

Calgary



The City of Calgary's  
Anti-Racism program

2024

Racial Justice  
Conference



“The lion’s story  
will never be known  
as long as the hunter  
is the one to tell it.”

— West African Proverb



## Dear Conference attendees,

Thank you for joining us at the Racial Justice Conference, Dismantling Systemic Racism, Transforming Lives, March 18th and 19th, 2024 at the TELUS Convention Centre. We appreciate your presence and participation.

We are excited about the next two days and look forward to embarking on a journey of informative and transformational learning, discussing action strategies, and reviewing healing processes towards creating a racially just society.

Taking into consideration the theme and focus of this conference, and its potential impact on the emotional health and wellbeing of participants, this resource booklet was created to provide trauma informed resources.

We proactively commit ourselves to centering, amplifying, and learning from the voices of those most impacted by racism and trauma, bearing compassionate and non-judgmental witness to their stories and realities. We honor everyone's intrinsic value, lived experience, humanity, and innate strengths, including the various unique social identities they embody (e.g., race, gender identity, ethnicity, sexual orientation) and the strengths and protective factors of their communities.

Indigenous, Black, and Diverse Racialized Peoples are the individuals and groups that The City of Calgary recognizes to be experiencing systemic racism, racialization, and racial discrimination due to historical oppression and colonization.

The following 5 components are the Anti-Racism Program's guidelines and commitments to ensure trauma informed spaces are created:

**Attendee empowerment:** Committing to focus on your strengths to empower you in your experience of the conference and your learning.

**Choice:** Informing you of your participation options at every stage of the conference to ensure you choose the options you prefer.

**Collaboration:** Maximizing collaboration amongst attendees, conference staff and facilitators.

**Safety:** Developing conference settings and activities that ensure your physical and psychological safety.

**Trustworthiness:** Creating clear expectations with attendees about what proposed presentations would entail, acknowledging trauma can be triggered, and how care will be provided.

## Trauma Informed Considerations:

1. Physical, emotional, and psychological safety
2. Trust and transparency
3. Overall support from peers
4. Physical and emotional inclusion
5. Decrease power imbalances
6. Every voice counts
7. Centring self as a choice
8. Intersectionality is valued, respected, and supported (gender, sexual orientation, disability, history, culture, or race)

**Trauma:** Is an experience or set of circumstances so overwhelming that it incapacitates an individual's ability to cope. TIC COLLECTIVE

"Trauma is not what happens to you, but what happens inside of you because of what happens to you."

— Gabor Mate

"Trauma, by definition, is the inability to do anything to change the situation."

"Predictability and trust are at the root of trauma."

— Bessel van der Kolk

### **Big 'T' Trauma**

Extraordinary events that can threaten life including but not limited to:

- War
- Accidents, rape, sexual abuse, global pandemic

### **Little 't' Trauma**

Small, repeated events that can have a cumulative effect including and not limited to:

- Chaotic or aggressive environments
- Punitive environments  
(performance more important than relationships)
- Inconsistency/instability
- Lack of trust

## **We acknowledge that: Trauma is Historical, Intergenerational, Persistent Institutional, and Personal trauma (HIPP Theory)**

Trauma in a person decontextualized over time looks like personality.

Trauma in a family, decontextualized over time, looks like family traits.

Trauma in a people, decontextualized over time, looks like culture.

It affects all the systems of the body, and it changes the body.

We do not account for this, and we act like everything is episodic as opposed to structural.

Bringing the body into the equation is important.

— Resmaa Menakem

## We acknowledge the six Anchors of Racial Healing:

**Collectivism:** Connection of personal liberation with that of broader Indigenous, Black and diverse Racialized people.

**Critical consciousness:** Indigenous, Black, and diverse Racialized communities' capacity to critically reflect and act upon their sociopolitical environment.

**Strength and resistance:** Calling on the radical tradition of Indigenous, Black and Racialized communities ancestors who have survived centuries of atrocities.

**Cultural authenticity and self-knowledge:** Honoring ancestral wisdom and promoting racial-cultural pride and resisting colonized knowledge and practices as the only way of knowing and being.

**Radical hope:** A sense of agency to change things for the greater good, the belief that fighting for justice is possible and that it will not be in vain.

