

# ***Sustainable Campuses***

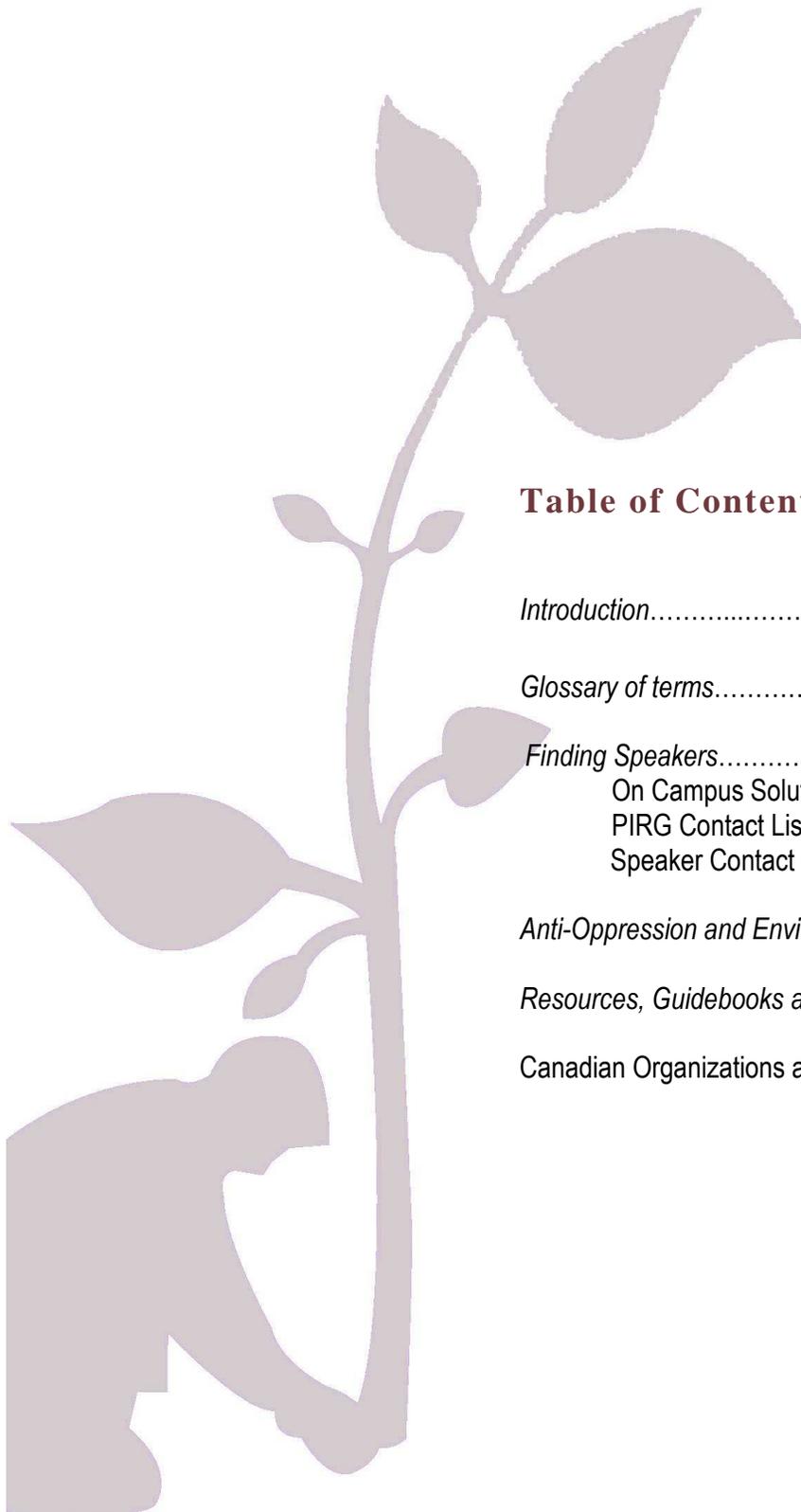
## ***Anti-Oppression Resource Guide***



*Where to find more  
about anti-oppression  
and environmental  
justice work!*

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## Sustainable Campuses Anti-Oppression Resource Guide

### Introduction:

Sustainable Campuses challenges people to make the link between the university's operations and its socio-economic and environmental effects - both locally and globally. Social relationships are inextricably linked to, and often defined by this dynamic. The way in which resources are consumed, distributed and disposed of has social and economic implications for individuals and communities. Sustainable Campuses encourages students to incorporate anti-oppression work into their sustainability initiatives so that we can ensure a more holistic and socially responsible approach to sustainability.

### *Understanding the Terms*

*Like every area of study, anti-oppression and environmental justice workers and materials use a specific set of vocabulary. When getting started with this work, a good first step is to make sure you understand the terms that are used so that you can communicate clearly with people working in a different field.*

### Glossary of Terms:

**Environmental Justice:** In April 1998, the EPA defined environmental justice as fair treatment, meaning that *"no group of people, including racial, ethnic, or socioeconomic groups, should bear a disproportionate share of the negative environmental consequences resulting from industrial, municipal, and commercial operations or the execution of federal, state, local and tribal programs and policies."*

A more formal definition is also commonly used: Participants of the Central Europe|Central and Eastern Europe|Eastern European Workshop on Environmental Justice (Budapest, December 2003)<sup>[2]</sup> defined environmental justice (and injustice) in the following way:

*"Environmental Justice:*

A condition of environmental justice exists when environmental risks and hazards and investments and benefits are equally distributed with a lack of discrimination, whether direct or indirect, at any jurisdictional level; and when access to environmental investments, benefits, and natural resources are equally distributed; and when access to information, participation in decision making, and access to justice in environment-related matters are enjoyed by all."

*"Environmental Injustice:*

An environmental injustice exists when members of disadvantaged, ethnic, minority or other groups suffer disproportionately at the local, regional (sub-national), or national levels from environmental risks or hazards, and/or suffer disproportionately from violations of fundamental human rights as a result of environmental factors, and/or denied access to environmental investments, benefits, and/or natural resources, and/or

are denied access to information; and/or participation in decision making; and/or access to justice in environment-related matters."

**Environmental racism** is intentional or unintentional racial discrimination in the enforcement of environmental rules and regulations, the intentional or unintentional targeting of minority communities as the site of polluting industries such as toxic waste disposal, or the exclusion of minorities from public and private boards, commissions, and regulatory bodies, as defined and coined by Reverend Dr. Benjamin F. Chavis, Jr. Executive Director and CEO of the United Church of Christ Commission for Racial Justice in 1981.

***Example of Environmental Racism: Warren County PCB Landfill, North Carolina***

*In 1982, the State of North Carolina created a landfill to hold contaminated soil as result of an illegal PCB dumping incident. The landfill was located in rural Warren County, which is primarily African American. Officials thought that the site was the best choice at the time and would be suitable for long term storage with environmental engineering. Governor Hunt promised that when technology became available, the state would clean up the facility and make the site safer.*

*The people of Warren County felt that the dump was placed in the county because of the large number of African Americans and because the county was one of the poorest in the state. Protests began immediately and many rallied to have the dump blocked, many even lying in the road to block Department of Transportation dump trucks from bringing the contaminated soil in. Multiple sites were evaluated for a landfill at the time. Environmental officials have even admitted that the Warren County site was not the best place to put the landfill because of hydrological reasons.*

## Anti-Oppression Terms

**Ableism:** The normalization of able-bodied persons resulting in the privilege of 'normal ability' and the oppression and exclusion of people with disabilities at many levels in society. Ableism involves both denying access to people with disabilities and exclusive attitudes of able-bodied persons.

**Ageism:** The normalization and privilege of people within the preferred age range in a society. This age range defines who is taken seriously, catered to by most goods and services, allowed to have an impact on decisions in the society, and valued as a human being. Results in invisibility of, and discrimination and inaccessibility faced by, people outside that age range.

**Anti-racism:** Strategies, theories, actions and practices that challenge and counter racism, and inequalities, prejudices and discrimination based on 'race'. Source: [www.youthactionnetwork.org/rac/Fireitup/FireItUp.pdf](http://www.youthactionnetwork.org/rac/Fireitup/FireItUp.pdf)

**Classism:** Refers to the ideological belief that people deserve the privilege or oppression of their class based on their 'merit', 'social status', level of education, job, work ethic, etc... Although many people suffer under capitalism, classism is relative, eg. student 'poverty.' Classism also refers to the social dynamic of privilege, or elitism. Access to knowledge or to

education and the use of exclusive language are examples of elitism embedded in class privilege.

**Feminism:** Refers to theories, movements and actions that aim to challenge and eliminate sexism. Source: [www.youthactionnetwork.org/rac/Fireitup/FireItUp.pdf](http://www.youthactionnetwork.org/rac/Fireitup/FireItUp.pdf)

**Heterosexism:** 'The belief in the inherent superiority of heterosexuality and thereby its rights to dominance' (Canadian Council for Refugees). Describes an ideological system and patterns of institutionalized oppression, which deny, denigrate, and stigmatize any non-heterosexual form of behavior, identity, relationship, or community.

**Homophobia:** The fear and persecution of queer people. Rooted in a desire to maintain the heterosexual social order, which relies on oppressive gender roles.

**Reverse racism:** A term created and used by white people to deny white privilege. Those in denial use the term reverse racism to refer to hostile behavior by people of color toward whites, and to affirmative action policies which allegedly give 'preferential treatment' to people of color over whites.

**Sexism:** Norms, values, beliefs, structure and systems that marginalize and subordinate women while granting power, privilege and superiority to men. Source: [www.youthactionnetwork.org/rac/Fireitup/FireItUp.pdf](http://www.youthactionnetwork.org/rac/Fireitup/FireItUp.pdf)

**Tokenism:** Presence without meaningful participation. For example, a superficial invitation for participation without ongoing dialogue and support, handpicked representatives who are expected to speak for the whole (socially oppressed) group (e.g. 'tell us how women experience this issue'). Tokenism is often used as a band-aid solution to help the group improve its image (e.g. 'we're not racist, look there's a person of colour on the panel.').

**Transphobia:** The fear and persecution of transgender/ transsexual persons. Rooted in a desire to maintain the gender binary (i.e. the categories 'male' and 'female'), which obscures the reality of the fluidity of gender and makes the experience of persons who do not identify with either category invisible.

## Finding Speakers

### **Finding Speakers:**

If your group is just starting to incorporate anti-oppression work in your projects, you might find it really beneficial to bring in a guest-speaker to give you an anti-oppression primer. Bringing in specialists to speak to your group is a great way to bring in other points of view, learn new skills and bring a little variety to meetings. However, looking for a perfect speaker can be difficult. It's a good idea to brainstorm what kind of a speaker you'd like before starting your search. You might want to ask yourself these questions:

- What do we want to get out of this presentation?
- How many people are we targeting? Should it be open to the public?
- How much money can we afford to spend?

The following speaker resource guide is just a rough sampling of the many anti-oppression and environmental justice experts out there. If you come across a wonderful presenter you think should be incorporated in this guide, please don't hesitate to email us with their contact information at [national@syc-cjs.org](mailto:national@syc-cjs.org).

### On Campus Solutions:

If your group would like to find a guest speaker at no or very little cost, it is usually best to start searching on your home campus. Odds are there are at least a few anti-oppression/environmental justice experts in your campus faculty, staff or student government. A few good places to get started...

**Student Government:** Many student governments have departments or officer positions dedicated to anti-oppression activities on campus. The titles may vary ex: 'Social Issues Commission', 'Equity Office' but the services are usually very similar. These offices are a great way of getting in touch with all kinds of student anti-oppression groups on your campus.

**Human Rights Office:** Separate from student government, almost all colleges and universities have an office dedicated to human rights and equity issues. The responsibilities of this office usually include handling all human rights complaints lodged within the university community, creating human rights policy and leading anti-oppression workshops. This office can be a great resource for free materials, workshop leaders and contacts to all kinds of anti-oppression groups.

**Women's Studies/Gender Studies Department:** Even if you aren't looking for a speaker specializing in gender per se, your campus Women's Studies department is a great resource for anti-oppression speakers. A lot of gender studies courses revolve around anti-sexist, anti-racist, anti-homophobia etc principles. There may be some resident professors who can offer really interesting insight!

### PIRGs in Canada/ On Campus:

Your local campus PIRG (Public Interest Research Group) is a terrific resource for potential anti-oppression speakers. PIRG's are an umbrella group that provide funding and resources for a wide variety of 'working groups'; grassroots student or community initiatives focused on sustainability, anti-oppression or community development. With so many working groups and loads of connections to the academic and local communities, a PIRG is a great place to start when searching for a speaker. Each PIRG is unique so it is best to call your local group or visit their website to see what resources they may be able to provide.

### PIRG Contact List:

#### Alberta

#### **Alberta PIRG**

Hub International Mall,  
University of Alberta  
9111 112th St., Edmonton,  
AB, T6G 2C5

Tel: (780) 492-0614  
Fax: (780) 492-0615  
Email: [apirg@ualberta.ca](mailto:apirg@ualberta.ca)

#### **Lethbridge PIRG**

University of Lethbridge  
Box 50 UHC4

4401 University Drive,  
Lethbridge, AB  
T1K 3M4  
Email: [pirg@uleth.ca](mailto:pirg@uleth.ca)

#### British Columbia

**Prince George PIRG**

Room 7-234  
3333 University Way,  
Prince George, BC  
V2N 4Z9  
Tel: (250) 960-7474  
Fax: (250) 960-5617  
Email: [pgpirg@unbc.ca](mailto:pgpirg@unbc.ca)

**Simon Fraser PIRG**

TC326, Simon Fraser  
University  
Burnaby, BC V5A 1S6  
Coast Salish Territory  
Tel: (604) 291-4360  
Fax: (604) 291-5338  
Email: [sfpirg@sfu.ca](mailto:sfpirg@sfu.ca)

**Vancouver Island PIRG**

Box 3035, Stn CSC, SUB  
B122  
University of Victoria,  
Victoria, BC  
V8W 3P3  
Tel: (250) 721.8629, (250)  
472.5170  
Fax: (250) 721.7285  
Email: [vipirg@vipirg.ca](mailto:vipirg@vipirg.ca)

**Newfoundland****Newfoundland PIRG**

Attn. Chad Griffiths  
c/o CESR-MUN  
Memorial University of  
Newfoundland Students'  
Union (MUNSU)  
Room UC-2000,  
Smallwood Centre  
St. John's, NF, A1C 5S7  
Email: [nlpirg@mun.ca](mailto:nlpirg@mun.ca)

**Nova Scotia****Nova Scotia PIRG at  
Dalhousie**

6136 University Ave,  
Halifax NS. B3H 4J2  
Tel: (902) 494-6662  
Email: [info@nspirg.org](mailto:info@nspirg.org)

**Ontario****OPIRG Brock**

204 Alumni Students'  
Centre  
Brock University  
500 Glenridge Ave., St.  
Catharines, ON  
L2S 3A1  
Tel: (905) 688.5550 exts.  
3499 and 4430  
Fax: (905) 378.5701  
Email: [opirgbu@brocku.ca](mailto:opirgbu@brocku.ca)

**OPIRG Carleton**

326 UniCentre Building,  
Carleton University  
1125 Colonel By Drive,  
Ottawa, ON, K1S 5B6  
Tel: (613)520-2757  
Fax: (613)520-3989  
Email: [karen@opirg-carleton.org](mailto:karen@opirg-carleton.org)

**OPIRG Guelph**

1 Trent Lane  
University of Guelph,  
Guelph, ON, N1G 2W1  
Tel: (519) 824-2091  
Fax: (519) 824-8990  
Email: [opirg@uoguelph.ca](mailto:opirg@uoguelph.ca)

**OPIRG Kingston**

The Grey House - 51  
Bader Lane  
Queen's University,  
Kingston, ON, K7L 3N6  
Tel: (613) 533-3189  
Email:  
[info@opirgkingston.org](mailto:info@opirgkingston.org)

**OPIRG McMaster**

McMaster University  
Student Centre (MUSC)  
room 229, Box 1013,  
McMaster University, 1280  
Main Street W. Hamilton  
ON, L8S 1C0  
Tel: (905) 525-9140  
ext.27289  
Email:  
[opirg@mcmaster.ca](mailto:opirg@mcmaster.ca)

**OPIRG Ottawa**

3rd floor, 631 King Edward  
Ave.

