboriginal Reconciliation Council** (ARC). ARC has been created with the intent of supporting reconciliation efforts for the next three years.

Racism Dialogue (KidsPlay Foundation)

Agency: KidsPlay Foundation

Status: Active

Website: <http://kidsplayfoundation.com>

Gist: In recognition of the International Day for the Elimination of Racial Discrimination on March 21, the Kids Play Foundation (along with Asian Pulse and Langara College) hosted its Second Annual Racism Forum for over 300 Surrey youth. The forum focused on highlighting issues around Islamophobia and developing intercultural harmony, and included keynote speakers Soleman Hashmi (Surrey lawyer), RCMP Sgt. Baltej Dhillon (Canada's first turbaned Sikh police officer who will share the story of his victory to wear his turban on the job), and SFU Professor Sam Thiara.

Raise Your Hands Against Racism

Agency: Spice Radio 1200AM, Vancouver Desi, The Province, and MOSAIC

Status: Active

Website: <http://spiceradio.net/hands-against-racism/>

Gist: *Raise Your Hands Against Racism* is a public awareness campaign to help combat racism in BC. As part of the campaign, people put colour on their hands, and post a picture on social media. The intent is to show the world that one stands against racism, and to challenge one's friends and family to do the same. Local media personalities, celebrities, politicians, police, organizations and individuals have all sent in photos of themselves with their hands raised, to select media sites. The campaign is organized on International Day for the Elimination of Racial Discrimination.

As part of the campaign, MOSAIC created a web forum for discussion about racism and discrimination. Stories, comments and viewpoints were contributed by staff, clients and the general public. People were also invited to various community venues in Vancouver, Burnaby and Surrey. Supporters of the "Raising Hands Against Racism" campaign marched down Commercial Drive with colourful handprint on banners as part of the Annual Community March Against Racism.

Richmond Intercultural Strategic Plan

Agency: City of Richmond

Status: Active

Website: http://www.richmond.ca/_shared/assets/RIAC_Strategic_Plan_and_Work_Program_2012-201532514.pdf

Gist: In 2002, the Richmond City Council established the Richmond Intercultural Advisory Committee (RIAC). The mandate of the RIAC has been to "enhance intercultural harmony and strengthen intercultural co-operation in Richmond" through the creation of an Intercultural Strategic Plan and Work Program. Four strategic directions were established as part of the strategic planning process. Strategic Direction #2 speaks directly to issues of discrimination and racism within the community: "Address the perception and reality of racism and discrimination in the community. Dispel misconceptions related to culture that maintain stereotypes and foster prejudice." Over the years, the RIAC has facilitated a number of dialogues and public workshops on racism.

Safe Harbour: Respect for All

Agency: AMSAA

Status: Active

Website: <http://www.amssa.org>

Gist: Safe Harbour: Respect for All is a long-standing program coordinated by AMSSA that provides diversity training and resources to businesses, institutions and organizations. Interactive Safe Harbour workshops have been delivered to managers and staff of over 1,000 businesses, institutions and organizations across BC since 2004. These workshops have supported participants to learn inclusive practices aimed at creating more welcoming workplaces for staff and clients.

San'yas Indigenous Cultural Safety Training

Agency: Provincial Health Services Authority of BC

Status: Active

Website: <http://www.sanyas.ca>

Gist: The San'yas Indigenous Cultural Safety Training Program was developed by the Provincial Health Services Authority (PHSA) Aboriginal Health Program. The training was created in response to the Transformative Change Accord First Nations Health Plan requirement to increase cultural competency within Health Authorities through Action Item 19: First Nations and the Province will develop a curriculum for cultural competency for health authorities. The program is designed to increase knowledge, enhance self-awareness, and strengthen the skills of those who work both directly and indirectly with Aboriginal people. This training would be of particular interest to non-health professionals working in organizations such as justice, policing, child and family services, education, business and government.

Society for Intercultural Training, Education and Research (SIETAR)

Agency: Society for Intercultural Training, Education and Research

Status: Active

Website: <http://sietar.bc.ca>

Gist: SIETAR BC was founded in 1992 as a not-for-profit organization. As part of the international SIETAR network, SIETAR BC aims to promote cooperative interaction and to build a network to provide mutual support and exchange of information at the local, regional, national and international regions. Examples of projects include, (1) panel discussions about the experience of being a Black person in Metro Vancouver, (2) film screenings and discussions about race and racism in Canada, and (3) anti-racism workshops at secondary schools in BC.

SIETAR BC's mission is to encourage the development and application of knowledge, values and skills in all individuals as a way to enable effective intercultural, inter-racial and inter-ethnic relations at the individual, group, organization and community levels. SIETAR BC's main objective is to bring awareness and understanding of how culture affects education, policy-making, and business.

Surrey Appreciates Me (SAME)

Agency: Surrey School Board

Status: Ended (2011 to 2014)

Gist: A three-year program that promotes reducing racism and prepares students to become mentors in their community. Surrey Appreciates ME (SAME) program involves secondary students mentoring elementary students to build respect for themselves. The S.A.M.E project was launched in September 2011, and has made significant strides to help students develop leadership skills, decision making skills and confidence when it comes to diversity and intercultural understanding.

Surrey Fusion Festival

Agency: City of Surrey

Status: Active

Website: <http://surreyfusionfestival.ca>

Gist: An annual festival that showcases and celebrates the cultural diversity of Surrey. The two-day festival brings together cultural and community groups from around the world and more than 50 recording artists and performers. Live entertainment, food pavilions and interactive cultural activities make the core of the festival.

Surrey RCMP Diversity and Community Engagement Unit

Agency: Surrey RCMP

Status: Active

Website: <http://bc.rcmp-grc.gc.ca/>

Gist: The Surrey RCMP created the Diversity and Community Engagement Unit in February of 2016. The Diversity Unit acts in a positive non-enforcement way to (1) build relationships, mutual respect, and a shared understanding between the police community and Surrey's diverse community groups (including refugees); (2) to enhance community engagement efforts by engaging with children, families and newcomers at sporting and cultural events throughout the City. The Diversity Unit has two full time and one part time police officers, Two Municipal Employee's and the First Nations Policing Portfolio for Surrey. In addition to community engagement, the Diversity Unit has also conducted internal diversity training to its members. Efforts so far have included:

- Relationship building with 22 government and non-government agencies
- Over 40 presentations to over 2,500 residents many who were refugees or newcomers to Canada
- Engagement with over 13,000 residents at 48 community sporting or cultural events
- Relationship building with First Nations Communities in Surrey
- Community engagement with seniors and the LGBTQ+ community

"Surrey: Take It To The Wall" Wayfinder Mural Project (Anti-racism mural)

Agency: SFU Surrey; Surrey School District 36; UBC Faculty of Education; Michelle Loughery Wayfinder Project

Status: Ended (2012)

Website: <https://michelleloughery.org/surrey-take-it-to-the-wall/>

Gist: The Michelle Loughery Wayfinder Project produced a large scale anti racism mural in Surrey, British Columbia. The purpose of the "Take it to the Wall " Wayfinder Mural Project was to mobilize a core group of youth to become an effective force for social change in communities struggling with racial and generational discrimination, substance abuse, violence, and social exclusion. Working in the public foyer of SFU Surrey, the young artists created five aluminum panels four feet high by 40 feet wide.

