This campaign addresses the far reaching, all encompassing system of white supremacy and racism that exists in our governments, corporate and public workplaces, health systems and social services, prisons, schools, universities, therapy spaces, and public institutions. Racism exists in all social aspects of life, internalized within our communities, families, and within ourselves.

“When it comes to fighting against white supremacy, it’s not just what you stand for, it’s who you sit with. Conversations need to be happening in homes, at work, in schools, and in churches on equity, liberation, and how important it is to fight against hatred and bigotry when it shows itself.” - Janaya Khan, co-founder of Black Lives Matter Toronto

Where are the places you can push back against prejudice and discrimination?
Below, you will find an incomplete list of ideas and actions intended to fight the system of white supremacy. Because oppressions are intersectional, some of these actions address cultural oppressions faced by other minority groups including gender diverse and gender non-conforming people, LGBTQIA communities, religious minorities, as well as people who are targeted for their size, age, ability, socio-economic reality, and other forms of cultural oppression. This incomplete list requires your ideas, resources, and creativity.

Resources gathered by Jessica Bleuer, Adam Stevens, Stephanie Wichmann, Rowena Tam, Kamran Afary, Diana Elizabeth Jordan, Craig Flickinger, Liah Rozenman, Calli Armstrong, Mallory Minerson, and Margaret Powell. Thank you to the NADTA Board of Directors.

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# Table of Contents

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11. Research

A. Learn about existing drama therapy research supporting equity ........................................... 4-5
B. Engage in equity supporting research .................................................................................. 5
C. Learn about the importance of social demographic data .................................................... 5
D. Support the collection of social demographic data in organizations/schools/workplaces .......................................................... 5

12. For Professors/Educators

A. Review my syllabus ................................................................................................................ 6
B. Engage literature from authors of diverse cultural backgrounds ......................................... 6-7
C. Checking this box confirms your interest in participating in a Diversity Committee subcommittee concerned with social action ................................................................................. 7
D. Engage topics around current events and issues of white supremacy in class ............... 8
E. Address sociopolitical traumas in my classroom when they occur .................................. 8-9
F. Teach about the impact of racism on mental health .............................................................. 9-10
G. Check-in with students to see how they are coping .............................................................. 10
H. Acknowledge students’ salient religious holidays .............................................................. 10
I. Create community guidelines for my classroom ................................................................. 10
J. Create drama and creative-based art in classrooms addressing racism and social justice ......................................................................................................................... 10-14
For Parents and Caregivers

A. Talk to my kids about white supremacy

B. Examine my children's textbooks and the curricula at their schools to determine whether they are equitable

C. Examine the media my children consume and help them identify stereotypes and intolerance

D. Model inclusive language and behaviour

E. Introduce children to diverse cultures through literature

F. Introduce children to gender diversity through literature
11. Research

Learn about existing drama therapy related equity supporting research

- Critical Pedagogy in the Arts Therapies

Further Reading:


**Engage in equity supporting research**

NADTA members have suggested that our community engage in research based on the following topics:

- Whiteness and colonialism and how it operates within our NADTA community
- How Europeans, European North Americans, and light skinned members of the NADTA can heal themselves and do better
- Racial transgenerational trauma
- Learning to tolerate discomfort

**Further Reading:**


**Learn about the importance of social demographic data**

Support the collection of social demographic data at my organization/school/workplace
12. For Professors/Educators

Review my syllabus for which voices or worldviews are privileged, and who I am leaving out


Engage literature from authors of diverse cultural backgrounds

Some non-exhaustive examples:


Add a statement about cultural safety to my syllabi and other classroom material

Feel free to copy and paste this example by Jessica Bleuer, RDT, OPQ, NADTA Past Diversity Chair’s Equity Statement:

As students and faculty, we work together towards creating educational spaces that promote equity, inclusion, and belonging. In order to do this, we must acknowledge that inequity and injustice are real, and that we all implicitly participate, are targeted and/or benefit from unequal societal structures. As a result, it is very possible that we may unknowingly and unintentionally hurt our fellow colleagues and/or students. It is the responsibility of all students and faculty to work continuously towards the creation of a respectful learning space, free from prejudicial behaviours towards people’s racial, ethnic, religious, gender, sexual orientation, age, ability, size, socio-economic realities, and other salient identities. When it comes to our attention that a cultural rupture or microaggression has occurred, we commit to working together towards repair, acknowledging our biases and/or missteps in the service of equity and safer learning spaces. Acknowledging our mistakes can be hard, we may need to fight experiences of defensiveness, cognitive dissonance, and/or shame, and when our prejudice emerges, we must strive to do so anyway.