Ottawa, ON, K1N 7N8  
Phone: (613) 230-3076  
Fax: (613) 230-4830  
Email: [opirg@uottawa.ca](mailto:opirg@uottawa.ca)

**OPIRG Peterborough**

Room 102 Sadleir House  
751 George St. North,  
Peterborough, ON K9H  
7PH  
Tel: (705) 741-1208  
Fax: (705) 745-3534  
Email: [opirg@trentu.ca](mailto:opirg@trentu.ca)

**OPIRG Toronto**

563 Spadina Ave, Room  
101  
North Borden Building,  
Toronto, ON, M5S 2J7  
Phone: (416) 978-7770  
Fax: (416) 971-2292  
Email:  
[opirg.toronto@utoronto.ca](mailto:opirg.toronto@utoronto.ca)

**Waterloo PIRG**

University of Waterloo,  
Student Life Centre 2139,  
Waterloo, ON, N2L 3G1  
Tel: (519) 888-4882  
Fax: (519) 725-3093  
Email: [info@wpirg.org](mailto:info@wpirg.org)

**OPIRG Windsor**

3225 Sandwich St.  
Windsor, ON, N9C 1A9  
Tel: (519) 253-3000 ext.  
3872,  
(519) 255-9519  
Fax: (519) 253-1745  
Email: [opirg@uwindsor.ca](mailto:opirg@uwindsor.ca)

**OPIRG York**

C449 Student Centre,  
York University  
4700 Keele St., North  
York, ON, M3J 1P3  
Tel: (416) 736-5724  
Fax: (416) 650-8014  
Email: [opirg@yorku.ca](mailto:opirg@yorku.ca)

**Quebec**

**QPIRG McGill**

3647 University St,  
 Montréal, PQ H3A 2B3  
 Tel: (514)398-7432  
 Fax: (514)398-8976  
 Email:  
 qpirg@ssmu.mcgill.ca  
 Web: ssmu.mcgill.ca/qpirg

**GRIP à l'Université du Québec à Montréal**

CP 8888 Succ. Centre-Ville  
 Montréal, PQ, H3L 3P8  
 Phone: (514) 987-3000,  
 ext. 4077  
 Fax: (514) 987-3615  
 Email: grip@uqam.ca

**GRIPQ Concordia**

1455 De Maisonneuve O.  
 Montréal, PQ, H3G 1M8  
 Tel: (514) 262-4746  
 Fax: (514) 848-7584  
 Email: [qpirg@cam.org](mailto:qpirg@cam.org)  
[www.qpirgconcordia.org](http://www.qpirgconcordia.org)

**Individual Speaker Contacts:**

**Name:** Clayton Thomas Muller, Indigenous Environmental Network

**Biography**

Clayton Thomas-Muller, of the Mathais Colomb Cree Nation in Northern Manitoba, Canada, is a Sundancer, traditional Pipe carrier, singer and activist for indigenous self-determination and environmental justice. He is the Indigenous Oil Campaign Organizer for the Indigenous Environmental Network. He works across Alaska, Canada and the lower 48 States of the USA with grassroots indigenous communities to defend their Human and Environmental Rights against Transnational Oil Corporations. For his efforts Clayton has been recognized by the prestigious Utne Reader as one of the "Top 30 under 30" young activists in the United States.

**Area of Expertise**

- The Disproportionate Impacts Burdened by Indigenous Peoples as a Direct Result of Un-sustainable Energy Development.
- Oil and Gas Issues on Native Lands from Alaska, Canada and the Lower Forty-eight.
- Energy Sovereignty and De-colonization
- Sustainable Development.
- Environmental and Climate Justice

**Contact:** [http://www.yesmagazine.com/speakers.asp?act=specific\\_speaker&speakerID=54](http://www.yesmagazine.com/speakers.asp?act=specific_speaker&speakerID=54)

**Name:** Mike Ewall- Founder, director of Energy Justice Network

**Biography**

Mike Ewall is the founder and director of [ActionPA](#) (a state-wide environmental grassroots support group in Pennsylvania) and the [Energy Justice Network](#) (a national organization to advance clean energy policies while aiding grassroots fights against dirty energy technologies). Since getting involved in high school in 1990, he has been actively involved in student and community environmental justice and anti-corporate organizing. He has assisted many communities in their efforts to stop landfills, incinerators and power plants and to address numerous other waste, toxics and energy issues. Since 1995, he's presented over 300 workshops in 26 states at over 100 schools and at least 80 activist conferences.

**Area of Expertise**

- Energy Justice
- Energy and Environmental Justice
- Replacing all Dirty Power with Clean Energy Within our Lifetime
- Don't Nuke the Climate!
- Green Energy or Green Scam? -- "Green Energy" Marketing and Biomass
- The Burning Issues with Biomass and Biofuels
- Beyond Combustion Engines: Breaking the Oil Addiction with Clean Energy in

- Transportation
- No New Coal Plants!
- Global Warming Loopholes
- Other energy presentations available upon request, including workshops specific to incineration, liquefied natural gas (LNG), waste coal and more.
- Environmental Justice and Environmental Racism

**Contact:**

215-743-4884

[catalyst@actionpa.org](mailto:catalyst@actionpa.org)**Name:** Jacquie Green- Assistant Professor, School of Social Work, University of Victoria**Biography:**

Jacquie Green is a graduate from the School of Public Administration (2000). She is currently pursuing her PhD in Indigenous Governance with a focus on solidifying Indigenous identity and claims to territory by way of oral history, story-telling and contentious politics. She teaches policy, anti-racism, anti-oppression and anti-colonialism as they relate to all peoples, particularly among Indigenous Peoples. Jacquie is involved in community as a board member, community development and youth initiatives. She is committed to teaching not only in an academic setting, but by including Youth Voices in all her interactions as a teacher and implementer of Indigenous Determination.

**Area of Expertise:**

- anti oppressive practice
- Policy analysis, protecting First Nation children
- First Nation approaches to social work practice
- Comparative Indigenous Issues (New Zealand, Australia, USA)
- Indigenous Critical Theory
- Child Welfare Practice
- Introduction to First Nations' issues in the human services.

**Contact:**Email: [jlgreen@uvic.ca](mailto:jlgreen@uvic.ca)

Phone: (250) 721.6453

**Name:** Dr. Audrey Kobayashi, Department of Geography Queen's University, Kingston**Biography:**

My courses in cultural and social geography emphasize the ways in which societies create the landscapes in which significant interactions among people take place. This approach always entails a historical perspective, to understand how things came to be. I place strong emphasis on the concept of landscape, as the world that people create and re-create in defining a place for themselves. And I focus on the ways in which various things and acts within a landscape intersect, such as the ways in which commodities reflect both economic and cultural systems, and become symbolic of individual and group identities.

**Area of Expertise:**

- Cultural and social geography
- Race and Racism
- Geography and Gender
- Racism and the Media

**Contact**

Office: Mackintosh-Corry Hall, Room E311  
 Phone: (613) 533- 3035  
 Fax: (613) 533-6122  
 Email: [kobayasi@post.queensu.ca](mailto:kobayasi@post.queensu.ca)

**Name:** Darren Thomas, New Orators Youth Project

**Biography:**

Darren Thomas is a Seneca Bear Clan from the Haudenosaunee. He resides at the Grand River Territory of the Six Nations. Darren currently holds the position of Project Manager of the New Orators Youth Project. He travels throughout North America delivering a motivational message to all people about trying to live up to their greatest expectations. Darren specializes in working with First Nations peoples, inspiring them to be proud of their heritage and take a rightful place in modern society. Prior to this he worked for ten years for the Grand Erie District School Board, as the Community Liaison. Darren was responsible for the tracking and retention of the Native Students in several of the area Secondary Schools. Darren himself after years of hard living with drugs and alcohol has been sober for eighteen years. After dropping out of school, he returned as an adult part-time where he graduated with a Bachelor of Arts Degree majoring in Psychology with a minor in Sociology.