Surrey Welcoming Communities Refugee Myth Busting Campaign

Agency: City of Surrey, ISS of BC

Status: Ended (April 2013 – March 2014).

Website: <http://www.surrey.ca/community/16060.aspx>

Gist: The inspiration behind the Surrey Welcoming Communities' Refugee Myth Busting project, led by ISSofBC and the City of Surrey was to inform and raise awareness among Surrey residents and professionals about the reality of refugees now living in Surrey. Part of the initial project was a series of training sessions for the education sector staff in Surrey. Refugee children told their story and together they produced a big tree composed of their art pieces and thoughts. The project included a Surrey Museum Portable Exhibition showcasing

- We Are Here Now: Art and stories by child refugees in Surrey (Story Book)
- Resource Guide for Supporting Children with Refugee Experience (Resource Guide)
- The Heart of the Children (Video)

Talking Diversity: Anti-Racism Discussion & Support Group

Agency: SFU Student Society

Status: Ended (2010 to 2013)

Website: <http://sfss.ca/talking-diversity-anti-racism-discussion-support-group>

Gist: Facilitated weekly discussion and support group to explore a range of values & perspectives on social justice issues. Discussions explore the different intersections between anti-racism, diversity & access, barriers that students face at SFU, citizenship, social class and more.

Theatre for Living

Agency: Theatre for Living Society

Status: Active

Website: <http://theatreforliving.com>

Gist: Offers workshops to help communities deal with such social issues as racism, homophobia, intergenerational conflict, school bullying, and our relationship to the environment. Community members create and perform their own plays, and an audience-interactive, problem-solving event is part of the performance. Utilizes a body of techniques, emerging from a blending of the 'Theatre of the Oppressed' and a systems-based view of humanity, used to stimulate community dialogue, healing, and empowerment.

Transformative Communities Project (formerly The Surrey Urban Youth Project)

Agency: The Transformative Communities Project

Status: Ended

Website: <http://ydme.ca/transformative-communities/>

Gist: The Transformative Communities Project (formerly The Surrey Urban Youth Project) is an arts-based, youth driven, empowerment program providing training in anti-oppression, facilitation, peer-support, conflict transformation, nonviolent communication, public speaking, and community organizing for youth in Surrey.

Unlearn Racism

Agency: Province of BC

Status: Active

Website: <http://www2.gov.bc.ca/gov/content/governments/multiculturalism-anti-racism/anti-racism>

Gist: Unlearn Racism is an online interactive guide for kids, parents, teachers, and facilitators. It is designed to engage youth 12-16 in discussions about racism and discrimination. The online interactive guide is supported by a discussion handbook for parents and teachers.

Word to Your Motherland Mural

Agency: Creativa International; North Shore Lookout Shelter; City of North Vancouver

Status: Ended (2013)

Website: <http://www.cnv.org/city-services/planning-and-policies/youth/access-services/word-to-your-motherland-mural-project>

Gist: The Word to Your Motherland mural is a unique cross-cultural artistic work that visually fuses hip-hop with the cultures of the participating artists' individual motherlands, paying respect to the diverse roots of local residents. Located on the west side of the North Shore Lookout Shelter, in North Vancouver, the project was organized by Vancouver based not-for-profit organization Creativa International in partnership with the North Shore Lookout Shelter and the City of North Vancouver.

Rest of Canada and Abroad

All Together Now: Erasing Racism

Agency: All Together Now: Erasing Racism (Australia)

Status: Active

Website: <http://alltogethernow.org.au/>

Gist: All Together Now is a not-for-profit organization with the mandate to fight racism in Australia and promote cultural diversity. It has been in long-term partnerships with corporations, SMEs, government agencies, education institutions and other organisations that want to make an impact on racism prevention. All Together Now works to eradicate racism by creating innovative, evidence-based and effective social marketing that is positive, provocative and courageous.

Much of All Together Now's work promotes the prevention of interpersonal racism. The organization does so by educating people about what racism is, and how they can effectively speak out against it. All Together Now's daily work encourages people to speak out, and includes such projects as One Parramatta, Talk About Racism, and Give Racism The Finger. All Together Now is currently creating an evidence-based iPad app that will teach students in Year 2 (8 years old) and Year 4 (10 years old) how to identify and challenge non race-based and race-based exclusion.

Antirumores: Antirumour strategy for the prevention of racism

Agency: Fundació ACSAR, City of Barcelona, Council of Europe, Open Society Foundation (Barcelona, Spain)

Status: Active

Website: <http://www.antirumores.com/eng>

Gist: In 2010 Barcelona's City Council implemented a strategy to counteract negative rumours related to cultural diversity, combining a series of strategies including the creation of an "antirumour citizen network", a public relations campaign, the creation of antirumour agents and variety educational activities. City Council enlisted community agents to dispel myths about immigrants and fight discrimination with facts and good humour

The ACSAR Foundation presented the project "antirumours strategy to prevent racism" to the "Open Society Foundations" in order to export the Barcelonan strategy to other cities like Sabadell, Getxo, Fuenlabrada and Tenerife island. All the cities and territories involved in the project are members of RECI-Spanish Network of Intercultural Cities, linked to the Intercultural Cities project of the Council of Europe. The Council of Europe and the Obra Social de "la Caixa" ("la Caixa" Foundation) cooperate with and support the project. UPF's GRITIM has been charged with the external evaluation while Barcelona's City Council provides support drawing from its experiences during the implementation of the antirumour strategy.

Arts About Us

Agency: Victorian Health Promotion Foundation (VicHealth) (Australia)

Status: Ended (2010 – 2015)

Website: <https://www.vichealth.vic.gov.au/programs-and-projects/arts-about-us>

Gist: "Arts About Us" is an initiative by VicHealth to promote dialogue about cultural diversity and the harms of race-based discrimination.

