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Black in Canada

Acknowledging our past, owning our present, and changing our future



**MAKING AN
IMPACT THAT
MATTERS**

since 1845

About the cover art

The figures represented in the cover design all appear in shades of black and grey, suggesting that they exist primarily in the shadows. All have transparent elements as well; this symbolizes their experience of feeling looked through and not being fully seen by society.

The older woman is facing forward—emblematic of a figurehead on the bow of a ship and representing hope for the future. Having fought racism and discrimination throughout her lifetime, she continues to pave the way for the new generation to live free of intolerance. Her strong steady gaze evokes her wisdom, experience, and continuing strength.

The person directly in front is illustrated as non-binary, representing the diversity of gender and identity within the Black community. With a very direct look, this person holds the reader accountable and encourages the reader to address the issue head-on. In addition to this, certain colours have been intentionally added. The orange on the outer figures is a symbol of the fire and drive to be catalysts for change that we are witnessing among young people, and the faded yellow mark on the older woman acknowledges the path that was paved by previous generations to address social and systemic change. The green behind the illustrations is the symbol of renewal and growth on the path forward.

About the artist

Rachel Joanis is an illustrator and graphic designer based in Toronto. As a female artist of colour, she understands the importance of representation and the significance of seeing oneself reflected in art and media. The majority of her work focuses on women, with an emphasis on portraying different ethnicities and body types to help further inclusivity and promote more equal representation.



Table of contents

Anti-Black racism in the Canadian context	2
A history of anti-Black racism in Canada	3
Anti-Black racism in the workplace	7
Beginning to address anti-Black racism in Canadian workplaces.....	8
Anti-Black racism resources	10
Meet the team	12
Endnotes	13

Anti-Black racism in the Canadian context

The string of killings and police brutality against Black people, including the reprehensible videotaped slaying of George Floyd in the spring of 2020, sparked international outrage and renewed attention on the legacy of anti-Black racism in Canada.

In response, Deloitte Canada's Black Professional Network (CBPN) initiated discussions with firm leadership to express their pain, anger, and desire for change. In a letter written to the executive leadership team, they said:

"Sadly, the persistence of anti-Black racism is not an exclusively American phenomenon; many of your Black Canadian colleagues can share stories of how their communities have faced racial injustices. Although these events took place in the United States, for many the impact hits close to home."

The executive team responded quickly and publicly, in writing, both within the firm and externally, acknowledging the pain and trauma being experienced by their Black colleagues and committing to take action toward reconciliation and structural change.

As CEO Anthony Viel said, "Empty statements do not change systems; collective and compassionate effort does."

To put compassionate effort into practice, individuals must first understand the legacy of anti-Black racism in Canada and how it manifests in workplaces—through bias, privilege, policies, and power dynamics.

The catalyst for change

In the spring of 2020, Deloitte Canada CEO Anthony Viel said, "We must sustain the momentum we are currently experiencing to bring real and lasting change to our organization and our countries." To that end, Deloitte Canada committed to becoming an anti-racist organization.

Through work with the CBPN, our firm's leadership took immediate actions to listen and learn more about Black people's lived experiences in Canada, made immediate donations to the Black Health Alliance and the Centre for Research Action on Race Relations, held a firm-wide webcast on anti-Black racism and worked to acknowledge and address the inequities and gaps that currently exist.



A history of anti-Black racism in Canada

Anti-Black racism is not exclusively an American phenomenon. Canada has a legacy of it as well, one that many Canadians think is no longer an issue.¹

Canada has its own history of racism, colonialism, and anti-Blackness that needs to be shared and acknowledged as a necessary precondition to making meaningful and context-relevant reparations and reformation. Anti-Blackness is present in the way individuals interact as well as the systems and policies that govern our way of life. According to the City of Toronto, “anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, often making anti-Black racism appear normal or invisible to the larger white society.”²

Workplaces play a central role organizing societies in ways that can reinforce or challenge existing inequalities, particularly as it relates to economic inclusion and empowerment. It becomes critical that leaders of Canadian organizations understand the conditions that prop up anti-Black racism in their organizations so they can be more intentional and deliberate about dismantling them while developing strategies to support their Black workforce.

Anti-Black racism

Anti-Black racism is prejudice, attitudes, beliefs, stereotyping, and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy. Anti-Black racism is deeply entrenched in Canadian institutions, policies, and practices, to the extent that it is either functionally normalized or rendered invisible to the larger white society. Anti-Black racism manifests in the current social, economic, and political marginalization of Black Canadians, which includes unequal opportunities, lower socio-economic status, higher unemployment, significant poverty rates, and overrepresentation in the criminal justice system.

Source: www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary



A BRIEF HISTORY OF ANTI-BLACK RACISM IN CANADA

Canada's legacy of anti-Black racism is not broadly understood by many Canadians today. This cultural ignorance stymies our ability to take collective action both because we cannot redress what we don't see and because systemic change requires that we firmly grasp root causes. What follows is a brief overview of the policies and conditions that characterize Canada's past so that we might be better positioned to acknowledge how those conditions manifest today, and so we can build toward a more just and equitable future.

In 1628, the first enslaved Africans were brought to New France (now Quebec) through the transatlantic slave trade.³ Enslavement spread and became prevalent across British North America (now Canada). For 200 years, slavery in Canada shared a similar degree of brutality as in the United States that included beatings, lynchings, and rapes. In 1834—only 31 years before the United States—slavery was abolished across the British Empire, including Canada, leaving a legacy of hardship for Black people.

Once emancipated, Black people were subjected to racial injustice and discrimination through policy decisions, reinforcement of economic disadvantages, and marginalization. The effects of anti-Black racism continued as Black people became more integrated into Canadian society as freed people.

The West Indian Domestic Scheme, 1955 to 1967. This immigration policy admitted close to 3,000 women from the Caribbean to Canada to work as domestics, including the Honourable Jean Augustine, who emigrated from Grenada in 1960.⁴

The Sir George Williams affair, Montreal, 1969. Over 200 students peacefully protested a decision by the administration of Sir George Williams University concerning a racism complaint by six Black students from the Caribbean. In February 1969, the police forcefully removed the students occupying a building and the situation escalated, leading to over \$2 million in damages and 97 arrests. This is seen as the largest student riot in Canadian history.⁵

Changes to Canada's immigration and citizenship policies

Immigration policy changes began in 1962 when the Canadian government introduced new regulations that eliminated overt racial discrimination.

In 1971, Canada adopted multiculturalism as an official policy—the first country in the world to do so—affirming full and equitable participation of all Canadian citizens regardless of racial or ethnic origins, language, or religious affiliation.

Despite these changes, Black people still face structural racism in all parts of Canadian life.

Source: [Canadian Museum of Immigration at Pier 21](#) and [Canadian Multiculturalism: An Inclusive Citizenship](#)

The destruction of Africville, Halifax, 1970. The City of Halifax refused to provide basic amenities to this predominantly Black community. In 1964, the city voted to demolish Africville and relocate the community without consultation. The last home was destroyed in January 1970.⁶



ANTI-BLACK RACISM IN CANADA TODAY

What does anti-Black racism look like in the 21st century? It's the social, economic, and political marginalization of Black people that systematically disadvantages Black lives and livelihoods. These disadvantages materialize in widespread inequity in access and outcomes across areas including, but not limited to, health, justice, education, housing, and the labour force.

Health care*

Research in Toronto shows that Black residents have so far represented 21 percent of all COVID-19 cases despite being only 9 percent of the city's population. Medical professionals have highlighted that systemic racism is a cause of this because it funnels Black people into service-related roles that don't allow them to work from home or self-isolate.⁷

Across the broader health landscape, anti-Black racism is considered a social determinant of health and a key driver of health inequalities.⁸

Education

A 2017 report led by York University professor Carl James found that 42 percent of Black students in the Greater Toronto Area had been suspended at least once by the time they left high school for things as minor as wearing a hooded sweatshirt or hoop earrings.⁹

The practice of streaming—compelling students to choose between applied and academic tracks upon entering the ninth grade—has disproportionately affected Black students. A 2015 report showed Black students more than twice as likely (39 percent) to be enrolled in an applied program than their white counterparts (16 percent).¹⁰

These practices and actions unfairly limit access to educational opportunity, in turn lowering earnings potential and maintaining the socio-economic divide.

Housing*

In the past, real estate covenants in Canada legally stopped Black people from living in certain areas across the country, including Vancouver, Calgary, and Sarnia.¹¹ This segregation, as well as racial stereotyping, has had long-lasting effects.

In addition, research has shown that building equity through home ownership is critical to creating and sustaining generational prosperity. For many, this prospect is inaccessible for reasons including lack of employment, lower degrees of wealth, and lack of access to credit. This reality limits opportunities for generational advancement in Black communities.¹²

Criminal justice system

According to 2018 police data, the Black population was likelier than any other racialized group to be victims of hate crimes. Although overall hate crime numbers had decreased by 11 percent, those targeting

the Black population remained one of the most common types, accounting for 16 percent of all hate crimes. This is significant as Black people in Canada make up only 3.5 percent of the population, according to the 2016 census.¹³

An independent study conducted in 2019 found that Black people in Halifax are six times more likely to be carded by police compared to white residents of the Nova Scotia city.¹⁴

Statistics pulled from Vancouver police data show that in 2017, 5 percent of street checks involved Black people, who represent only 1 percent of that city's population.¹⁵

In 2019, a report commissioned by the City of Montreal found that Indigenous people and Black people were four to five times more likely than white people to be stopped by Montreal police.¹⁶

Labour force

In 2020, out of 1,639 corporate board members in eight cities including Toronto, Montreal, and Vancouver, only 13 (0.8 percent) were Black.¹⁷

This disparity is also prevalent across gender. For example, research shows that unemployment among Black women was roughly twice the rate of non-racialized women (12.2 percent versus 6.4 percent). To further illustrate this disparity, findings show that the earnings gap between genders is also prevalent, with Black women earning 59 cents on average for every dollar that non-racialized men earn.¹⁸

The unique intersectionality of race and sex make it more difficult for Black women to succeed in the workplace.

* While there is a push to collect race-based data to support anecdotal facts, it is not common in Canada. The City of Toronto and the Province of Ontario have recently started collecting race-based data, with more cities and provinces promising to do so in the future.

EMOTIONAL AND PSYCHOLOGICAL IMPACTS OF ANTI-BLACK RACISM ON BLACK PEOPLE

Anti-Black racism can affect Black people physically, mentally, and emotionally, causing trauma and exhaustion.

Across society, negative interactions with various systems, including the criminal justice and health-care systems, have fostered concern for personal safety and security. The concerns often show up in everyday experiences where Black people have been victimized or exposed to microaggressions or know someone who has—experiences such as driving, visiting doctors, and applying for positions.

These burdens take an immense toll on Black people, and can lead to increased anxiety, fear, and anger, as well as reduced positive outcomes in all areas of life, including the workplace.

Losing your identity to succeed

Everyday interactions and experiences can become a minefield for Black individuals, who often have to edit or minimize themselves as a survival tactic in social situations.

Black people will often edit their reactions to, and their experiences regarding, cultural and racist events because of how they believe they will be seen by non-Black friends and colleagues.

They master "code switching"—hiding accents or phrases common to Black vernacular—so non-Black individuals feel more "comfortable" around them.


Furthermore, Black individuals may suffer from "imposter syndrome" in pursuit

of their endeavours—a feeling that no matter how skilled or experienced one may be, others won't believe they should be there.

In addition, having to defend justice for Black people, or justifying their natural hairstyles such as braids or afros in various settings, can lead to discomfort and distress in one's daily life.

Collectively, these dynamics weigh heavily on the mental health and self-esteem of Black individuals, who often have to conceal parts of their identity to remain in lockstep with the status quo.

Source: [Code-Switching Is Not Trying to Fit in to White Culture, It's Surviving It](#) and [Imposter Syndrome Hits Harder When You're Black](#)



“If we want to seriously address the problem of systemic racism in Canada, we need to also solve for the very real problem of economic empowerment in the Black community. Equity and economics are intrinsically linked because finances enable equity by helping remove some of the societal and institutional barriers that limit access to opportunities.”

Wes Hall

Executive Chairman and Founder of Kingsdale Advisors
Chair of the BlackNorth Initiative

Anti-Black racism in the workplace

Our understanding of Canada's history prepares us to better understand that anti-Black racism shows up in all aspects of Black life—and the workplace is no exception.

Often, people think of racism as overt hostility that includes name-calling, threats, and actions of violence. However, anti-Black racism in Canadian workplaces tends to be more nuanced and covert. For example, it can look like an employer refusing to recognize the education or employment experience of candidates from certain countries that is considered adequate, or passing over an employee for a promotion because they didn't seem to have the right "fit" for leadership.

Less easily identifiable racism such as unconscious bias, microaggressions, and prejudicial workplace policies have real effects, not only on Black colleagues (by directly impacting an individual's mental health and employment outcomes), but also on an organization's culture. This creates an environment that is inequitable and non-inclusive. In this environment, individuals do not feel they are able to bring their whole selves to work, nor do they feel valued and appreciated for their unique contributions.

Deloitte Canada's anti-Black racism journey

Over the past year, we have been on our own transformation journey to actively dismantle anti-Black racism within the organization.

Initiatives currently in progress include, but are not limited to: the active participation in the Black North Initiative; the development and roll out of a sponsorship program for high-potential Black talent, in collaboration with the CBPN; the establishment of representation and inclusion goals in addressing current inequitable processes and creating a community of practice to address diversity, equity, and inclusion. In addition, learning, courses, and resources on anti-Black racism have been made available to our people.

Beginning to address anti-Black racism in Canadian workplaces

Research shows that the majority of Canadians believe racism is a problem in this country and that the workplace is the most common site where racism is experienced.¹⁹ In addition, nearly two-thirds of Black Canadians say that racial discrimination is a problem in their own workplace.²⁰ Given the prevalence of racism at work, the amount of time we spend at work, and the role that workplaces play as a locus of stratification in society, leaders are in a particularly unique position to begin to address anti-Black racism in their own organizations in ways that could have an outsized, positive impact on shifting the trajectory of Black economic and social inclusion, justice, and equity in Canada.

In fact, we believe that organizations have the obligation to help advance the economic empowerment of Black people to advance equity in our society. One way many—[over 400](#)—leaders of Canadian organizations have publicly expressed a commitment toward investing in change is by signing on to the [Black North Initiative](#). This pledge represents a commitment to and investment in building an anti-Black racism capability within one's own organization, deliberate and focused efforts to attract, develop, retain, and promote Black talent, and a recognition that change at scale will require collaboration with Black communities.

While investments in programs like the Black North Initiative are a significant step forward, they still need to be underpinned by an organizational commitment to understanding and resolving the root causes

of systemic racial inequity. Although this may not be easy, leaders and individuals need the awareness and courage to admit how biases and behaviours reinforce systemic racism, as well as the willingness to collaborate with Black colleagues to increase their cultural intelligence. [Learn more about the Six Signature Traits to Inclusive Leadership.](#)

So, what are your next steps? The L.E.A.D framework²¹—Listen, Engage, Acknowledge, Do—provides a path forward to building an anti-racist capability and to start making intentional changes within organizations.

Ultimately, there are no shortcuts to finding solutions to the deep-seated issue of anti-Black racism in Canada. We all have to do the work.

