

**Ministry of Labour,
Training and Skills
Development**

Prevention Council

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Anti-Black Racism Statement from Prevention Council

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Ontario's Prevention Council Chair released the statement below today:

Thank you for your ongoing leadership and commitment to Ontario's health and safety sector.

Many organizations and health and safety partners are beginning to have important conversations about the impact of systemic barriers on Black employees. This work is an essential starting point to combating racism and discrimination in workplaces and communities.

Recent events here in Ontario, Canada and in the United States have brought this longstanding issue to the forefront. But sometimes we are not aware of implicit or institutional racial biases. Anti-Black racism can manifest in workplace culture, from exclusionary practices to outright harassment and discrimination.

We encourage you to play a key role in fostering an environment that allows for open dialogue on the historical roots and current events of anti-Black racism and discrimination. Making changes can be difficult and uncomfortable. But you can lead the way by speaking openly about topics like racism, inequality, discrimination and White privilege.

These conversations must be supported by sustained and concrete actions to break down systemic barriers in the workplace. This includes developing non-discriminatory policies, programs, practices and services in your organization.

Confronting anti-Black racism is a shared responsibility. We are all responsible for working to end it at the interpersonal, institutional and systemic levels. We encourage you to reflect on your own actions and biases, and how you can affect change within your own workplace and beyond.

Below is a list of resources to deepen your understanding and develop strategies to address anti-Black racism and other forms of discrimination. We encourage everyone in your organization to prioritize their learning by listening, reading, reflecting, and becoming a part of the solution.

Harvard University Project Implicit

This tool provides a useful approach to addressing our implicit biases. Project Implicit is an online test to assess unconscious biases the user may have

<https://implicit.harvard.edu/implicit/>

The Psychological Safe Leader Assessment Tool

<https://www.workplacestrategiesformentalhealth.com/psychological-health-and-safety/psychologically-safe-leader-assessment>

Take the assessment

<https://www.psychologicallysafeleader.com/signup-role>

Become an Effective Ally

- Show solidarity, and acknowledge the issues
- Listen and build your empathy for what those around you are experiencing, especially those in the Black Community
- This guide to allyship provides a helpful start <https://guidetoallyship.com/#the-work-of-allyship>

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