The initiative gives voice to those who have experienced discrimination to examine attitudes and beliefs that may lead to unfair treatment on the basis of race, ethnicity or religion, or which undermine diversity. Arts About Us has promoted about a dozen of very successful and innovative arts-based anti-racism projects, including

- **Talking Difference:** A portable touring studio installation in which students watch multimedia and reveal and record what's important to them in video, drawing, audio and text.
- **Sisters and Brothers:** a series of workshops which bring together a team of experienced and young artists from MASSIVE Hip Hop Choir with children aged 8-12 years in primary schools in Melbourne's west. This collaborative process produces an annual large-scale musical performance that features original songs, performed stories and a mass chorus. The project aims to build empathy towards those who experience discrimination and promote dialogue about diversity, race-based discrimination and its harmful effects.
- **Square of Lights:** An initiative that brings together Australians from culturally diverse backgrounds to address questions of inclusion, race and power. Through music, performance and film, participants share what it means to be a part of contemporary Australia.

Canadian Anti-racism Education and Research Society – CAERS

Agency: Canadian Anti-racism Education and Research Society

Status: Active

Website: <http://www.stopracism.ca/content/canadian-anti-racism-education-and-research-society-caers>

Gist: The Canadian Anti-racism Education and Research Society (CAERS) is a Canadian non-profit organization that tracks hate groups and extremism, provides direct support to victims of racism and discrimination, and lobbies government and governmental agencies for the development of effective policy and legislation to stop racism. Programs and initiatives include: “Diversity Training Workshops” and “Advocacy and Research.”

Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD)

Agency: UNESCO

Status: Active

Website: <http://www.unesco.org/new/en/social-and-human-sciences/themes/fight-against-discrimination/coalition-of-cities/north-america/>

Gist: The Canadian Commission for UNESCO invites municipalities from across Canada to join the Canadian Coalition of Municipalities against Racism and Discrimination and be part of the larger International Coalition of Cities against Racism promoted by UNESCO. In close cooperation with the Canadian Association of Statutory Human Rights Agencies (CASHRA), the Canadian Race Relations Foundation (CRRF) and numerous partners at the national, provincial and local levels, CCMARD continues to extend across Canada. Signatory municipalities of the Canadian Coalition of Municipalities against Racism and Discrimination rely on the **10 Common Commitments** to inform and guide their work. A municipality may choose to focus on a few priority areas and address other Commitments as its work progresses. The 10 Common Commitments relate to three primary areas of municipal responsibility:

- the municipality as a guardian of public interest;
- the municipality as an organization in the fulfillment of human rights; and
- the municipality as a community sharing responsibility for respecting and promoting human rights and diversity.

Canadian Race Relations Foundation

Agency: Canadian Race Relations Foundation (Canada)

Status: Active

Website: www.crrf-fcrr.ca/

Gist: A national agency dedicated to the elimination of racism in the country. The federal government proclaimed the Canadian Race Relations Foundation Act into law on October 28, 1996. The CRRF officially opened its doors in November 1997. The CRRF's office is located in the City of Toronto but its activities are national in scope. It operates at arm's length from the federal government, and its employees are not part of the federal public service. The Foundation has registered charitable status.

Center For Race and Culture

Agency: Canadian Race Relations Foundation (CFRC)

Status: Active

Website: <http://www.cfrac.com>

Gist: The Centre for Race and Culture works within the community to promote and support individual, collective, and systemic change to address racism and encourage intercultural understanding. CFRC's expertise spans workplace development, community building, research, and education. Services include: Diversity and Inclusion Training Workshops, Leadership Courses.

Challenging Racism project

Agency: Western Sydney University (Australia)

Status: Active

Website: http://www.uws.edu.au/school-of-social-sciences-and-psychology/ssap/research/challenging_racism

Gist: The Challenging Racism Project is a project based from the Western Sydney University which collaborates with academics from Macquarie University, Melbourne University and Murdoch University. Challenging Racism project team perceived a lack of comprehensive data on the nature of racism in Australian society. The emphasis of this project has been to generate comprehensive and defensible empirical data on the extent and variation of racist attitudes and experiences.

Dolls and Diversity: Fighting Prejudice with Empathy (Kinderwelten)

Agency: Free University in Berlin (Berlin, Germany)

Status: Unknown

Website: http://citiesofmigration.ca/good_idea/dolls-and-diversity-fighting-prejudice-with-empathy-4/

Gist: The Kinderwelten program uses story-telling and role-playing to help even the youngest children adapt positively to ethnic and racial diversity. Early childhood educators in Berlin have developed an innovative approach to cultural education for teachers and child care workers working with children as young as two years old. The Kinderwelten program provides teachers with a wide selection of large friendly “Persona” dolls. Each doll has a unique personality as well as characteristics that are in some way different than the group at large. Each “Persona” doll comes with its own life history that includes a family history, sibling and parent names as well as a number of stories about how they had been treated unfairly, teased or excluded because of their differences. These Persona dolls “visit” the classroom to share their stories with the youngest students. Specially trained teachers use the dolls as tool to open up a discussion about being different, the child’s feelings and responses, and most importantly, to encourage empathy for what the dolls may have experienced as a result of their unfair treatment.

Face the Facts

Agency: Australian Human Rights Commission

Status: Ended (2012)

Website: <https://www.humanrights.gov.au/education/face-facts>

Gist: “Face the Facts” is one of the Australian Human Rights Commission’s most successful publications. It draws on primary research information from a variety of sources, including laws made by the Australian Parliament, government policies, academic research and statistics gathered by the Australian Bureau of Statistics including Census data. The aim of the publication is to challenge myths and stereotypes about Indigenous Peoples, migrants, refugees, and asylum seekers.

Kar Kulture

Agency: Victorian Health Promotion Foundation (Australia)

Status: Ended (2010)

Website: <https://www.vichealth.vic.gov.au/media-and-resources/video-gallery/building-bridges-kar-kulture>

Gist: This project brought refugee and Australian-born young people together to work collaboratively on repairing and restoring a second-hand car. This is part of the VicHealth’s Building Bridges program. The program promoted cultural diversity through positive contact and cooperation between people from a range of ethnic backgrounds, including those of Anglo-Australian heritage. It was based on an approach used overseas, which has shown that an effective way of reducing discrimination is through activities that bring affected groups together with members of the wider community to work together on activities that are important to them all.

Kungälv Model: Rooting Out Intolerance:

Agency: Kungälv kommun and Teskedsorden (Kungälv, Sweden)

Status: Active

Website: http://citiesofmigration.ca/good_idea/rooting-out-intolerance-the-kungalv-model/

Gist: The Tolerance Project, also called the Kungälv Model, was born out of a crisis of violent neo-Nazi racism in this small Swedish coastal city north of Gothenberg and the failure of immediate action to resolve the deeper, long-term problem of xenophobia and racist violence. The initiative was spearheaded and led by the local Kungälv government after the assassination of John Hron, a 14-year-old Swedish boy of Czech origin who was murdered by four young Nazis in the summer of 1995.

