



## **Diversity, Equity & Inclusion Community of Practice (DEI CoP) – Durham Region**

Our purpose is to actively promote and support member organizations in the promotion of Diversity, Equity and Inclusion principles through informed practice to remove the barriers of systemic, cultural and direct oppression.

- ✚ *The UN General Assembly proclaimed 2015-2024 as the International Decade for People of African Descent (resolution 68/237) citing the need to strengthen national, regional and international cooperation in relation to the full enjoyment of economic, social, cultural, civil and political rights by people of African descent, and their full and equal participation in all aspects of society.*
- ✚ *As proclaimed by the General Assembly, the theme for the International Decade is “People of African descent: recognition, justice and development.”*
- ✚ *In proclaiming this Decade, the international community is recognizing that people of African descent represent a distinct group whose human rights must be promoted and protected.*

### **Our Commitment to Combat Oppression, Racism, Anti-Black Racism and Discrimination**

We continue to bear witness to the ongoing injustice that has led to the deep sorrow and lament of the Black communities at the local, provincial, national and international levels. The sustained state of systemic anti-Black racism is historic. For generations, it has created an environment that has enabled widespread oppression, economic scarcity, over-representation in the child welfare and justice systems, health and education barriers, and loss of life.

The DEI CoP member organizations stand committed to the promotion of equity, inclusion, respect and justice as fundamental values embraced by each of our organizations, to reflect our social responsibility to the individuals and communities we serve and with whom we work.

It is our mission to act as advocates and allies for community peace, truth and restorative practice. The DEI-CoP knows that being aware of racism, oppression and discrimination is not enough.

In our Black families, clients, friends, colleagues and within the Black communities, we see the results and impact of the hurt and harm of racism, oppression and discrimination.

Also, in our Indigenous families, clients, friends, colleagues and the Indigenous communities, we see the results and impacts of racism, oppression and discrimination, including over-representation in the child welfare and justice systems. In our People of Colour families, clients, friends, colleagues and their communities, we too see the results and impacts of the hurt and harm of racism, oppression and discrimination.

We will no longer be silent. We call on the Durham community at large to join us.

We commit to take action by sitting in discomfort to have those tough, respectful, open, honest and healthy conversations about racism and doing all that we can to address oppressive and discriminatory practices, policies, beliefs and attitudes within ourselves and within our communities.

We recognize that we can individually and collectively make positive change and that the responsibility is on all of us to educate ourselves, take action and send a resounding message of **No More!**

We have at this time in history a window to take action, to do better, to be better, now and for the future. So, join us, stand with us and share the burden that our Black families, friends, neighbours, colleagues, and communities have been carrying alone for far too long.

## **Endorsed by the following Members of the Diversity Equity & Inclusion Community of Practice – Durham Region**

### Members of Durham DEI-CoP Endorsing the Commitment Statement

Boys and Girls Club of Durham  
Carea Community Health Centre  
Catholic Family Services of Durham  
Community Development Council Durham  
Community Justice Alternatives of Durham Region  
Durham Children's Aid Society  
Durham Rape Crisis Centre  
Durham Family Court Clinic  
Durham Regional Police Service  
Frontenac Youth Services  
John Howard Society of Durham  
Lake Ridge Community Support Services  
Murray McKinnon Foundation  
Region of Durham – Diversity and Immigration Program  
Resources for Exceptional Children and Youth – Durham Region (R.F.E.C.Y.)

## Resource List compiled by the DEI CoP

### Links:

[Programme of Activities for the Implementation of the International Decade for People of African Descent](https://www.un.org/en/observances/decade-people-african-descent/programme-activities) (https://www.un.org/en/observances/decade-people-african-descent/programme-activities)

### Recommended Videos/Articles:

[How 'white fragility' reinforces racism](https://www.youtube.com/watch?v=YvIO2GU8yTU)  
(https://www.youtube.com/watch?v=YvIO2GU8yTU)

[Procter & Gamble: The Talk](https://www.youtube.com/watch?v=ovY6yjTe1LE)  
(https://www.youtube.com/watch?v=ovY6yjTe1LE)

[Discover any bias](https://implicit.harvard.edu/implicit/selectatest.html) (https://implicit.harvard.edu/implicit/selectatest.html)

[National Equity Project \(2019\) Don't talk about Implicit Bias without talking about Structural Racism](https://medium.com/national-equity-project/implicit-bias-structural-racism-6c52cf0f4a92) (https://medium.com/national-equity-project/implicit-bias-structural-racism-6c52cf0f4a92)

[White Privilege: Unpacking the Invisible Knapsack Peggy McIntosh](https://www.racialequitytools.org/resourcefiles/mcintosh.pdf)  
(https://www.racialequitytools.org/resourcefiles/mcintosh.pdf)

[Racial Equity Tools](https://www.racialequitytools.org/resourcefiles/mcintosh.pdf): (https://www.racialequitytools.org/resourcefiles/mcintosh.pdf)

### Recommended Books:

Cole, D. (2020) The Skin We're In: A Year of Black Resistance and Power

Diangelo, R. (2018) White Fragility: Why it's so Hard for White People to Talk about Racism

Jivani, J. (2019) Why Young Men Rage: Race and the Crisis of Identity

Jualla van Oudenhoven, Rona (2015) Violence against Children, A Rights-Based Discourse

Kendi, I (2019) How to be an Anti-Racist

Saad, L. (2020). Me & White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor.