



# ANTI-DISCRIMINATION AND ANTI-RACISM RESOURCES

## IRCC RESOURCES

The provided resources are initiatives by the Immigration, Refugees, and Citizenship Canada (IRCC) focusing on anti-racism frameworks. These materials, developed by the IRCC, aim to provide valuable insights, strategies, and tools to foster an inclusive and equitable environment within the immigration system, emphasizing the importance of combating racism and promoting diversity. These resources serve as practical guides for individuals and organizations involved in immigration processes.

<https://www.canada.ca/content/dam/ircc/documents/pdf/english/corporate/anti-racism/anti-racism-strategy-2.pdf>

<https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/resources.html>

<https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2023/02/be-the-change-anti-racism-tools-resources.html>

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/anti-racism-strategy/systems.html>

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/anti-racism-strategy/accountability.html>

## RACISM IN THE WORKPLACE

These resources are general guides addressing racism and discrimination within the workplace. They offer comprehensive insights, strategies, and tools for individuals and organizations to effectively tackle and prevent discriminatory practices. Developed as part

of broader efforts to promote diversity and inclusivity, these resources serve as valuable references for creating a respectful and equitable work environment for all.

<https://www.chrc-ccdp.gc.ca/en/anti-racism-work>

<https://www.hrpa.ca/wp-content/uploads/2022/09/HRPA-Practice-Guideline-Addressing-Racism-and-Racial-Discrimination-in-the-Workplace-Accessible.pdf>

<https://www.cipd.org/en/knowledge/guides/line-manager-role-tackling-racism-in-workplace/>

## ANTI-DISCRIMINATION RESOURCES SPECIFIC TO NEWCOMERS AND REFUGEES

The provided resources are general guides addressing racism and discrimination against newcomers and refugees in Canada. Developed to promote inclusivity and support the integration of these communities, these resources offer practical insights and strategies for individuals and organizations. By emphasizing the unique challenges faced by newcomers and refugees, these materials aim to foster awareness and create environments that are welcoming and free from discrimination.

<https://www.researchgate.net/publication/265288148> Refugees and Racism in Canada  
(Link to downloadable research article)

<https://www.camh.ca/en/professionals/professionals--projects/immigrant-and-refugee-mental-health-project/webinars/specific-populations-and-issues/anti-racist-and-anti-oppression-approaches-with-immigrants-and-refugees>

## OTHER GENERAL RESOURCES

The following resources are general guides focusing on anti-racism and anti-discrimination efforts. Designed to provide comprehensive insights and strategies, these materials aim to educate and empower individuals and organizations in fostering inclusive environments while actively combating racism and discrimination in various contexts.

<https://p2pcanada.ca/wp-content/uploads/2011/09/Welcoming-Inclusive-Communities-Toolkit2.pdf>

<https://deptmedicine.utoronto.ca/educational-resources-anti-racism-and-anti-oppression-practices>