

# How to be an Ally?

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# ALLIES


- **What actions can you take as an ally to support Black, Indigenous and People of Colour?**



# EDUCATE

## **Books/Reports**

- **Journey: African Canadian History Study Guide – Craig Marshall Smith**
- **Ultimate African Heritage Quiz (Maritime Edition) – Craig Marshall Smith**
- **You had better be white by 6:00am – Craig Marshall Smith**
- **We Were Not the Savages – Daniel N. Paul**
- **North to Bondage: Loyalist Slavery in the Maritimes – Harvey Amani Whitfield**

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- **Real Justice: Convicted for Being Mi'kmaq, The Story of Donald Marshall, Jr. – Bill Swan**
  - **21 Things you may not know about the Indian Act: Helping Canadians make reconciliation with Indigenous Peoples a Reality – Bob Joseph**
  - **Stamped from the Beginning – Ibrah X. Kendi**
  - **How to be Antiracist – Ibrah X. Kendi**
  - **White Fragility – Robin DiAngelo**
  - **Read about the black experience**  
<https://www.cbc.ca/books/25-books-about-being-black-in-canada-1.5596949>

YOUR

## ▪ Movies/Documentaries

- There's Something in the Water documentary – spotlights the struggle of Black and Indigenous communities in Nova Scotia as they fight officials over the lethal effects of industrial waste
- Notes from the Field – personal accounts of students, parents, teachers, administrators caught up in America's school to prison pipeline
- 13<sup>th</sup> – Analysis of criminalization of African Americans and the US Prison Boom
- When they see us – Limited Series about the 5 teens from Harlem who were falsely accused of the attack in Central Park
- Dear White People – accounts of students trying to navigate their daily lives and slippery politics of life at an Ivy League college that is not as post racial as it thinks



- **The Hate You Give** -examines the way society uses stereotypes of Black people to justify violence and racism against them
- **Just Mercy** – A story of justice and redemption
- **Carrie M. Best: Champion for Human Rights**- written, directed and produced by Sylvia D. Hamilton
- **RDS Versus** – A Story of Race and Justice



SELF

- **Places to Visit in Nova Scotia or use for their boardrooms for firm conferences and educational sessions**
  - Black Cultural Centre – Cherrybrook, NS
  - Black Loyalist Heritage Centre – Shelburne, NS
  - Membertou Heritage Park - Membertou, NS
  - Africville Museum – Africville, NS
  - Delmore “Buddy” Daye Learning Institute
  - Halifax North Memorial Library (books from local authors that are not available in stores will likely be located here)
  - Mi’kmaq Friendship Centre – Halifax, NS

A large red speech bubble graphic with a white outline, containing the word 'USE' in white capital letters. The bubble has a tail pointing downwards and to the right.

USE

■ **TRUTH**

- **Anti-Black racism is real**
- **Systemic racism is real**
- **White privilege exists**
- **Barriers are faced by BIPOC lawyers in Nova Scotia**





YOUR

- **Allies have a voice where BIPOC may not**
- **Use your privilege to empower and amplify the voices of BIPOC**
- **Don't speak for BIPOC**
- **Challenge anti-Black racism when you see it**

A large red speech bubble graphic with a white outline, containing the word "VOICE" in white capital letters. The bubble has a tail pointing downwards and to the left.

VOICE

## RACIAL MICROAGGRESSIONS

- Subtle form of racist stereotyping
  - White privilege doesn't exist
  - All lives matter
  - I'm not a racist. I have a Black friend
  - Can I touch your hair?
  - I'm colour blind- I don't see colour when I look at you

<https://www.cnn.com/2020/06/05/health/racial-microaggressions-examples-responses-wellness/index.html>

# SUPPORT

## ORGANIZATIONS ALREADY IN PLACE DOING THE WORK

- The Indigenous Blacks & Mi'kmaq Initiative reduces structural and systemic discrimination by increasing the representation of Indigenous Blacks & Mi'kmaq lawyers in the legal profession.

<https://www.dal.ca/faculty/law/indigenous-blacks-mi-kmaq-initiative.html>

- The Canadian Association of Black Lawyers (CABL) is a national network of law professionals with an overall mandate to promote the advancement of black lawyers within the profession. As part of this mandate, CABL advocates on matters of equity, diversity and inclusion (EDI). <https://cabl.ca/join/>

- The African Nova Scotian Decade for People of African Descent Coalition (DPAD) is an open group representing organizations that serve African Nova Scotian people, communities, interests and needs.

<https://www.ansdpad.ca/>

SUPPORT

**SUPPORT THE CREATION OF NEW  
ORGANIZATIONS/POLICIES**

- African Nova Scotian Justice Institute and Policing Strategy <https://www.ansdpad.ca/>
- Support an African Nova Scotian Prosecution Policy

# ENCOURAGE

## ENCOURAGE THE MONITORING OF EXISTING REPORTS

- The Royal Commission on the Donald Marshall Jr. Prosecution (1989)  
[https://novascotia.ca/just/marshall\\_inquiry/](https://novascotia.ca/just/marshall_inquiry/)
- No One Looks Like Me: Diversity on the Bench- Justice Linda Lee Oland (2016)  
[https://www.courts.ns.ca/News\\_of\\_Courts/DiversityRecommendations.htm](https://www.courts.ns.ca/News_of_Courts/DiversityRecommendations.htm)
- Halifax, Nova Scotia Street Checks Report – Dr. Scot Wortley (2019)  
[https://humanrights.novascotia.ca/sites/default/files/editor-uploads/halifax\\_street\\_checks\\_report\\_march\\_2019\\_0.pdf](https://humanrights.novascotia.ca/sites/default/files/editor-uploads/halifax_street_checks_report_march_2019_0.pdf)
- Report on Lord Dalhousie’s History on Slavery and Race (2019) <https://www.dal.ca/dept/ldp/findings.html>

# COMMIT

## COMMIT NOW TO TAKE ACTION

- Write a letter to Government supporting the Justice Institute
- If you are in a firm, commit to disclose your compensation history and bonuses with racialized and female students, clerks and lawyers
- Join an organization that is already doing the work to address systemic discrimination
- Review and implement the Equity Lens Tool Kit <https://nsbs.org/wp-content/uploads/2019/12/Equity-Lens-Toolkit.pdf>
- Make a donation to a cultural organization <https://www.thecoast.ca/halifax/where-you-can-give-money-to-support-black-organizations-and-lives-right-now/Content?oid=24163991>
- Support a scholarship/Award fund –The Donald Marshall Jr Memorial Award; Judge Corrine Sparks Award.  
<https://www.dal.ca/faculty/law/current-students/jd-students/awards-prizes.html>
- Educate yourself about being Black in Canada



■ **THANK YOU**