**Restorative self-care:** Audre Lorde stated, "Caring for myself is not an act of indulgence. It is self-preservation, and that is an act of political warfare." Engaging in restorative wellness practices that can benefit the individual and the community, including resting, taking a break from work, sleeping, incorporating ancestral or Indigenous healing practices can help us to process experiences of dehumanization and oppression and find collective and individual strength.

— Adopted from SAMHSA

"Caring for myself is not an act of indulgence. It is self-preservation, and that is an act of political warfare."

— Audre Lorde





## Mental Health and Other Resources

### Get Help Now

9-1-1 for emergency assistance

Distress Centre 24-hour Crisis Line: 403-266-HELP (4357)

AB Mental Health Helpline: 1-877-303-2642

9-8-8 Suicide Crisis Helpline

Talk Suicide Canada: 1-833-456-4566

Text 45645 (between 4 p.m. and midnight ET).

### Other Mental Health Supports and Counselling Services Available

AB Addiction Helpline: 1-866-332-2322

Crisis Services Canada: 1-833-456-4566

Text 45645

Text4Hope: <https://mentalhealthfoundation.ca/text4hope/>

Help in Tough Times: <https://www.albertahealthservices.ca/amh/page16759.aspx>

AHS Access Mental Health: <https://www.albertahealthservices.ca/services/page11443.aspx>

Native Counselling Services of Alberta: <https://www.ncsa.ca/>

The Alex Youth Health Centre: <https://www.thealex.ca/program/youth-health-centre/>

Skipping Stone: <https://www.skippingstone.ca/>

Punjabi Community Health Services: <https://www.pchscalgary.com/>

Africa Centre: <https://www.africacentre.ca/contact>

Mosaic Refugee Health Clinic: Social workers, psychologists and psychiatrists — call 403-569-7251

Mosaic PCN Social Workers and Psychologists — referral is made by your family physician: <https://mosaicpcn.ca/>

Centre for Refugee Resilience: <https://www.ccisab.ca/refugees/centre-for-refugee-resilience.html>

Centre for Newcomers: <https://www.centrefornewcomers.ca/>

Calgary Immigrant Women's Association (CIWA): <https://ciwa-online.com/>

Immigrant Services Calgary: <https://www.immigrantservicescalgary.ca/>

Calgary Catholic Immigration Society: <https://www.ccisab.ca>

Alberta Black Therapists Network: 587-0400-7300

Alberta Trauma Services: 403-944-2888

Calgary Counselling Centre: 833-827-4229

Eastside Family Services: 403-299-9699

Healing Arts Therapy: BIPOC Counselling, Art Therapy

Kindred: 403-233-2360 or 1-877-244-2360

Therapy Alberta: Therapy for Black, Indigenous and People of Colour — call 403-713-0163

## Important Phone and Text Numbers

2-1-1 in Alberta for information and referrals regarding community, social, health and government services

3-1-1 service, you can call to report issues like abandoned vehicles, noise complaints, and graffiti

Crisis Text Line: Text CONNECT to 741741

Family Violence: Find Supports — 403-310-1818

Health Link: 8-1-1

Income Supports: 1-866-644-5135

Indian Residential School Survivors and Family, IRSSS: 1-866-925-4419

Kids Help Phone: 1-800-668-6868 or text CONNECT to 686868

Local Resources & Support — Crisis Services Canada — Canada Suicide Prevention Service: 1-833-456-4566

MyHealth.Alberta.ca — List of Important Numbers:

**<https://myhealth.alberta.ca/Pages/HealthInfoToolsDefault.aspx>**

Physician & Family Support Program: 1-877-767-4637

## **Diverse Cultural and Racialized Community Resources**

The Eritrean Canadian Community Association of Calgary:

**<https://myeccac.com>**

Ethiopian Community Association

**<https://www.calgaryethiopiancommunity.ca/>**

Moroccan Association of Calgary: 37th Ave. N.E.,  
Calgary, AB T1Y 5L2, Canada

Calgary South Sudanese Community Association: 587-353-3211

Calgary African Community Collective: **<https://calgaryafrican.ca/>**

Pakistan Canada Association Calgary: 403-803-9277

Ruth's House, shelter for families experiencing domestic violence  
in the African Community: 587-352-9422

