



Resources for Gender Justice Advocates to Challenge Anti-Black Racism

Date: January 31, 2024

Authors: Amal Elmi, Farrah Khan, and Anoodth Naushan



Land Acknowledgement

This work is taking place on and across the traditional territories of many Indigenous nations. We recognize that gender-based violence is one form of violence caused by colonization that is still used today to marginalize and dispossess Indigenous Peoples from their lands and waters. We must centre this truth in our work to address gender-based violence on campuses and in our communities. We commit to continuing to learn and take an anti-colonial inclusive approach in all our work. One way we are honouring this responsibility is by actively incorporating the [Calls for Justice within Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls](#).

About Possibility Seeds

We are a Canadian social change consultancy dedicated to gender justice, equity, and inclusion. We believe safe, equitable workplaces, organizations, and institutions are possible. Currently, Possibility Seeds leads the [Courage to Act](#) project, a national initiative to address and prevent gender-based violence at Canadian post-secondary institutions. Learn more about our work at www.possibilityseeds.ca.

Graphic design by Kitty Rodé, with design elements from Zoie Haider.

Table of Contents

Introduction	3
Black Healing and Support	3
The Intersection of Sexual Violence and Anti-Black Racism	4
Sexual Violence and Anti-Black Racism on Post-Secondary Campuses	6
Anti-Racism as a Cornerstone of GBV Prevention Work	7
For Those in GBV Management and Leadership	8
For Those Working in Academia	9
On Police and Prison Abolition	9
Black Women and Girls' Lived Experiences in Canada	9
Blackness and Queerness	10
Health Care and Reproductive Justice	11
Media Representation	11
Allyship and Anti-Racism	12



Introduction

Gender-based violence (GBV) will not end without liberation from white supremacy and anti-Black racism. Gender justice advocates must recognize and confront the intersecting systems of oppression that disproportionately affect Black communities. By prioritizing anti-Black racism frameworks and centring the experiences of Black survivors and communities, advocates can work towards dismantling the structures that perpetuate both GBV and anti-Black racism. This liberation work requires centring Black voices, taking daily action individually and collectively, and advocating for systemic change.


The following is a community-curated list of free books, articles, blog posts, podcasts, and videos exploring addressing anti-Black racism in the movement to end gender-based violence. We chose freely available articles, books, and videos to ensure accessibility for a wide community, recognizing that financial barriers should not limit access to valuable resources for education and advocacy.

Possibility Seeds invites gender justice advocates at community organizations and post-secondary institutions to join us in reading and engaging with these resources to help us all strengthen our action plans to uproot anti-Black racism in our work.

This list is a living document: if you have resources to add to this list, please email anoodth@possibilityseeds.ca.

Black Healing and Support

- [When It Comes to Anti-Black Racism, How Do Healers Heal Themselves?](#), an article by Yamikani Msosa.
- [Unlocking Us Podcast](#), on being heard and seen with Tarana Burke, founder of the #MeToo Movement, and Brene Brown.
- The [Lemonade Syllabus](#), curated by Candance Benbow, the syllabus includes books, poetry, photography, music, theatre, film, and documentary inspired by Beyoncé's visual album Lemonade. It's a compilation of work celebrating Black women.
- [We Heal Together: A Colouring Book for Black Survivors](#), this downloaded colouring book celebrates Black joy, self-love, healing, and community care. Created by TMU's Consent Comes First and Carleton University's Sexual Assault Support Centre in




collaboration with Cassandra Fullwood, with illustrations by artists Ashanti Fortson and KeZna Dalz.

- This [Resource Guide for Black Healing and Support](#) in the Greater Toronto Area.
- [A Conversation with Tarah Paul](#) about Black feminist work and supporting Black survivors. Tarah Paul is the project manager for Truth & Transformation: Advancing Gender Equity For Black Women, Girls And Gender Diverse Peoples In Canada Initiative.
- [Cultivating Pleasure After Sexual Assault with samatha bitty](#), a Healing Comes in Waves podcast with sexual health and consent educator [samantha bitty](#). Her goal as a sexual health educator is to replace ideas about sex that originate in patriarchy, misogyny, capitalism, and shame with ideas stemming from abundance, sex positivity, love, and choice.
- The Canadian Mental Health Association's [2023 profiles of Black Canadian mental health advocates and list of resources](#) for Black communities across Canada.
- [The Future of Healing: Shifting From Trauma-Informed Care to Healing-Centered Engagement](#) by Shaun Ginwright, Ph.D., about his approach entitled healing-centered, as opposed to trauma-informed. A holistic healing-centred approach involves culture, spirituality, civic action and collective healing.
- [Healing and Justice for African-American Survivors](#) by Kalimah Johnson, LMSW, Executive Director of Sexual Assault Services for Holistic Healing and Awareness.
- A video about [Recognizing Microaggressions in Therapy](#) by Derrick J. Hoard, LMFT.
- This podcast episode, [Misogynoir and Healing Journeys](#), with the Canadian Women's Foundation in conversation with Monica Samuels, explores understanding the abuse and discrimination Black women, girls, and gender-diverse people face and offers insight on how we can better support their healing journeys.