The Tolerance Project focuses on “young people with an intolerant world view.” At first glance, the model is exceedingly simple: identify local youth in or at risk of joining neo-Nazi gangs and then provide them with alternatives. The project targets youth but includes a wider spectrum of stakeholders committed to on-going and persistent efforts to influence society’s attitudes. This includes challenging anti-democratic ideas and values and getting young people to see the value in participating in democratic processes.

IMSS’ Anti-Racism Project

Agency: Immigrant and Multicultural Services Society of Prince George (Canada)

Status: Active

Website: http://www.imss.ca/?page_id=155

Gist: The IMSS’ Anti-Racism Project will create an anti-racism education campaign and co-facilitate a series of anti-racism workshops and dialogues. The project will engage participants in discussions about racism, exploring issues of power dynamics, stereotyping, prejudice and exclusion. The project will encourage participants to understand their responsibilities in addressing and challenging discrimination as well as introducing them to tools and resources that they can use to respond when addressing racism.

Newham Monitoring Project

Agency: Newham Monitoring Project (UK)

Status: Active

Website: <http://www.nmp.org.uk>

Gist: Newham Monitoring Project (NMP) is a grassroots community-based anti-racist organisation in the London Borough of Newham, London, England with a remit to provide support work against racial discrimination and violence, police misconduct and around civil rights issues. It provides advice, support, advocacy and a 24-hour emergency helpline to members of the black community facing racism. It undertakes community outreach and educational projects and campaign work around issues arising from its casework.

Meet Your Neighbours

Agency: Blackburn with Darwen Borough Council (UK)

Status: Unknown

Website: http://citiesofmigration.ca/good_idea/meet-your-neighbours/

Gist: The program brings teenage girls from different backgrounds together to build bridges across faith groups through intercultural dialogue. In its first iteration, "Meet Your Neighbours" brought together 18 girls from three different schools: one Islamic school, one Roman Catholic, and one secular public school. The program was developed by Blackburn with Darwen Borough Council in a unique partnership with the Department for Communities and Local Government, Unison North West (a branch of the largest public sector union in the UK and Europe) and the Improvement and Development Agency.

Designed to bust myths, create understanding and build friendships across communities, the Meet Your Neighbours programme came out of a pioneering community forum, the 100 Voices Project, convened by Blackburn with Darwen after a 2006 report found Blackburn to be one of England's most segregated cities. The borough has a large, established and growing Asian community and the highest proportion of Muslims (19 %) outside of London. Half of all schools are at least partly segregated on religious grounds.

Peacemaker: All People, All Communities

Agency: Peacemaker (UK)

Status: ?

Website: http://citiesofmigration.ca/good_idea/peacemaker/

Gist: PeaceMaker brings together youth groups to promote a culture of dialogue and interaction. The project is premised on the idea that when youths from the two communities interact, they befriend one another and realize that their similarities far outweighed their differences. The project rose to prominence in 2001 as a response to the violence of the Oldham race riots in northern England. PeaceMaker has been called upon by the national government and by regional and national policy makers to find out what Britain's diverse communities are saying about their lives and aspirations as British citizens.

Play It Fair!

Agency: Equitas - International Centre for Human Rights Education

Status: Active

Website: <https://equitas.org/en/what-we-do/children-and-youth/play-it-fair-canada/>

Gist: Developed in collaboration with the City of Montreal, the Play It Fair! program is designed for children and youth between the ages of 6-12 years old and is used at summer day camps and after-school activities in several Canadian communities. The program has developed more than 60 games and activities to promote the core human rights values of cooperation, respect, fairness, inclusion, respect for diversity, responsibility and acceptance. The Play It Fair! toolkit was originally developed by Equitas as part of the project "Preventing Racism and Discrimination: Preparing Canadian Children to Engage in a Multicultural Society" undertaken with municipal agencies and community organizations involved in non-formal education programs for children and youth.

Racism Free Edmonton

Agency: City of Edmonton (Alberta)

Status: Active

Website: http://citiesofmigration.ca/good_idea/racism-free-edmonton/

Gist: The City of Edmonton is a lead member and funder of Racism Free Edmonton, a collaborative partnership between 16 government departments and agencies, educational institutions and community organizations. It aims to build an inclusive community that respects the cultural diversity of immigrant, racialized and Aboriginal communities. Racism Free Edmonton started out by consulting with the community and developing an action plan that identifies specific activities to address barriers to full participation in economic, social

and political life. Through consultative community meetings with Aboriginal and racialized participants, Racism Free Edmonton identified six areas of focus: education, employment, housing, media, policing and justice, and youth. Significantly, the plan includes specific tasks to monitor, evaluate and report on successes and challenges.

Reaching for the Stars (Eres joven, ¡trunfarás!)

Agency: Fundacion Bertelsmann (Barcelona, Spain)

Status: Ended (2011 to 2015)

Website: http://citiesofmigration.ca/good_idea/reaching-for-the-stars-vips-go-to-school/

Gist: Eres joven, ¡trunfarás! (You are young, you will succeed!) asks students aged 10-18 from across Spain to submit their ideas on projects that can improve immigrant integration in their schools. A web-based project led by the Fundacion Bertelsmann, it includes a jury to decide the winners, then sends the celebrity 'ambassadors' to appear at the first prize schools. The project aimed to raise awareness about the role of youth in the integration of migrants; identify successful school-based activities and promote their transferability; demonstrate to parents the importance of cultural diversity; inform policy-makers of the contest results; and finally, present a positive image of migrants through celebrity ambassadors and organized events.

Sudanese Community Cross Cultural Training for Police

Agency: Australian Government, Department of Social Services (Australia)

Status: Active

Website: <https://www.dss.gov.au/our-responsibilities/settlement-and-multicultural-affairs/programs-policy/taking-the-initiative/case-study/victoria/sudanese-community-cross-cultural-training-for-police>

Gist: A cross-cultural training package was designed by Victorian police in consultation with the Sudanese community, to be used to educate the police themselves. It provides information on current issues facing the Sudanese community in Victoria, and in Dandenong in particular, and breaks down cultural stereotypes in order to build a better relationship between the police and the Sudanese community.

Urban Alliance on Race Relations

Agency: Urban Alliance on Race Relations (Toronto)

Status: Active

Website: <https://urbanalliance.ca>

Gist: The Urban Alliance on Race Relations is a non-profit charitable organization that works primarily and proactively with the community, public and private sectors to provide educational programs and research, which are critical in addressing racism in society.

