

General foundational workshops

INTERRUPTING UNCONSCIOUS BIAS

This workshop provides an introduction to unconscious bias, inviting participants to reflect upon how our ingrained beliefs influence our emotions, behaviours, and thoughts whether we realize it or not. With this understanding we explore ways bias is impacting our life and how to lessen its effects. The main learning objectives in this session are:

1. Defining unconscious bias
2. Reviewing different types of bias that exist
3. Reflecting on how bias may show up for us
4. Exploring what you can do to interrupt your bias

EXPLORING IDENTITY AND PRIVILEGE

In this workshop, we explore how different identity factors, and the combination of those, provide us with benefits or barriers, or both. The main learning objectives in this session are:

1. Review concepts such as self-identification, intersectionality, stigma, and stereotypes
2. Understand how social constructs work
3. Become familiar with the list of Protected Identity characteristics
4. Map our own identity variables
5. Reflect on areas where we have privilege and how to use it

UNDERSTANDING DISCRIMINATION

Discrimination is a big topic that is unclear for many. In this workshop, we clarify what discrimination is, who it impacts, and what we can do about it. We will spend our time exploring the answers to these questions:

1. What is discrimination?
2. How is it different from bullying, harassment, bigotry, and hate?
3. Why do people discriminate?
4. What can we do to stand up to discrimination?

Anti-Racism Stream

ANTI-RACISM 101

This foundational workshop is facilitated using plain language and gentle compassion, inviting participants to explore some uncomfortable concepts to become more confident in their understanding of racism. The main learning objectives are:

1. Understand the concepts race, racism, white supremacy and anti-racism
2. Explore the four main types or categories of racism
3. Practice identifying racism
4. Review the steps to becoming anti-racist
5. Reflect on personal anti-racism journey
6. Make a personal commitment to taking action

SYSTEMIC RACISM IN CANADA: THEN TO NOW

This webinar builds upon the concepts learned in “Anti-Racism 101” by examining their historical and current day context. The main learning objectives are:

1. Review concepts of racialization, racialized, and colonialism
2. Highlight the relation between colonization and racism
3. Review historical to present day examples of racism in Canada
4. Understand the racial impacts of colonization

HOW RACISM SHOWS UP IN YOUR ORGANIZATIONS

This workshop continues to build upon the previous sessions and reviews the covert ways racism happens in work-like settings. This session is a mix of theory and application giving attendees more tools for addressing racism that happens in their teams, workplace, or organizations. Main learning objectives are:

1. Review concepts like tokenism, microaggressions, and emotional labour
2. Learn how to be an Upstander
3. Review what to do when we have caused harm

USING YOUR POWER AND PRIVILEGE

This training focuses on identifying structures of power, locating ourselves within them, and reviewing strategies we can use to dismantle systemic racism. This training will cover:

1. Examining power and power imbalances
2. Key concepts such as white fragility, white exceptionalism, intersectionality, allyship, accomplice-ship, and racial justice
3. Highlight some strategies to dismantle racism
4. Using our power and privilege to create change

HOW TO RAISE AN ANTI-RACIST CHILD

With compassion and bravery, Kerry invites parents to identify and dismantle racism around them, root out racist biases within them, and actively commit to learning how to raise anti-racist children.

1. Kerry's personal story and why she does this work
2. Definitions of relevant fundamental concepts
3. How to Raise an Anti-Racist Child
4. Anti-Racist Parenting
5. Shift Your Thinking
6. SEEK to be the Change

HOW TO ADDRESS RACISM AT SCHOOL

Building upon concepts discussed in Anti-Racism 101 and Systemic Racism in Canada: Then to Now, Kerry reviews how to address racism at school.

1. Fundamental Concepts & Shift in Thinking
2. Existing Policies and Directions
3. 5 Strategies Needed when Addressing Racism
4. Where Racism Shows Up and How to Address It
5. Exercise - Breakout Groups

ADDRESS RACISM IN YOUR ORGANIZATIONS

Building upon concepts discussed in Anti-Racism 101 and Systemic Racism in Canada: Then to Now, Kerry reviews the covert ways racism happens in teams, organizations, and at work. This session is a mix of theory and application giving participants more tools for identifying, interrupting, and addressing racism.