**<https://www.ruthshouse.ca/>**

Nisa Home, shelter home for Muslim Women: 1-888-456-8043

**<https://nisahomes.com/>**

Sikh Society of Calgary: 403-246-1776

**<https://www.sikhsocietyofcalgary.org/>**

Council of Sikh Organizations — Office Coordinator: 403-235-0049

Dashmesh Culture Centre: 403-590-0970

**<https://dashmesh.ca/>**

Nepalese Community Society of Calgary (NCSC): 587-352-6272  
**<https://ncscalgary.com/>**

South Asian Canadian Association

Canadian Syrian Association

African Students Association, University of Alberta:  
**<https://sites.ualberta.ca/~afsu/index.htm>**

African Students Association, University of Calgary

African Caribbean Student Association:  
**<https://www.facebook.com/acsaUofC>**

African Students Association, Mount Royal University:  
**<https://www.facebook.com/ASAMRU1/>**

Afro Students Association:  
**<https://www.facebook.com/afrostudentassociation/>**

Ghanian Canadian Association of Calgary:  
**<https://gcacalgary.ca/>**

Nigerian Canadian Association of Calgary:  
**<https://www.nca-calgary.com/>**

Diversecities: **<https://www.diversecities.org/>**

Calgary Chinese Cultural Centre: **<https://www.culturalcentre.ca/>**

ACCT Foundation: **<https://acctfoundation.ca/>**

ActionDignity: **<https://actiondignity.org/>**

Action Committee for Black Affairs Calgary

Afri-Can Connect Society

African Caribbean United Foundation of Calgary

African Community Association of Calgary

African Sudanese Association of Calgary

Akuar Lang Juk Community Association of Canada

Alberta Azerbaijani Cultural Society

Alberta Rehabilitation-Integration and Care Services  
Alliance Cameroon Community Association  
Cameroonian Canadian Association of Calgary  
Altamas for Peace and Development Association  
The ARSII OROMO Self-Help Association  
Association de la Communauté Haitienne de Calgary  
(Haiti Association of Calgary)  
Association of Mon Women of Canada  
BABAE: Council of Filipina-Canadian Women  
Bafut Manjong Cultural Association Calgary  
Bag by Bag  
Bangladeshi Community Association  
Binam of Calgary — Bamileke Association  
Bor Community Association of Calgary  
Bridge International Church  
Calgary Canadian Sudanese Community Association  
Calgary Chinese Community Service Association  
Calgary Chinese Elderly Citizens' Association  
Calgary Ethiopian Community Association  
Calgary Ethiopian Youth Alliance  
Calgary Filipino Methodist Church  
Calgary Hambastagi Cultural Association  
Calgary Japanese Community Association  
Calgary Korean Association  
Calgary Korean Women's Association  
Calgary Nepalese Community Association  
Calgary Vietnamese Women's Association

Calgary Vietnamese Youth Association  
Cameroonian Association of Calgary  
Canadian Artists for the Poor  
Canadian Guatemalan Community Association  
Canadian Pakistani Support Group  
Canadian Volunteers United In Action  
CANAVUA (Canadians Volunteers United in Action)  
Centre for Research, Education, and Social Services (CRESS Centre)  
Chilean Canadian Community Association of Calgary  
Chinese Professionals and Entrepreneurs Association of Calgary  
Clinique De L'Education Ltd.  
Council of Sikh Organizations  
Dinka Language Development School Society  
East Oromia Self Help Community  
El sistema Calgary Calgary Multicultural Orchestra Foundation  
Elder Services Corps Association  
Eritrean Canadian Community Association of Calgary  
Eritrean Seniors Community Calgary  
Ethiopians and Eritreans COVID-19 Support Group in Alberta  
Excel Family and Youth Society  
Filipino-Canadian Women Multi-Purpose Cooperative  
F.O.C.U.S. on Seniors  
Fountain of Orphans and Vulnerable Women  
Foundation for the Voice of Immigrants in Canada for Empowerment  
FRIENDS  
Global Parvasi (Immigrant) Seniors Society