Voices of Aston: Peer Mediation and Intervention

Agency: Voices of Aston Group (Birmingham, UK)

Status: Unknown

Website: http://citiesofmigration.ca/good_idea/meeting-mediating-and-mentoring-the-power-of-peer-mentoring/

Gist: The Voices of Aston Peer Mediation and Intervention Project works with young adults aged 18 to 24 in the Aston area of Birmingham, principally with people of Pakistani, Indian and Bangladeshi origin. It is intended partly as a response to a negative portrayal by the media of the district and its residents. It functions in partnership with Barrow Cadbury Trust, developing mediation by the target community. Mediation explores the causes for conflict and also provides referral for participants who are not in education, training or employment to the appropriate services.

The objectives of the project are to provide: an introduction to conflict management skills, basic mediation training, a framework for passing these skills on to other people and guidelines for establishing a peer mediation scheme. The young adults involved learn time management and communication skills, working with a diverse group of peers. Through this process, they themselves identify solutions to the issues of their community.

REFERENCES & RESOURCES

Anti-Racism and Anti-Discrimination for Municipalities: Introductory Manual

This is an "how-to" guide by the Ontario Human Rights Commission. It gives municipalities directions on how they can start or improve anti-racism and anti-discrimination initiatives. This manual focuses on small and medium-size municipalities but any municipality, large or small, should find it useful.

www.ohrc.on.ca/en/anti-racism-and-anti-discrimination-municipalities-introductory-manual

Anti-Racism Resource Centre

The Anti-Racism Resource Centre provides a clearinghouse of information related to ending hate crime, racism and discrimination in Peterborough (ON) and surrounding areas. The website contains information for Employers and Educators, as well as information on people's rights, global issues, and racism 101.

www.anti-racism.ca

British Columbia Human Rights Clinic

The BC Human Rights Clinic is operated by the Community Legal Assistance Society and funded by the BC Ministry of Justice. The Clinic provides assistance and representation to those who need help dealing with a provincial human rights complaint.

www.bchrc.net

British Columbia Ministry of Attorney General (2006) *Strategic Framework for Action: A Strategy to Stimulate Joint Action on Multiculturalism and the Elimination of Racism in British Columbia*

British Columbia Ministry of Sport and Cultural Development (2003) *Directory of B.C. Multicultural, Anti-racism, Immigrant and Community Service Organizations*

British Columbia WorkBC Workplace Rights

Information about the laws and regulation that protect employers and employees in BC in the area of employment (hiring, firing, or terms and conditions of employment)

www.workbc.ca/Employer-Resources/Your-Workforce/Workplace-Rights.aspx#anchor1

Building on our strengths: Reducing Race Discrimination (Victorian Health Promotion Foundation)

An evidence informed framework developed to guide future practice, programs and policies to address race-based discrimination and promote diversity.

www.vichealth.vic.gov.au/media-and-resources/publications/building-on-our-strengths

CARED Collective (Calgary Anti-Racism Education)

The CARED website offers a number of online resources to educate people about racism and anti-racism initiatives in Canadian society.

www.ucalgary.ca/cared

European Commission against Racism and Intolerance (ECRI)

ECRI is a human rights body of the Council of Europe, composed of independent experts, which monitors problems of racism, xenophobia, antisemitism, intolerance and discrimination on grounds such as "race", national/ethnic origin, colour, citizenship, religion and language (racial discrimination); it prepares reports and issues recommendations to member States.

www.coe.int/t/dghl/monitoring/ecri/default_en.asp

Government of Canada (2005) *Canada Action Plan Against Racism*

Government of Canada – Freedom of Expression

Information provided by Canadian Heritage about Freedom of Expression and the Canadian Charter of Rights and Freedoms.

www.canada.ca/en/canadian-heritage.html

“If You’re a Victim of A Crime” BC’s Criminal Justice System

Information for victims of crime. Provided by the Ministry of Justice and available in different languages.
www2.gov.bc.ca/gov/content/justice/criminal-justice/bcs-criminal-justice-system/if-you-are-a-victim-of-a-crime

Laurier Institution (2004) *Municipal Anti-Racism and Diversity Programs in Canada.*

National Collaborating Centre for Aboriginal Health, Aboriginal Racism in Canada

A series of three fact sheets that focuses on racism experienced by Aboriginal peoples in Canada – how to understand it in historical context, how it affects individuals and communities, and what programs, policies and strategies exist to combat it.
www.nccah-ccnsa.ca/en/publications.aspx?sortcode=2.8.10&publication=131

Police Reported Data on Hate Crime (Statistics Canada)

Data for 2014 on police-reported hate crime and cybercrime were realised in April 2016. Data are from a subset of police services across Canada that report to the most recent version of the Uniform Crime Reporting Survey.
www.statcan.gc.ca/daily-quotidien/160412/dq160412b-eng.htm

Province of BC: Anti-Racism

The Province of BC provides a small set of online resources on the topic of racism and hate crime. The website includes information on “International Day for the Elimination of Racial Discrimination,” and the “Organizing Against Racism & Hate” initiative. It also provides a useful “Anti-Racism” FAQs section for the public.
www2.gov.bc.ca/gov/content/governments/multiculturalism-anti-racism/anti-racism

United Nations Association of Canada (2002) *The Kit: A Manual by Youth to Combat Racism Through Education*

VictimLinkBC

VictimLink BC is a toll-free, confidential, multilingual telephone service available across BC and Yukon 24 hours a day and 7 days a week. It provides information and referral services to all victims of crime and immediate crisis support to victims of family and sexual violence, including victims of human trafficking exploited for labour or sexual services.
1-800-563-0808 (VictimLinkBC@bc211.ca)

Western Sydney University: School of Social Sciences and Psychology, Anti-Racism Initiatives

A review of primarily Australia literature on how to reduce prejudice successfully. The website presents a number of various anti-racism mechanisms.
www.uws.edu.au/school-of-social-sciences-and-psychology/ssap/research/challenging_racism/initiatives

I. "TORONTO FOR ALL"

Toronto (Canada)

Agency: : City of Toronto, and the Ontario Council of Agencies Serving Immigrants (OCASI))

Date: 2016

Budget: ~\$80,000

Website: <http://www.torontoforall.ca>

Gist: "Toronto for All" is an educational campaign that seeks to address racism and discrimination in Toronto, with a focus on xenophobia and Islamophobia. As part of the campaign, 150 advertisement posters were posted on transit stations and bus shelters across the city. An online social media campaign, running ten weeks, was also created to accompany the printed posters.

"Toronto for All" was created as part of the City of Toronto Refugee Resettlement Program. Council directed that a campaign be created to dispel and prevent rumours and stereotypes that undermine social cohesion and community-building between immigrant and Canadian-born populations, through education and awareness.

The campaign shares two overarching goals:

- 1) To create a Toronto that says 'No' to all forms of discrimination and racism,
- 2) To get people thinking, talking and challenging the assumptions they may be making about others, not just new Torontonians.

While the campaign received a lot of positive feedback, some Torontonians have taken offence at the campaign poster, which portrays a white man facing a hijabi woman of colour. These critics of the campaign say that it is "anti-white" or that it is "stereotypical."



Key Strengths:

- Simple & clear messaging
- Challenges widespread stereotypes
- Generates discussion & makes people think

Key Weaknesses:

- Controversial
- Can be seen as offensive and as replicating negative stereotypes

II. "PERCEPTION"

Winnipeg (MB) and Lethbridge (AB) (Canada)



Agency: KC Adams, Urban Shaman Contemporary Aboriginal Art Gallery (Winnipeg)

Date: 2015 to Present

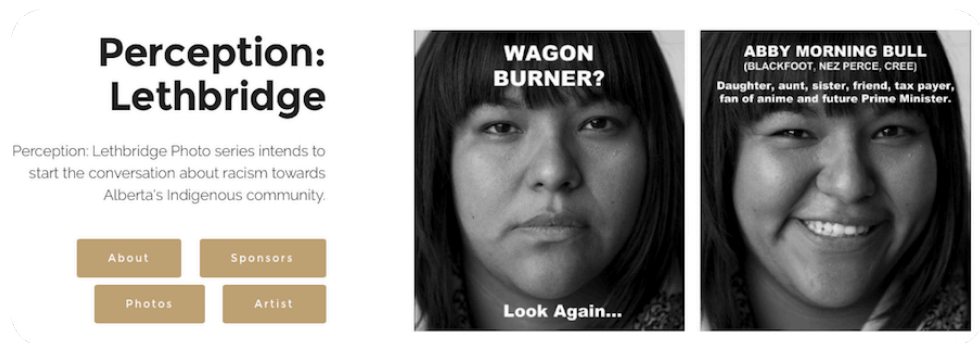
Budget ~\$40,000

Website: <http://www.kcadams.net>

Gist: An art project by visual artist KC Adams that challenges racist and negative stereotypes about Aboriginal people in Canada. It was first launched in the spring of 2015 to address racism in Winnipeg. The project features various indigenous people sharing their stories and aims to document a different perspective while starting a positive conversation.

The portrait series consists of contrasting photographs, in each set models are described by a racial slur, followed by a description of their own. One text demands that viewers look at their assumptions, while the other reveals and celebrates the complexity of identity. These dignified and defiant paired portraits graced billboards, bulletin boards and bus shacks.

The project was created at a time when Maclean's Magazine declared Winnipeg Canada's most racist city. Through these artworks, the artist sought to face racism head-on. Lethbridge is the second city Adams has brought her project to, and she hopes to bring it to other cities across Canada.



Key Strengths:

- Confronts racist stereotypes head on
- Includes a positive story (i.e. celebrates Indigenous people)
- Simple and powerful messaging
- Addresses racism aimed at Indigenous people (which tends to be overlooked in Canadian cities)
- Could be replicated in a variety of other cities, including Surrey, BC

III. "LET'S FIGHT RACISM"

Global – Geneva (Switzerland)

Agency: United Nations Office of the High Commissioner for Human Rights (OHCHR)

Date: 2011 to present

Budget: Unknown

Website: <http://www.un.org/en/letsfightracism/>

Gist: "Let's Fight Racism" is a UN social media campaign launched in 2011 in a joint effort by the Department of Public Information and the Office of the High Commissioner for Human Rights.

The campaign features a series of evocative portraits with the tagline "What Do You See?" Alongside the portraits are a set of words meant to challenge people's perceptions of racialized and visible minority groups.

The campaign aims to promote understanding about how stereotypes and the perceptions they underlie can perpetuate racial prejudice and intolerance. It further seeks to encourage individuals to confront their own personal prejudices and encourage tolerance in others. The National Library and Information System Authority (NALIS), UNIC's collaborator on this campaign, disseminated posters throughout various countries through their network of libraries.

In addition, to the posters, the campaign's website offered a number of ways in which people could spread the word and help promote the initiative. The website offered ways in which people could take part, either by sharing, stories, videos and e-cards, or by taking a quiz and checking out the UN's Global Action Plan to combat racism.



Key Strengths:

- Powerful message & clear language
- Challenges common stereotypes and negative perceptions
- Beautiful images
-

Key Weaknesses:

- Like other campaigns it doesn't quite go beyond representations of visible minorities

IV. "I AM A MIGRANT"

London – United Kingdom



Agency: Joint Council for the Welfare of Immigrants (JCWI); and Movement Against Xenophobia
Date: 2015 to present

Budget: ~\$130,000 (raised)

Website: <http://www.iamanimmigrant.net>

Gist: This global digital and poster campaign – www.iamanimmigrant.org - is a platform through which, across the globe, anti-immigrant rhetoric can be challenged and the vital contribution of migrants can be celebrated. The website is a tool through which migrants can upload their own profiles and share their stories to illustrate the array of experiences that they have had, and the variety of skills and knowledge that they bring to their new society. This campaign seeks to generate an open and inclusive global conversation about immigration policy built on human rights and equality.

The campaign is a response to the narrative surrounding today's migration situation in Europe, and the broader global displacement of people around the world. The "I Am A Migrant" campaign aims to promote positive perceptions of migrants (both immigrants and emigrants), humanising the numbers and responding to people's fears raised by ideas of mass immigration. The idea behind the campaign is that if misconceptions are not challenged they will lead to more xenophobia, discrimination and even hate crime against those who appear 'different'.

As part of the campaign, posters containing the images and stories of immigrants have been showcased across the UK. The posters present newcomers as part of the local community fabric, and highlight the importance of their contribution to British society. The campaign has received overwhelming feedback and support, generating 80 million views online, and raising £78,490 through crowd funding efforts.



Key Strengths:

- Lets users tell their own 'stories'
- Inclusive toward all newcomers (goes beyond visible minorities)
- Challenges stereotypes
- Celebrates newcomers and racialized groups in positive ways

Key Weaknesses:

- Relies on user-generated content which is not always suitable for promotion
- Has been subject to ridicule and parody

V. "RACISM IT STOPS WITH ME"

Melbourne – Australia

Agency: Australian Government, Department of Social Services (Australia)

Date: 2012 to present

Budget: Unknown

Website: <https://itstopswithme.humanrights.gov.au>

Gist: "Racism. It Stops With Me" was created in 2012 as part of the Australian Government committed to develop and implement the National Anti-Racism Strategy for Australia. The aim of the National Anti-Racism Strategy is to promote a clear understanding in the Australian community of what racism is, and how it can be prevented and reduced. The campaign was created with three main objectives in mind:

1. Ensure more Australians recognise that racism is unacceptable in our community
2. Give more Australians the tools & resources to take practical action against racism
3. Empower individuals & organisations to prevent & respond effectively to racism

At its core, "Racism. It Stops With Me" consisted of the following tasks:

- Ask organisations to commit to the campaign and develop their own anti-racism activities
- Ask individuals to become part of a community of people who are committed to leading by example
- Offer advice and assistance to supporters in implementing their anti-racism activities
- Provide a central coordination point for activities happening across Australia
- Develop materials to assist in the promotion of anti-racism messages
- Develop education tools for a range of audiences
- Share good practice examples for others to learn from and build on
- Facilitate linkages and partnerships between our supporter organisations.