1. Concepts like tokenism, microaggressions, and emotional labour
2. How to be an Upstander
3. Calling out vs Calling In vs Calling On
4. What to do when we have caused harm

Additional Industry Specific or Specialized Workshops

THE ACCESSIBILITY ICEBERG: WHAT ENGAGEMENTS MIGHT BE MISSING

This workshop explores some universal design elements to consider when creating engagements. We will

1. Explore considerations like plain language, accessible documents, neuro-affirming adjustments, and more
2. Practice what we learned to build inclusive considerations and reflective practice skills
3. Review a list of questions you can consider to make your engagements more inclusive and accessible

SUPPORTING ANTIRACISM IN THE EARLY YEARS

This workshop introduces the different ages and stages of racial awareness and how to support anti-racism values in children from birth to age 7. The main learning objectives are:

1. Understanding the first 3 stages of racial awareness and identity development
2. Reflecting on what we are currently doing and identifying what needs to change
3. Reviewing some strategies we can implement to incorporate anti-racism values
4. Practicing how to have anti-racism conversations with children

CRAFTING YOUR PERSONAL LAND ACKNOWLEDGEMENT

Land acknowledgments are foundational to truth and reconciliation. Knowing and acknowledging whose land you are on is part of the "truth". It is a starting point. And when we know better, we can do better. This workshop, facilitated by Kerry Cavers and Symbia Barnaby, provides important background information and words to avoid while walking through the steps to crafting your own personal land acknowledgment.

DON'T BE RACIST: SCHOOL ASSEMBLY PROGRAM

This inspiring and informative assembly program is a comprehensive offering to help shift the collective perspective of your school community. With compassion, playfulness, and bravery, Kerry invites participants to identify racism around them and commit to being anti-racist.

This program includes:

- A Pre-assembly information with additional resources for families and educators
- Age appropriate variations between primary, middle and secondary ages
- Optional 30 minute educator group session to clarify concepts, answer questions, and help solidify educator understanding prior to the assembly
- Optional after assembly debrief

STRATEGIES TO BRING INDIGENOUS LEARNINGS TO THE CLASSROOM

This workshop, facilitated by Symbia Barnaby, is for any educators, teachers, or support staff who want to create relationships with Indigenous communities to bring authentic and welcoming Indigenous experiences into classrooms. This workshop will serve to increase your cultural competency and cultural humility, provide a high level overview of Indigenous and Canadian history, and leave you with strategies to engage with your local Indigenous communities.

Our workshops are primarily facilitated virtually by Kerry Cavers, Founder & President of [Moms Against Racism Canada](#) and/or another member of the MAR Team. Workshops may include pre-work, in-session worksheets and additional resources so participants can actively follow along, take notes, capture insights, and document commitments throughout the session.



About your facilitator:

Kerry Cavers (she/her/hers) is an anti-racism advocate, facilitator, and Founder of Moms Against Racism (Canada). She is a biracial, Black presenting, cis-gender woman of African, English, Swedish, and Irish descent. With immense gratitude, Kerry, her partner, and their 3 kids live as guests on the unceded traditional territories of the Ləkʷəŋən people, colonially referred to as Victoria, BC. She created MAR Canada for Moms and those in mothering roles to fight systemic racism together in a mutual aid movement.

About Moms Against Racism Canada



Our mission is to educate our members in anti-racism, cultural competence, and decolonization so they have the tools and support to dismantle racism within themselves, their families, and their communities.

We believe we have the power to change the world through the relationships we build with “our” children. We have the power to shape the next generations. We have the power to end racism where it starts - in the home.

MAR defines “mom” or “mothering roles” as adoptive, chosen, foster, surrogate, biological, birthing, non-binary, LGBTQ, godmothers, grandmas, aunties, educators, care providers, and all those who feel that the term “mothering” describes the roles they take on, either in unpaid or paid work.

Where to Find Us:

- Website: www.MomsAgainstRacism.ca
- Events: www.MomsAgainstRacism.ca/Events
- Email: Info@MomsAgainstRacism.ca
- Private Facebook Group: Facebook.com/groups/MARICanada
- Facebook Page: Facebook.com/MARICanada
- Instagram: [@MomsAgainstRacism](https://www.instagram.com/MomsAgainstRacism)