**Area of Expertise:**

- The current "State" of First Nations
- Why is Culture Important?
- The "Impacts" of History on First Nations
- Seven Generations/Coming Faces.

**Contact:**

[manager@neworators.com](mailto:manager@neworators.com)  
[www.neworators.com](http://www.neworators.com)

**Name:** Peter S. Li, Ph.D. Professor of Sociology at the University of Saskatchewan

**Biography:**

Peter Li has served as consultant and advisor to several Canadian federal departments regarding policies of immigration, multiculturalism, race relations and social statistics. In 2001, he was given the "Living in Harmony" Recognition Award by the City of Saskatoon, Race Relations Committee, in recognition of a distinguished record of academic research, publication, and policy-related work on race and ethnic relations, immigration studies and racism in Canada. In 2002, he received the "Outstanding Contribution Award" from the Canadian Sociology and Anthropology Association. He has been elected President (2004-05) of the Canadian Sociology and Anthropology Association.

**Areas of Expertise**

- Race and ethnic studies
- Immigration
- Multi-culturalism
- Social inequality

**Contact:**

Phone: (306) 966-6936  
 Email: [peter.li@usask.ca](mailto:peter.li@usask.ca)

**Name:** Dr. Akua Benjamin

**Biography:**

Born Lorna Benjamin in Trinidad to working class parents, the young Benjamin was involved in church and community organizations and volunteered to help women in prison and children with physical and emotional disabilities. She immigrated to Canada in 1969, studied Sociology at York University, and received both her Master of Social Work and Ph.D. from the University of Toronto. As a young woman, she adopted the name Akua, given her by a friend. It was a time of the civil rights movement, she recalls, and Blacks were reclaiming their identity so she took on the continental African name, which means girl born on Wednesday. She is currently director of the School of Social Work at Ryerson University, where she has been a staff member since 1988.

**Areas of Expertise**

- Racism, violence and health
- Feminism within minority communities
- Anti-oppression and community development

**Contact:**

School of Social Work  
Ryerson University  
Room L-178, 350 Victoria St.  
Toronto, Ontario M5B 2K3

abenjam@ryerson.ca  
416-979-5000 #1-6227  
416-979-5214 (fax)

**Name:** Yes Magazine Speaker's Bureau

<http://www.yesmagazine.com/default.asp?ID=6>

A US based magazine about anti-oppression and sustainability, YES has a database of speakers available. Many of the speakers are from the US but there is some US/Canada overlap.

**Name:** Check Your Head

**Biography:**

The Youth Global Education Network. As a youth-driven, non-profit organization, Check Your Head provides interactive and experiential workshops, inspiring youth and former youth to understand and take action for social, economic and environmental justice.

Since 1999, Check Your Head has delivered over 900 workshops, reaching over 15,000 youth throughout BC and across Canada. With a focus on both issues-based workshops and capacity building resources, Check Your Head creates opportunities to develop critical analysis, hope and tools for action on issues.

**Areas of Expertise**

- democracy
- climate change

- sweatshops
- media ownership
- economic globalization

**Contact:**

#605-207 West Hastings St.  
 Vancouver, BC V6B 1H7  
 (604) 685-6631  
 (604) 698-6736  
 Email form available online- [www.checkyourhead.org](http://www.checkyourhead.org)

**Anti-Oppression and Environmental Justice Forums:**  
*Some online areas to share your ideas and ask questions!*

<http://campusclimatechallenge.civicspaceondemand.org/forum>

Campus Climate Challenge has an anti-oppression message board.

[http://climatechallenge.org/power\\_directory](http://climatechallenge.org/power_directory)

Campus Climate challenge 'power directory' is filled with useful links to anti-oppression work in North America.

<http://www.seac.org/resources/antioppression>

Students Environmental Action Coalition has a detailed site with dozens of links on subjects like ageism, ableism, gender and racial discrimination.

**Resources, Guidebooks and Information:**

**Fire It Up: A Toolkit for Youth Action.** By the Youth Action Network (2002). This is available online at [www.youthactionnetwork.org/rac/Fireitup/FireItUp.pdf](http://www.youthactionnetwork.org/rac/Fireitup/FireItUp.pdf) or contact the Youth Action Network at:

176 John Street, Suite #307, Toronto ON M5T 1X5,

T: 416-368-2277

F: 416-368-8354

Email: [general@youthactionnetwork.org](mailto:general@youthactionnetwork.org).