Key Strengths:

- Created as part of a federal government initiative
- Clear and simple communication
- Well suited to photo ops and selfies
- Involved all members of Australian society

VI. "DUBLIN'S TRANSPORT LINKS, RACISM DIVIDES"

Dublin – Ireland



Research on workplace racism in the Dublin area formed the basis for "Transport Links, Racism Divides". In 2011, the Immigrant Council of Ireland conducted a study that examined reports of everyday racism on Dublin's public transit system. Among those who participated in focus-group discussions were immigrant bus drivers who spoke about their daily experiences of verbal abuse.

Agency: Dublin City Council, Immigrant Council of Ireland, and the National Transport Authority, Dublin Bus, Veolia Transport Dublin Light Rail Ltd, and Irish Rail (Iarnród Éireann)

Date: 2013

Budget: Unknown

Website: Unknown

Gist: This is high-profile publicity campaign aimed at stamping out racism within Dublin's main transport providers, including buses, trains, trams and taxis. Created in 2013, the campaign is the result of a partnership between the National Transport Authority, Dublin Bus, Dublin City Council, Iarnród Éireann, the Immigrant Council of Ireland and Veolia Transport.

The Dublin City Council viewed this campaign as an opportunity to further increase awareness about racism – not just on public transport but in the wider community. Posters were placed at more than 1,000 sites across Dublin's public transport network encouraging people to report incidents they either experience or witness. These efforts were also supported by improved staff training on how to respond to racism, and improved procedures for monitoring incidents of racism and discrimination on public transit.

Much of the campaign's success can be traced to its unified stand against racism, and in letting the traveling public know that any kind of abuse is unacceptable and will not be tolerated. Procedures were put in place to take reports of racist incidents seriously, and follow-up support was provided to victims by the Immigrant Council of Ireland.



Key Strengths:

- Speaks to an issue that is relevant to Surrey users of public transit.
- Presents a model for how to address racism on public transit.
- Goes beyond education and awareness raising, but provides ideas about procedures for better monitoring of racist incidents, improved staff training, and improved support to victims.
- Reaches out to a large audience and promotes anti-racism/discrimination in the broader community.

VII. "I, TOO, AM HARVARD/OXFORD"

Cambridge (United States) and Oxford (UK)

Agency: University students (no formal institutional body)

Date: 2013 to present

Budget: Unknown

Website: <http://itooamharvard.tumblr.com> and <http://itooamoxford.tumblr.com>

Gist: "I, Too, Am Harvard" is campaign primarily expressed as a collection of photos that been posted on Tumblr to illustrate the personal experiences of black students at Harvard University.

The project originated as an independent undergraduate multimedia project in which minority students were interviewed about their experiences at Harvard. It has evolved into a Tumblr-based project consisting of photos taken of students holding signs with racially insensitive and offensive remarks by peers and response they would like to make. Examples of signs included "No, I'm not on a scholarship from Africa" and "Don't you wish you were white like the rest of us?"

The campaign has been replicated in various campuses around the world, including Oxford University (UK), McGill University (Canada), and the University of Cambridge (UK).

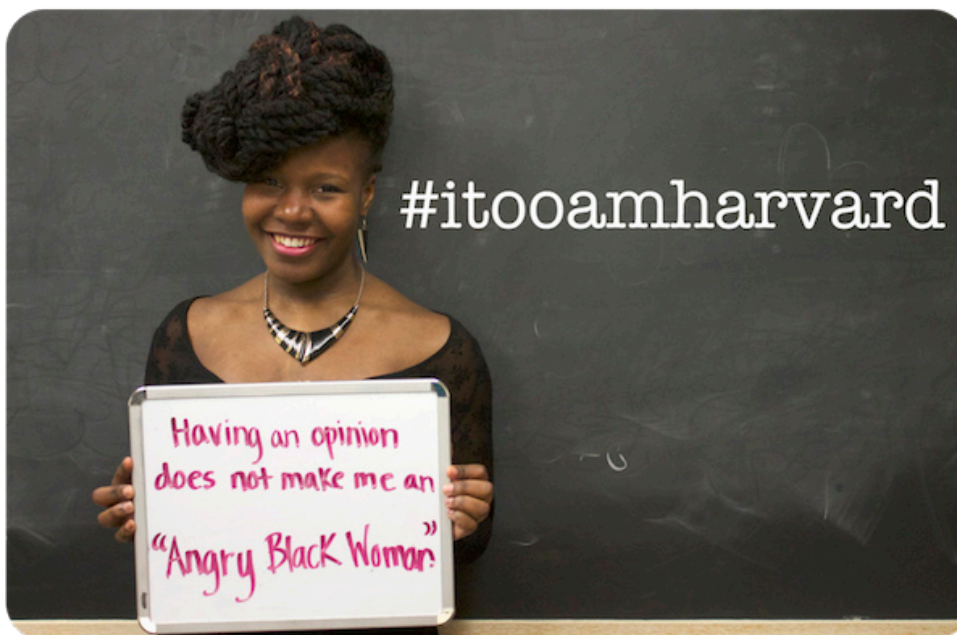


The captions are as follows:

"Yes, I am an international student ... from Canada!" (Top photo)

"No, I don't sell cocaine" (Middle photo)

"... but where are you really from?" (Bottom photo)



Key Strengths:

- Powerful message & clear language
- Challenges common stereotypes and negative perceptions
- Accessible to many people
- Low cost
- Allows for self-expression

Key Weaknesses:

- Not very successful in spreading the message outside of university campuses
- Involves and targets a very specific and somewhat limited audience

VIII. "RACISM STOPS WITH ME"

Cape Town – South Africa



Agency: Independent Media in partnership with various agencies, including the Anti-Racism Network of South Africa, Sekunjalo Investment Holdings, the AK Foundation, and Clothing & Textile Workers Union.

Date: 2016

Budget: Unknown

Website: <http://stopracism.iol.co.za>

Gist: RacismStopsWithMe is a joint initiative of the Independent Media group, Ahmed Kathrada Foundation, the South African Clothing and Textile Workers' Union (Sactwu) and the Fibre Processing and Manufacturing (FP&M) Sector Education and Training Authority. Launched in 2016 in Cape Town (South Africa), the campaign is aimed at highlighting racism, and propose ways to overcome it.