The Intersection of Sexual Violence and Anti-Black Racism

- [The Early Origins of the #MeToo Movement: Black and Racialized Experiences webinar](#) with Kharoll-Ann Souffrant. This Webinar discusses the #MeToo/#MoiAussi movement through an anti-racist, feminist, and intersectional lens. It centers on the experiences of Black and racialized women who have publicly denounced sexual




violence in Quebec, France, and the United States. It asks what justice looks like for Black and racialized women and how service providers, researchers, and policymakers can support that justice.

- [Sexual Violence Against Black Women and Girls in a #MeToo Era | La violence sexuelle envers les femmes et les filles noires à l'ère #MoiAussi](#) by social worker and a doctoral candidate Kharoll-Ann Souffrant. This resource is a collaboration between the Learning Network and action ontarienne contre la violence faite aux femmes (action ontarienne).
- The Cultural Betrayal of Black Women and Girls: A Black Feminist Approach to Healing from Sexual Abuse is a must-read book from Dr. Jennifer M. Gómez, [the first chapter of which is available free here](#).
- In the following two How We Can Heal podcast episodes, you can also listen to Dr. Gómez discuss [The Importance of Cultural Betrayal Trauma](#) and [Finding Hope & Joy in the face of Cultural Betrayal](#).
- This [article](#) discusses Kalimah Johnson's work as the Executive Director at Sexual Assault Services for Holistic Healing and Awareness and the model they developed called [Black Women's Triangulation of Rape](#).
- [Black women and sexual assault stats sheet](#) from the Washington-based National Center on Violence Against Women in the Black Community.
- [For Many Black Survivors, Reporting Raises Complicated Issues](#) from RAINN lists some of the factors that prevent Black survivors from reporting sexual violence.
- [Roots and Resistance](#), a webinar by Yamikani Msosa for the Centre for Research on Violence Against Women and Children, explores the connections between sexual violence, state violence, and healing from collective and individual sexual abuse and trauma for Black survivors.
- [#MeToo Won't Succeed If We Don't Listen to Black Women](#), an article by Shanon Lee, outlines the ways Black women have laid the groundwork for modern rape crisis centers and asks why they are left out of the healing process for #MeToo.
- [One Year of #MeToo: The Legacy of Black Women's Testimonies](#) by Allyson Hobbs, associate professor of American history and the director of African and African-American studies at Stanford University,

- 
- [Culturally Specific Services for African-American Self-Identified Sexual Assault Survivors in Detroit](#) from Kalimah Johnson, LMSW, Executive Director of Sexual Assault Services for Holistic Healing and Awareness.
 - [Expanding Our Frame: Deepening Our Demands for Healing and Safety for Black Survivors of Sexual Violence](#) by Andrea Ritchie is a policy brief written in partnership with the National Black Women's Justice Institute and the Ms. Foundation in 2019. It examines Black women, girls, trans and gender-nonconforming people's experiences of sexual assault and uplifts recommendations for prevention and transformative healing.
 - [Living at the Intersection: The Effects of Racism and Sexism on Black Rape Survivors](#) is a journal article by Dr. Roxanne Donovan and Dr. Michelle Williams that discusses the effects of racism and sexism on Black rape survivors. It links two historical images of Black women, Jezebel and Matriarch, to the present day to show how racist images of Black women contribute to their silence and overall marginalization.
 - [Black Women, the Forgotten Survivors of Sexual Assault](#) is an article by Dr. Jameta Nicole Barlow that speaks to how the Civil Rights Movement emerged out of the fight for Black women's bodies and agency and against white supremacist rape and assault. It provides current examples of the institutionalized gendered racism that Black women experience when dealing with various systems such as criminal justice, education, and health care.
 - This video about [Rape, Racism, and the Myth of the Black Rapist](#) by Angela Davis in 1985 looks at how racist stereotypes of Black men and women contribute to their dehumanization and criminalization.

Sexual Violence and Anti-Black Racism on Post-Secondary Campuses

- [Speaking Freely and Freedom of Speech: Why is Black Feminist Thought Left Out of Ontario University Sexual Violence Policies?](#) by Lindsay Ostridge uses the University of Ottawa sexual violence policy as a case study to show how policymakers conceptualize gender in a one-dimensional manner, without attention to intersections of sexualized violence with racism and other systems of oppression.
- [Creating Black Survivor Spaces on Campus](#) is an article by Casandra Fullwood and Vatineh Magaji that discusses the importance of Black-centred survivor spaces on



post-secondary campuses to cultivate healing, rather than traditional routes of GBV responses that may miss the nuances of Black survivorship.