**The Kit: A Manual By Youth to Combat Racism Through Education.** For copies contact: Anti-Racism Education, United Nations Association in Canada, #900, 130 Slater Street, Ottawa, ON K1P 6E2

T: 613-232-5751, F: 613-563-2455,

Email: [yfar@unac.org](mailto:yfar@unac.org).

The KIT is also available online at [www.unac.org/yfar](http://www.unac.org/yfar).

**Multiculturalism at Work: A Guide to Organizational Change.** By Barb Thomas. Toronto, ON: The YWCA of Metropolitan Toronto, 1987.

**Teach Me To Thunder: A Training Manual for Anti-racism Trainers.** For a copy, contact the Canadian Labour Congress Anti-Racism and Human Rights Director at [anti-racism&hr@clc-ctc.ca](mailto:anti-racism&hr@clc-ctc.ca)  
T: 613-521-3400 x262.

**Y-Files: The Ultimate Youth Resource Guide.**

Contact [yfiles\\_guide@hotmail.com](mailto:yfiles_guide@hotmail.com) or Dawood at 416-652-2273 for more information or to obtain a copy.

**Canadian Labour Congress Anti-Racism Integration Guide.** For a copy, contact the Canadian Labour Congress Anti-Racism and Human Rights Director at [antiracism&hr@clc-ctc.ca](mailto:antiracism&hr@clc-ctc.ca), T: 613-521-3400 x262.

**Change to Action: CLC Young Workers and Climate Change Project.** Produced by the Canadian Labour Congress.

Contact: The Canadian Labour Congress Education and Campaigns Director at

T: 613-521-3400 x283

F: 613-521-5480

Email: [education@clc-ctc.ca](mailto:education@clc-ctc.ca).

**The Canadian Council for International Co-operation 'Policy Workbook':**

[www.ccic.ca/e/007/pubs\\_gender.shtml](http://www.ccic.ca/e/007/pubs_gender.shtml) (under resources, publications, Gender Issues and Diversity section)

1 Nicholas St, Suite 300 Ottawa, Ontario K1N 7B7,

T: 613-241-7007 F: 613-2415302.

## Canadian Organizations and Websites

**Aboriginal Youth Network** The AYN is foremost an online resource created by youth for youth. They are accountable to youth through their youth advisory committee which meets in person twice yearly and twice again via teleconference.

[www.ayn.ca](http://www.ayn.ca)

Box 34007 Kingsway PO Edmonton AB T5G 3G4

T: 780-459-1058 or 1-866-459-1058, F: 780.419.7266 or 1.866.419.7266, Email:

[siteadmin@ayn.ca](mailto:siteadmin@ayn.ca).

**Canadian Race Relation Foundation**

The Foundation is committed to building a national framework for the fight against racism in Canadian society. [www.crrf.ca](http://www.crrf.ca) 4576 Yonge Street, Suite 701 Toronto ON M2N 6N4 T: 1-888-240-4936 (toll free) or 416-952-3500, F: 1-888-399-0333 (toll free) or 416-952-3326, Email:

[info@crr.ca](mailto:info@crr.ca)

**Maquila Solidarity Network (MSN)** MSN is a Canadian network promoting solidarity with groups in Mexico, Central America, and Asia organizing in maquiladora factories and export processing zones to improve conditions and win a living wage. [www.maquilasolidarity.org](http://www.maquilasolidarity.org) 606 Shaw Street Toronto ON M6G 3L6 T: 416-532-8584, F: 416-532-7688, Email: [info@maquilasolidarity.org](mailto:info@maquilasolidarity.org)

**Tiny Giant Magazine/The Students Commission (TG/SC)** TG/SC is a diverse, global-minded organization that is run by youth for youth across Canada. We strive to create opportunities for empowerment through innovative and educational processes and products. There are several offices across Canada. You can visit their website for more information at [www.tgmag.ca](http://www.tgmag.ca).