As part of the campaign, Independent Media also launched the stopracism.iol.co.za microsite. The website hosts all curated content on racism and race-related stories from across Independent Media's print titles and digital platforms. One of the key goals of the campaign is to spark and encourage conversations on the vexed question of changing South Africa, with the ultimate goal of achieving a non-racist, non-sexist egalitarian and prosperous society.

Sekunjalo Investment Holdings executive chairman, Dr Iqbal Survé, described the campaign as a way for "South Africans to find a common humanity; to try and understand each other better to build a better future," and calling to all the campaign's major stakeholders – readers, commercial partners, advertisers, investors, our staff, and our society in general – to work together to confront the reality of racism in our society once and for all.



Key Strengths:

- Highly collaborative (broad community partnerships started the project)
- Generated a lot of media attention and discussion
- Simple message and graphics
- Encourages participation from community residents

Key Weaknesses:

- The tagline is somewhat bland (not very evocative)

IX. MILAN BUS STORIES: "LUOGHI COMUNI"

Milan – Italy

Agency: Fondazione lettera27

Date: 2009 to 2012

Budget: Unknown

Website: <http://www.lettera27.org/>

Gist: Launched in 2009 in Milan (Italy), this campaign features short, personal stories about integration and immigration by native-born Italians, and immigrants. The stories were published on posters and showcased for three months in key public places, and on the city's public transit system.

The stories seek to give a name and face to less visible populations, with the intent of challenging societal stereotypes, and educating the public about the immigration and settlement experience of newcomers. In featuring the stories in public spaces, the campaign aims to create the opportunity for connection, and bridge cultural divides. Since 2009, this media campaign has travelled to other Italian cities, including Naples, Modena, Parma, Lampedusa, and Palermo.

The campaign offers Italians the opportunity to connect at a more personal level with people they might otherwise only come into incidental contact. On the face of it, it's a simple idea to place posters on public transit to amplify migrant voices and tell short stories of struggle, success and sense of place. Put them in front of a captive audience as they travel through their city. Let them make the personal connections to these stories. Hope that these everyday encounters lead to deeper common understandings of a shared humanity and a sense of neighbourly connection.



Key Strengths:

- Broad community exposure (reaches out to 1.5 million commuters daily)
- Inclusive and personal message/stories
- Engaging and self-reflective

Key Weaknesses:

- Requires people's attention (lacks a catchy tagline)
- Message is more subtle and complex than other campaigns

X. "THE SINGH PROJECT"

London – United Kingdom



Agency: Amit & Naroop

Date: 2013 to present

Budget: Unknown

Website: <http://www.singhproject.com>

Gist: A collection of photographs celebrating the identity of British Sikh men. Amit Amin and Naroop Jhooti are London based photographers working in music, portraiture and advertising. The project started in 2013 as a way to break ignorant stereotypes about Sikh men in the UK, and to celebrate the Sikh identity. The photographs showcase unique and diverse personalities united by the signifier of their religion – the turban.



The men featured in the project include businessmen, boxers, IT professionals, doctors, fashion stylists, temple volunteers, magicians and representatives of a host of other occupations, all adapting and interpreting the Sikh traditions in their own way. The turban and the beard are the most powerful and recognisable symbols of the identity of a Sikh man. The photographs celebrate that identity, aiming to capture the essence of modern Sikhism.

The project is currently being expanded to the United States with support from the Sikh Coalition, and it will also include women.



Key Strengths:

- Beautiful photographs
- Captures both the diversity and uniqueness of the Sikh male identity
- Confronts stereotypes head-on
- Allows for self-expression

Key Weaknesses:

- Requires talented photographers and carefully choreographed portraits

XI. "LAST WORDS"

New York - United States

Agency: Australian Government, Department of Social Services (Australia)

Date: 2014 to present

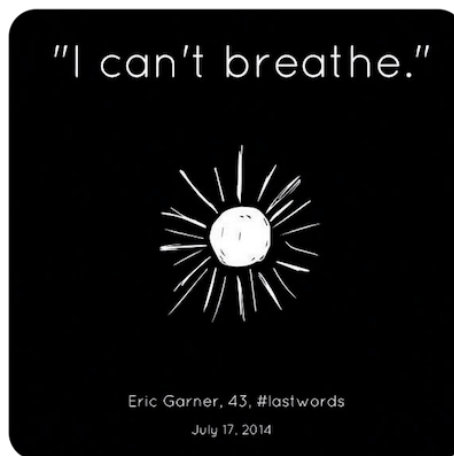
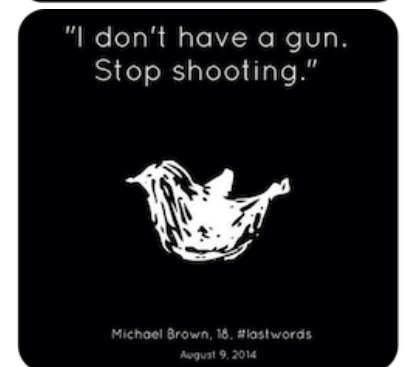
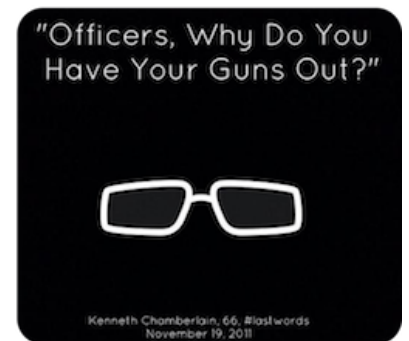
Budget: Unknown

Website: <http://www.shirinbarghi.com>

Gist: Shirin Barghi has collected the last words of men like Michael Brown – young, black, killed by authority figures while unarmed – and turned them into powerful illustrations. Her work is being featured via social media through her twitter stream @shebe86. Barghi is an Iranian American multimedia journalist and filmmaker based in New York. Her work has been published in the Guardian, the Huffington Post, Souciant Magazine and the acclaimed book Beyond Zucotti Park: Freedom of Assembly and the Occupation of Public Space.

She describes her work with the following words: "I created these images to raise awareness about racist police violence in America and as an expression of solidarity. I experienced police brutality in my native Iran, and the struggle here to confront that violence resonated with me."

The minimalist images, eight of which appear below, are poignant echoes of the victims' final moments.



Key Strengths:

- Simple, raw and powerful words/imagery
- Amplifies the voices of the victims of police violence
- Well suited to current social media world (created/posted on Twitter and easily shared)

Key Weaknesses:

- Targeted to social media audience, but less likely to spread beyond this audience