**Anti-Racism Resources**

NLS is committed to fighting racism within our community, our workplace and Canadian institutions. We recognize that Canada (Turtle Island) and Toronto (Tkaronto) were built on stolen Indigenous land, and that Canada was an active partner in the Trans-Atlantic Slave Trade. Our Black, Indigenous and People of Colour community members experience racism in their encounters with the justice system, education system, the economy, the health system and more. We consider this as a fact. We want our racialized community members to know that when they come to NLS, they will be treated with dignity and respect, and their experiences of racism will be believed and validated.

We have made a list of resources to support BIPOC community members seeking racial justice, as well as White-identifying people to learn more about racism, privilege and White supremacy.

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| **Aboriginal Legal Services of Toronto** | Specialty legal clinic serving Indigenous community members in a supportive, holistic, culturally-rooted way. | [Aboriginal Legal Services Toronto](https://www.aboriginallegal.ca/index.html) |
| **Black Legal Action Centre** | Specialty legal clinic serving Black community members in areas such as education, employment, human rights, housing and police complaints. | [Black Legal Action Centre](https://www.blacklegalactioncentre.ca/) |
| **Education and Discipline** | **Disciplinary Hearings**  Black students are suspended and expelled at a much higher rate than non-Black students. A disciplinary hearing is a legal process where students may bring a lawyer. | [Black Legal Action Centre](https://www.blacklegalactioncentre.ca/)  [Justice for Children and Youth](https://jfcy.org/en/)  [Knia Singh](http://www.maatlegal.ca/) – Lawyer  [Law Society of Ontario Lawyer Referral Service](https://lsrs.lso.ca/lsrs/welcome) – free ½ consult with a lawyer |
|  | **Human Rights**  If you think your school or teacher treated you differently because of your race, gender, ability, or other personal characteristic, this may be a violation of the *Human Rights Code*. You may want to file an ‘application’ with the Ontario Human Rights Tribunal. You should get advice from a lawyer. | [Human Rights Legal Support Centre](https://www.hrlsc.on.ca/en/welcome)    [Black Legal Action Centre](https://www.blacklegalactioncentre.ca/)    [Aboriginal Legal Services Toronto](https://www.aboriginallegal.ca/index.html)    [Fathima Cader](https://caderlaw.ca/) - Lawyer    [Law Society of Ontario Lawyer Referral Service](https://lsrs.lso.ca/lsrs/welcome) – free ½ consult with a lawyer |
|  | **Articles of Interest** | [Carl James – “The crisis of anti-Black racism in schools persists across generations” (August 2019)](https://rsc-src.ca/en/voices/crisis-anti-black-racism-in-schools-persists-across-generations)  [African Canadian Legal Clinic et al. – “Towards Race Equity in Education: The Schooling of Black Students in the Greater Toronto Area” (April 2017)](https://edu.yorku.ca/files/2017/04/Towards-Race-Equity-in-Education-April-2017.pdf)  [Murial Draaisma – “Black students in Toronto streamed into courses below their ability, report finds: Report also finds black students suspended at much higher rates than counterparts” (April 2017)](https://www.cbc.ca/news/canada/toronto/study-black-students-toronto-york-university-1.4082463)  [Abigail Tsionne Salole; Zakaria Abdulle – “Quick to Punish: An Examination of the School to Prison Pipeline for Maginalized Youth” (Jan. 2015)](https://crsp.journals.yorku.ca/index.php/crsp/article/view/38162) |
| **Police violence/brutality** | **Report the Incident**  The Office of the Independent Police Review Director (OIPRD) receives complaints about police conduct. They investigate, make findings and recommendations, and can hold disciplinary hearings. Many people are critical of the OIPRD because complaints are handled by other officers, often within the same division as the officers complained of. | [**Office of the Independent Police Review Director**](https://www.oiprd.on.ca/)  [Learn about Complaints Process](https://www.oiprd.on.ca/complaints/complaints-process/)  [Make a complaint](https://www.oiprd.on.ca/complaints/complaint-forms/) |