Engage topics around current events and issues of white supremacy in my classrooms
How Universities Embolden White Nationalists
Intersectional Identities: Do Educators Empower or Oppress?
Let’s Talk: A Teaching Tolerance Guide Discussing Race, Racism and Other
Supporting Survivors of White Supremacist Violence
The Subscribed Classroom: Using Podcasts to Teach about Social Justice
You and White Supremacy: A Challenge to Educators

Further Reading:


Address sociopolitical traumas in my classrooms when they occur (mass violence, hate crimes, politician microaggressions)

Confronting Anti-Semitism and Hate on Campus
Global Perspectives on the Trauma of Hate-Based Violence
From Mourning to Action

Further Reading:


**Teach about the impact of racism on mental health**

- A Framework of Recommendations for Colleges and Universities to Support the Mental Health of Students of Color
- Anti-Defamation League
- ‘It’s a traumatic moment’: How everyday racism can impact mental, physical health
- Physiological & Psychological Impact of Racism and Discrimination for African-Americans
- Racism’s Impact on Aboriginal Mental Health
- Talk About Mental Illness Year-round—Not Just After a Mass Shooting
- The impact of racism on the future health of adults: protocol for a prospective cohort study
- What keeps some black women from seeking mental health care — and how therapists are working to change that
- Why I Left My White Therapist

**Further Reading:**


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Check-in with students frequently to see how they are coping with different sources of cultural oppression

- Feeling Unsafe

Further Reading:


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Acknowledge students’ salient religious holidays and do not book important assignments and course events on students’ salient religious holidays

- Culturally Responsive Instruction for Holiday and Religious Celebrations
- Religious Holidays
- Teaching Juneteenth

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Create drama and creative-based art in classrooms addressing racism and social justice

- Theatre for Change, University of Washington
Create community guidelines for my classroom that commit to acknowledging our biases and working towards listening and repair when microaggression or other cultural ruptures happen

Equity resources for educators:

- A Practical Guide to Welcoming Sexual and Gender Diversity in Colleges and Universities
- Cross-Class Capacity Tool (SURJ)
- Fighting Racial Bias on Campus
- Guidelines Regarding Transgender Students at the Commission scolaire de Montréal
- Mesures d’ouverture et de soutien envers les jeunes trans et les jeunes non binaires
- Ontario librarian creates online guide for teachers to find available Indigenous course content
- Racial Equity Tools Tipsheets
- Tools for Educators

Further Reading:


Talk to my kids about white supremacy

- Beyond the Golden Rule – Teaching Kids About Tolerance
- Books to Teach White Children and Teens how to Undo Racism and White Supremacy
- Teach Peace Now! Resource Books for Parents and Teachers
- The Dos and Don’ts of Talking to Kids of Color About White Supremacy

Further Reading:


Examine my children’s textbooks and the curricula at their schools to determine whether they are equitable, teach about diverse cultures, and histories of oppression, colonization, and slavery

- Center for Racial Justice in Education
- Diverse Abilities
- Lies My Bookshelf Told Me: Slavery in Children’s Literature
- National Association for the Education of Young Children’s Anti-Bias Resources
- Raising Race Conscious Children
- Responsive Classroom

Further Reading:

Derman-Sparks, L., & Ramsey, P. G. (2011). What if all the kids are white?: Anti-bias multicultural education with young children and families. Teachers College Press.


Examine the media my children consume and help them identify stereotypes and intolerance

- Digital Literacy
Model inclusive language and behaviour

- Social Justice Standards

Introduce children to diverse cultures through literature

- 31 Children’s Books to Support Conversations on Race, Racism & Resistance
- A Resource for Talking About Race With Young Children
- Talking to Kids About Racism and Justice: A List for Parents, Caregivers & Educators

Introduce children to gender diversity in literature

- 17 LGBTQ-Friendly Books To Read To Your Kid In Honor Of Pride
- The 21 Best Transgender and Gender Non-conforming Books for Kids

Further Reading:

