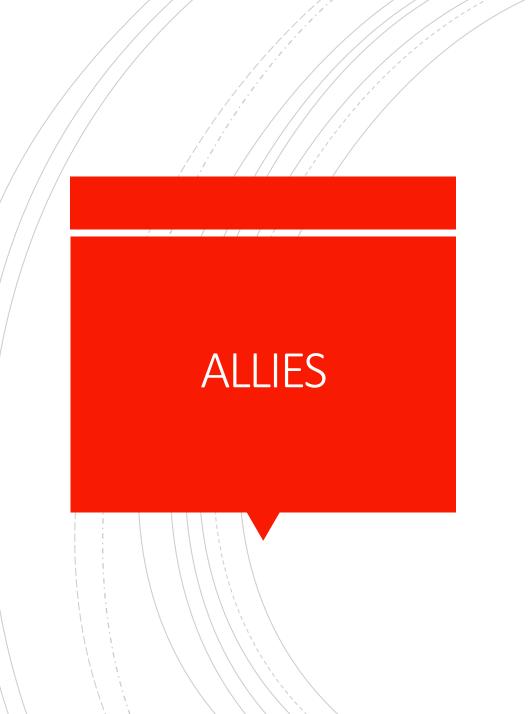


Aleta C. Cromwell, Q.C.

Acting Director, Indigenous Blacks & Mi'kmaq Initiative

June 11, 2020



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



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

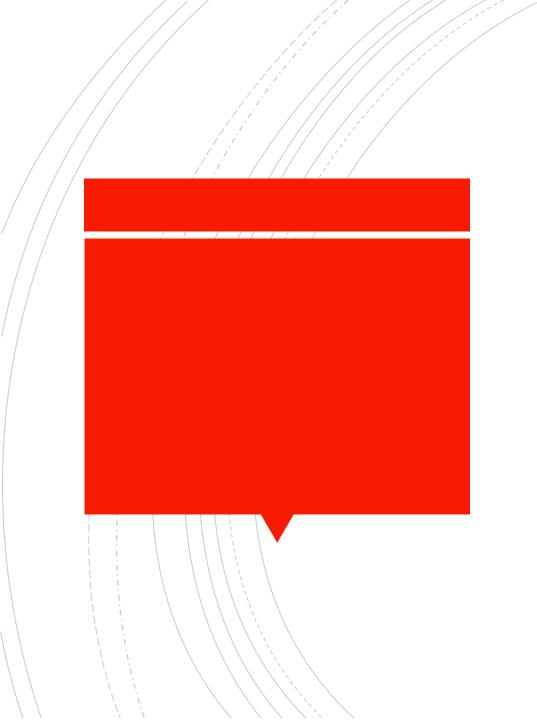


- Real Justice: Convicted for Being Mi'kmaq, The Story of Donald Marshall, Jr. – Bill Swan
- 21 Things you may not know about the Indian
 Act: Helping Canadians make reconciliation with
 Indigenous Peoples a Reality Bob Joseph
- Stamped from the Beginning Ibrah X. Kendi
- How to be Antiracist Ibrah X.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



Movies/Documentaries

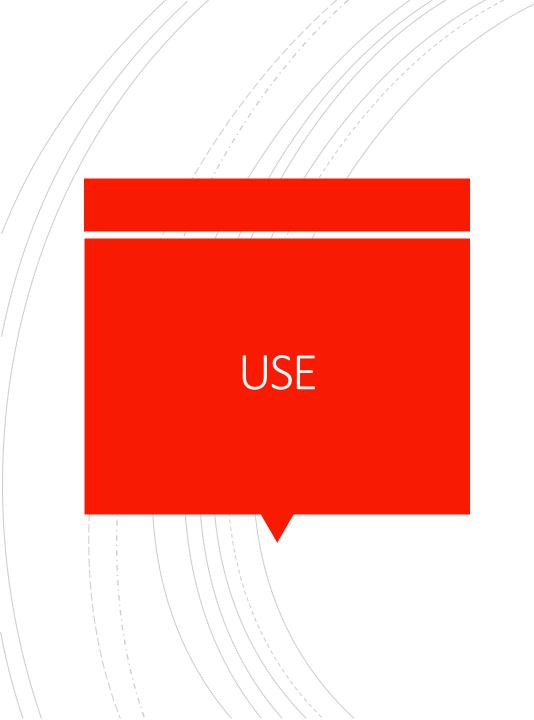
- There's Something in the Water documentary spotlights the struggle of Black and Indigenous communities in Nova Scotia as they fight officials over the lethal effects of industrial waste
- Notes from the Field personal accounts of students, parents, teachers, administrators caught up in America's school to prison pipeline
- 13th 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



- 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



TRUTH

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



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



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



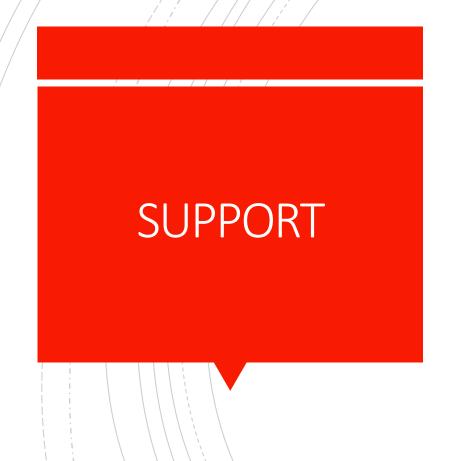
ORGANIZATIONS ALREADY IN PLACE DOING THE WORK

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

https://www.dal.ca/faculty/law/indigenous-blacks-mikmaq-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 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/
- No One Looks Like Me: Diversity on the Bench- Justice Linda Lee Oland (2016)
 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
- 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