The first thing to do is create safe spaces and opportunities to listen to Black people in your organization. Engage with Black colleagues and centre their voices and objectives—working with them to define tangible solutions that address underlying challenges and to hold leaders accountable for actively working to resolve barriers. Dismantling racist frameworks and structures that create barriers to opportunities, growth, and access shouldn't be the work of Black people alone. This is where individuals and organizations are able to flex their allyship muscles to understand the issues and address them head-on—while exhibiting the behaviours needed to change organizational culture.

**Action is needed.
You must be actively anti-racist.**



L.E.A.D: A Deloitte framework for organizations to take action against anti-Black racism



LISTEN

- Hold space for Black colleagues to share as a group and to heal privately, including providing access to and compensation for the resources to do so.
- Listen to what Black colleagues are saying and feeling. Believe them and acknowledge their feelings. Remember that past traumas can be distressing to recall and reflect on, so it is imperative that you work with Black colleagues to understand if, what, how, and where they want to share and communicate their experiences and needs.
- Centre Black voices and needs by truly listening to their experiences instead of interjecting with your own. Black colleagues don't need someone to speak on their behalf. They need their own voices to be amplified.



ENGAGE

- Ask Black employee resource groups (ERGs) to lead the conversation, and highlight opportunities and define next steps. If there's no Black ERG in your organization, gauge interest, encourage a group to form, and provide a budget. It is important that the full burden of driving anti-Black racism initiatives does not fall on Black ERGs. It should be a collaboration with the broader organization.
- Connect with groups in the Black community to define priorities and co-create impactful projects.
- Learn from Black people and experts, and refrain from getting offended when your opinions and long-held thoughts are challenged.



ACKNOWLEDGE

- Recognize and acknowledge how your own actions, behaviours, and mental models might reinforce white advantage. Seek out feedback from your Black colleagues and peers to understand how and where you can improve your inclusive leadership traits.
- Acknowledge the specific ways anti-Black racism shows up at your workplace. To be specific, you must invest in doing the research (e.g., interviews, regular surveys, supplier and partner evaluations) to understand the conditions, processes, and experiences that disadvantage Black employees.
- Assess your relationships with your Black colleagues. If you don't have genuine and meaningful relationships with Black people, it's time to diversify your networks.



DO

- Be actively anti-racist²² and challenge power structures, behaviours, practices, and policies that reinforce racism, while co-designing solutions with, by, and for Black colleagues.
- Set goals on how your organization will continue to enhance the economic empowerment of Black people in Canada. This should include goals related to representation and pay equity. In the community at large, consider actively participating in advancing education and employment opportunities for Black people.
- Commit to continuously and proactively working through L.E.A.D. with the knowledge that these must not be "set it and forget it" changes, but changes rooted in a shared understanding of and commitment to eliminating anti-Black racism in your workplace.

Anti-Black racism resources

This report is just a starting point. Use the definitions below and the resources on the next page to continue growing on your journey.

DEFINITIONS

Allyship – An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group.²³

Anti-racist – The conscious decision to make frequent, consistent, and equitable choices to be conscious about race and racism and take actions to end racial inequities in our daily lives.²⁴

Discrimination – An action or a decision that treats a person or a group badly for reasons such as their race, age or disability.²⁵

Diversity – Unique and/or legally protected differences, such as race, gender, age, disability, sexual orientation, maternity status, and other “nonvisible” identities.²⁶

Equity – Achieving parity in policy, process and outcomes for historically and/or currently underrepresented and/or marginalized people and groups while accounting for diversity.²⁷

Inclusion – An active, intentional, and continuous process to create an environment where people can be their unique and authentic selves and feel respected, confident, inspired, and empowered to make an impact that matters.²⁸

Intersectionality – The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.²⁹

Microaggressions – Everyday slights, indignities, put-downs, and insults—sometimes without malice—that people of colour, women, LGBTQ2S+ populations or those who are marginalized experience in their day-to-day interactions with people.³⁰