Green Crusader Inc. (Diversity Magazine)  
Haiti Alberta Sports et/and Culture Club Ltd.  
Haiti Association of Calgary  
Hindu Society of Calgary  
Imatari Otuho Community Association  
India Canada Association of Calgary  
Indo-Canadian Ex-Teachers Association  
Institute of Integrated Electrical Engineers Philippines Alberta Canada  
Intercultural Dialogue Institute Calgary  
Ileri-Mexican Latino & Cross Cultural Society — High River  
Islamic Association of Canadian Women  
Jamaican Canadian Association of Alberta  
Korean Community Association  
Kurdistan Alberta Culture Immigrant Society  
Latin American Literary Association of Calgary  
Lebialem Cultural and Development Association  
Madi Heritage Foundation  
Mapua Alumni Association Alberta Chapter  
Migrant Alberta Association  
National Federation of Pakistani Canadians  
Nepalese Community Society of Calgary  
Oromo Muslim Association of Alberta  
Pakistani Immigrant Services & Wellness Society  
Peruvian Rhythms Society  
Philippine Calgarian Social Club  
Philippine Festival Council of Alberta

Pilipino Educators and Advocates Council  
Portail De L'immigrant Association  
Possibilities in Motion Foundation  
Purpose-Driven Human Services Society  
Professional Star- Professionals Students Trades Arts Research  
Regroupment Afro-Calgareen des Jeunes Francophone  
Salvadorian Community Association of Calgary  
Sankofa Arts and Music Foundation  
Sayyoo Innovation  
Somali Canadian Society of Calgary  
Somaliland Community of Alberta  
Somali Community Association  
South Asian Community Service (formerly Pakistani Immigrant Services  
& Wellness Society)  
South Sudanese Canadian Cultural Society  
South Sudanese Catholic Society of Alberta  
South Sudanese Community Association of Calgary  
Sweet Corner YYC  
The Colour Factor  
The Oladele Foundation / African Cancer Support Group  
Tibetan Association of Alberta  
United Filipino Entrepreneur Association (UFEA)  
University of the Phillipines Alumni Association of Alberta  
Women Latin America Association

## **Trauma Resources**



### **Understanding Trauma**

[https://www.youtube.com/watch?v=sC\\_CV0K65WI](https://www.youtube.com/watch?v=sC_CV0K65WI)

### **Feeling anxious — Relax your body**

The 5-4-3-2-1 Grounding Exercise to Cope with anxiety — 5 minutes

<https://www.urmc.rochester.edu/behavioral-health-partners/bhp-blog/april-2018/5-4-3-2-1- coping-technique-for-anxiety.aspx>

<https://insighttimer.com/blog/54321-grounding-technique/>

### **Square Breathing**

How to Reduce Stress through Breathwork — 3 minutes

Square, or shape breathing can shift your energy, connect you with your body, calm your nervous system and decrease stress.

<https://blog.zencare.co/square-breathing/>

### **Mindful Gnats**

Paced Breathing — 90 seconds

YouTube video of telling you to breathe in and then out — literally breathing.

<https://www.youtube.com/watch?v=QWJtWfSSTi4>

### **Progressive Muscle Relaxation**

<https://www.anxietycanada.com/>

**Staying Grounded through Meditation** — Insight Timer  
(videos, grounding, meditation)

<https://insighttimer.com/meditation-topics/grounded>

**Mental Wellness Moment Videos** — with Dr. Nicholas Mitchell (AHS)

New ones added regularly.

<https://www.youtube.com/watch?v=z4s-6N8f0a4>

### **How Brains are Built**

The Core Story of Brain Development

### **Healing Racial Trauma**

My Grandmothers Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies by Resmaa Menakem (Author)

## **Websites to Learn From**

Anxiety Canada

Canadian Centre for Addiction & Mental Health

**Complextrauma.org**

Headspace and other Mental health Apps

Hope for Wellness Helpline

Hot Walk & Talk Protocol

Indian Residential School Survivors Society

Self-Care

TEND

Togetherall

Wellness Together Canada

## Other Supports Available

### Employment

Momentum: <https://momentum.org/>

Centre for Newcomers: <https://www.centrefornewcomers.ca/>

Prospect Human Services: <https://www.prospectnow.ca/>

### Housing

The Alex: <https://www.thealex.ca/>

Skipping Stone: <https://www.skippingstone.ca/>

### Legal aid

Calgary Legal Guidance: <https://clg.ab.ca/>

Legal Aid Alberta: <https://www.legalaid.ab.ca/>

### Human rights

Stride advocacy: <https://www.jhcentre.org/stride-selfadvocacy>

Alberta Human Rights Commission:

Stop Hate Alberta: <https://stophateab.ca/>

### Other Supports

The Alex Community Food Centre: <https://thealexafc.ca/>

Money Mentors: <https://moneymentors.ca>