|  | **Civil Lawsuit**    If you were harmed by police conduct, you may want to sue the police. You will need to collect evidence about what happened to you, such as hospital reports, photos of your injuries, or contact information for any witnesses. Some lawyers may be willing to take your case on a “contingency” basis – you won’t have to pay them until you receive some money. | [Steps to Justice](https://stepstojustice.ca/questions/criminal-law/can-i-sue-police-violating-my-rights#:~:text=Deciding%20which%20court,must%20go%20to%20Superior%20Court.)    [Meaghan Daniel](https://www.meaghandaniel.com/) – Lawyer    [David Shellnutt](https://www.thebikinglawyer.ca/) – Lawyer    [Vilko Zbogar](mailto:vzbogar@zbogaradvocate.ca) – Lawyer    [Black Legal Action Centre](https://www.blacklegalactioncentre.ca/)    [Aboriginal Legal Services Toronto](https://www.aboriginallegal.ca/index.html)    [Law Society of Ontario Lawyer Referral Service](https://lsrs.lso.ca/lsrs/welcome) – free ½ consult with a lawyer |
| **Discrimination or racial profiling by police** | **Human Rights Tribunal**    If you think the police treated you differently because of your race, gender, ability, or other personal characteristic, this may be a violation of the *Human Rights Code*. You may want to file an ‘application’ with the Ontario Human Rights Tribunal. You should get advice from a lawyer about whether it may be better to sue the police in court. | [Steps to Justice](https://stepstojustice.ca/questions/human-rights/how-do-i-make-claim-human-rights-tribunal-ontario)    [Human Rights Legal Support Centre](https://www.hrlsc.on.ca/en/welcome)    [Black Legal Action Centre](https://www.blacklegalactioncentre.ca/)    [Aboriginal Legal Services Toronto](https://www.aboriginallegal.ca/index.html)    [Fathima Cader](https://caderlaw.ca/) - Lawyer    [Law Society of Ontario Lawyer Referral Service](https://lsrs.lso.ca/lsrs/welcome) – free ½ consult with a lawyer |
| **Reports and Initiatives Addressing Racism in Municipal Services** | City of Toronto – Anti-Racism Initiatives | [Toronto For All: Confronting Anti-Black Racism Initiative](https://www.toronto.ca/wp-content/uploads/2019/04/97d4-community-conversation-guide-participants.pdf)  [Indigenous Peoples of Tkaronto](https://www.toronto.ca/community-people/get-involved/community/toronto-for-all/indigenous-peoples-of-tkaronto/) |
| Anti-Black Racism and Policing | [Ontario Human Rights Commission – A Collective Impact: Interim report on the inquiry into racial profiling and racial discrimination of Black persons by the Toronto Police Service (November 2018)](http://www.ohrc.on.ca/en/public-interest-inquiry-racial-profiling-and-discrimination-toronto-police-service/collective-impact-interim-report-inquiry-racial-profiling-and-racial-discrimination-black)  [Ontario Ombudsman - Street Checks and Balances: Submission in response to the Ministry of Community Safety and Correctional Services’ consultation on proposed Ontario regulation for street checks” (2015)](https://collections.ola.org/mon/29010/332427.pdf) |
| Supreme Court of Canada Decision on Racism in Policing | [*R v. Le,* 2019 SCC 34](https://scc-csc.lexum.com/scc-csc/scc-csc/en/item/17804/index.do) |
| **Child Welfare** | **Legal Representation** | [Legal Aid Ontario](https://www.legalaid.on.ca/services/family-legal-issues/)  You may wish to call [Black Legal Action Centre](https://www.blacklegalactioncentre.ca/) or  [Aboriginal Legal Services Toronto](https://www.aboriginallegal.ca/index.html) before contacting Legal Aid. It can help to have an advocate when seeking help from Legal Aid. |
| **Articles about Anti-Black Racism in the Child Welfare System** | [Children’s Aid Society of Toronto – “Addressing disproportionality, disparity and discrimination in child welfare: Date on services provided to Black African Caribbean Canadian families and children” (2015)](https://www.torontocas.ca/sites/torontocas/files/baccc-final-website-posting.pdf)  [Ontario Human Rights Commission –Under Suspicion: Concerns about Child Welfare (2017)](http://www.ohrc.on.ca/en/under-suspicion-concerns-about-child-welfare) |
| **White Supremacy/White Privilege** | **Articles/Books** | [Peggy McIntosh – “White Privilege: Unpacking the Invisible Knapsack” and “Daily Effects of white Privilege”](https://www.racialequitytools.org/resourcefiles/mcintosh.pdf) (1988)  [Robin DiAngelo – “White Fragility: Why It’s So hard for White People to Talk about Racism” (2018)](https://libjournal.uncg.edu/ijcp/article/viewFile/249/116) |