Racism – It is “a marriage of racist policies and racist ideas that produces and normalizes racial inequities.”³¹

Sponsor – A credible, connected, and senior leader who commits to using their strong influence to advocate for their sponsoree, creating positive career outcomes.³²

Sponsoree – A high-potential individual who will benefit from having a sponsor to advocate for their development and career progression.³³

Sponsorship – A commitment to advocate for and create advancement opportunities for high-potential individuals by providing critical experiences and exposure.³⁴

Systemic racism – Organizational culture, policies, directives, practices, or procedures that exclude, displace, or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities.³⁵

Unconscious bias (or implicit bias) – Unconscious assumptions, beliefs, attitudes, and stereotypes that human brains have about different groups. These learned mental short-cuts affect how we perceive and respond to people.³⁶

Whiteness – A system that perpetuates certain ideologies that position whiteness to be inherently good, holding both power and privilege, while positioning Blackness and non-white to be its direct antithesis. This manifests in culture, beauty standards, education, workplaces, the criminal justice system, and the everyday.³⁷

White privilege – Unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed upon people solely because they are white.³⁸

White supremacy – Racial divisions that have grown out of settler colonialism and the traditional belief that “white” is racially superior. This division functions within our systems, exposing privileges and inequities.³⁹



Deepen your knowledge of the history of anti-Black racism, present-day discussions and actions, and organizations involved in addressing it, both in Canada and abroad.

CANADIAN RESOURCES

- Cole, Desmond. *The skin we're in: a year of Black resistance and power*. Toronto: Centre for Equitable Library Access (CELA), 2020.
- Cooper, Afua. *The hanging of Angélique: The Untold Story of Canadian Slavery and the Burning of Old Montréal*. Brantford, Ontario: W. Ross MacDonald School Resource Services Library, 2019.
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- Walker, Barrington. *The history of immigration and racism in Canada: essential readings*. Toronto: Canadian Scholars Press, 2008.

ADDITIONAL BOOKS AND ARTICLES

- Benjamin, Ruha. *Race after technology: abolitionist tools for the new Jim Code*. Massachusetts: Wiley, 2019.
- Coates, Ta-Nehisi. *Between the world and me*. New York: Spiegel & Grau, 2015.
- Collins, Patricia Hill. *Black feminist thought: knowledge, consciousness, and the politics of empowerment*. New York: Routledge, 2015.
- Hooks, Bell. *Black Looks: Race and Representation*. New York: Routledge, 2015.
- Kendi, Ibram X. *How to be an antiracist*. New York: One World, 2019.
- Oluo, Ijeoma. *So you want to talk about race*. Basic Books, 2020.
- Razack, Sherene. *Race, space, and the law: Unmapping a White settler society*. Brantford, Ontario: W. Ross MacDonald School Resource Services Library, 2017.
- Rhoden, William C. *Forty million dollar slaves: The rise, fall, and redemption of the Black athlete*. New York: Three Rivers Press, 2007.
- Roberts, L.M.; Mayo, A.J.; Thomas, D.A. *Race, work, & leadership: New perspectives on the Black experience*. Harvard Business Review Press. 2019.

CANADIAN ORGANIZATIONS

- **Black Health Alliance**
blackhealthalliance.ca
- **Black Lives Matter Canada**
blacklivesmatter.ca/
- **Black North Initiative**
blacknorth.ca
- **CILAR - Collaboration of Innovation Leaders Against Racism**
cilar.ca/
- **Showing Up for Racial Justice (SURJ) Toronto**
surjtoronto.com/

PROJECTS AND REPORTS

- [A Disparate Impact: Second interim report on the inquiry into racial profiling and racial discrimination of Black persons by the Toronto Police Service](#)
- [Black Leadership and Governance Project](#)
- [Confronting Anti-Black Racism](#)
- [The Black Experience Project](#)

PODCASTS

- **Code Switch** – Hosted by [Shereen Marisol Meraji](#) and [Gene Denbyn](#), NPR's podcast on race, culture, and ethnicity
- **Colour Code** – Hosted by [Denise Balkissoon](#) and [Hannah Sung](#)
- **Decoding Black** – Hosted by Dr. Christopher Stuart Taylor and Letecia Rose
- **The little-told history of Canadians as slave owners, not just slave rescuers**
Hosted by Charmaine Nelson, CBC Radio

OTHER RESOURCES

- [Anti-racism resources](#)
- [Anti-Black racism reading list](#)
- [Resources for ending anti-Black racism](#)

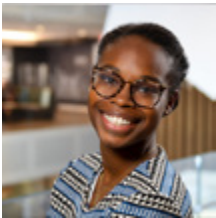
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Endnotes

- 1 https://www.environicsinstitute.org/docs/default-source/project-documents/race-relations-2019-survey/race-relations-in-canada-2019-survey---final-report-english.pdf?sfvrsn=ef8d61e3_2.
- 2 Toronto For All: Confronting Anti-Black Racism Initiative. <https://www.toronto.ca/wp-content/uploads/2019/04/97d4-community-conversation-guide-participants.pdf>.
- 3 Racial Discrimination in Canada: The Black Experience; <https://cha-shc.ca/uploads/5c38ab83f3bcd.pdf>, page 8.
- 4 West Indian Domestic Scheme (1955–1967), Government of Canada. <https://www.canada.ca/en/parks-canada/news/2020/07/west-indian-domestic-scheme-19551967.html>.
- 5 The Sir George Williams Affair, The Canadian Encyclopedia. <https://www.thecanadianencyclopedia.ca/en/article/sir-george-williams-affair>.
- 6 The Story of Africville, The Canadian Museum for Human Rights. <https://humanrights.ca/story/the-story-of-africville>.
- 7 Black Healthcare Summit: It's time to erase systemic anti-Black racism from healthcare, Women's College Hospital Foundation. <https://www.womenscollegehospitalfoundation.com/News-Media/Blog/October-2020/Your-October-e-news-Addressing-anti-Black-racism.aspx>.
- 8 <https://www.canada.ca/en/public-health/services/health-promotion/population-health/what-determines-health/social-determinants-inequities-black-canadians-snapshot.html>.
- 9 <https://youthrex.com/wp-content/uploads/2019/05/Towards-Race-Equity-in-Education-April-20172.pdf>.
- 10 <https://youthrex.com/report/towards-race-equity-in-education-the-schooling-of-black-students-in-the-greater-toronto-area/>, York University and <https://www150.statcan.gc.ca/n1/pub/89-657-x/89-657-x2020002-eng.htm>, Statistics.
- 11 "Racial segregation of Black people in Canada", <https://www.thecanadianencyclopedia.ca/en/article/racial-segregation-of-black-people-in-canada>.
- 12 "What It's Like To Rent As a Black Canadian: 'I Don't Even Have a Chance,'" June 27, 2020. <https://globalnews.ca/news/7082858/renting-while-black-canada/>.
- 13 <https://www150.statcan.gc.ca/n1/pub/85-002-x/2020001/article/00003-eng.htm>, Statistics Canada.
- 14 "Black people in Halifax 6 times more likely to be street checked than whites," March 27, 2019. <https://www.cbc.ca/news/canada/nova-scotia/street-checks-halifax-police-scot-wortley-racial-profiling-1.5073300>.
- 15 <https://vancouver.ca/police/policeboard/doc/SP-3-2-VPD-report-back-and-Understanding-Street-Checks-Appendix-Report.pdf>, page 32.
- 16 <https://www.cbc.ca/news/canada/montreal/spvm-racial-profiling-report-recommendations-and-findings-1.5311589>.
- 17 <https://www.newswire.ca/news-releases/black-leaders-are-nearly-non-existent-on-canadian-boards-according-to-ryerson-s-diversity-institute-new-study-of-canadian-board-diversity-865341357.html>.
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