- [A Conversation with Gender Justice Advocate Amal Elmi](#) about supporting Black survivors and staff on campus by Possibility Seeds. Amal is the Senior Advisor, Gender and Sexual Violence Prevention and Support at Carleton University and a leader in the movement to support survivors on campus.
- [Deconstructing Campus Sexual Assault Among Black Students: An Assessment of Campus Climate at Predominately White Institutions](#) by Ariana Gambrell investigates the prevalence of sexual victimization of Black students at a predominately white institution and how racial stereotypes affect sexual assault prevalence rates.
- [Campus Sexual Harassment, Other Violence, and Racism, Oh my! Evidence From Black Women Undergraduates for a Culturally Competent University Approach to Title IX](#) by Dr. Jennifer M. Gómez examines cultural betrayal and sexual harassment with other violence and racial discrimination on Black women undergraduates' mental health.
- [Campus Toolkit for Combatting Racism](#) by the Canadian Federation of Students is a starter kit to help those new to organizing on-campus anti-racism efforts.

Anti-Racism as a Cornerstone of GBV Prevention Work

- [Centering Black Survivors in Gender-Based Violence Work](#) is the 4th episode of the Possibility Seeds Podcast - a conversation with Fечи Onyegbule, Chloe Kemeni, and Notisha Massaquoi.
- [The Colour of Violence](#), Angela Davis' seminal keynote address at the inaugural INCITE! Women of Colour Against Violence Conference in Santa Cruz explores the connections between police violence, prison abolition, and the movement to end violence against women.
- [How the Mainstream Movement Against Gender-Based Violence Fails Black Workers and Survivors](#) by Madison Pauly speaks about the racial hostility and discrimination in the GBV movement workplaces, as well as the overrepresentation of white women in leadership roles - a trend that affects not only Black GBV workers but also the survivors who access their services.

- [Anti-Blackness in the Movement: Podcast Series](#) where Darin J. Dorsey speaks to five Black movement leaders about their experiences of anti-Blackness in the movement to end gender-based violence in the United States. This conversation includes essential steps we can take to create a movement that is inclusive of Black workers and survivors.
- [Anti-Racism as Violence Prevention](#). Futures without Violence compiled a list of resources that addresses how racism and oppression have shaped our anti-violence movements and how we can dismantle racism in our organizations and communities—compiled by Vanessa Timmons – Oregon Coalition Against Domestic and Sexual Violence; Pablo Espinoza & Lidia Salazar – Community United Against Violence (CUAV), Amita Swadhin – Mirror Memoirs, Kelly Miller – Idaho Coalition Against Sexual & Domestic Violence, Maya Pilgrim – Texas Association Against Sexual Assault, Orchid Pusey – Asian Women’s Shelter, Jose Juan Lara Jr. – Casa de Esperanza/National Latin@ Network, María Limón – University of Colorado, Denver, Zoe Flowers – Women of Color Network, Lisa Fujie Parks – Prevention Institute, Debra Ward – YWCA of San Gabriel Valley, and Amina White – University of North Carolina School of Medicine.

For Those in GBV Management and Leadership

- [Institutional Courage in Action: Racism, Sexual Violence, & Concrete Institutional Change](#) (2023) is a journal article by Dr. Jennifer M. Gómez, Dr. Jennifer J. Freyd, Dr. Jorge Delva, Brenda Tracy Lori Nishiura Mackenzie, Dr. Victor Ray, and Beverly Weathington on the urgent need for institutions to uproot racism to address sexual violence.
- A recorded lecture on [Cultural Betrayal, Sexual Abuse, and Black Women: The Role of Institutional Courage in Mental Health and Wellness](#) from Dr. Jennifer M. Gómez.
- [Exposé of Women’s Workplace Experiences Challenges Antiracist Leaders to Step Up](#), a 2023 report from Catalyst on prevailing workplace racism in Australia, Canada, South Africa, the United Kingdom, and the United States after so many leaders pledged to better address racism in 2020.
- A blog post from the Management Center on [How to Manage When Things Are Not Okay \(And Haven’t Been For Centuries\)](#).

- An article by Bryce Celotto on [Supporting Black Staff In Times of Crisis: What Managers and Organizational Leaders Can Do To Support Black Lives](#).
- A blog post by Michelle Kim on [How to Manage Your Team in Times of Political Trauma](#).
- A Google Doc with recommendations for [Leading during traumatic and triggering events](#).

For Those Working in Academia

- [Cite Black Women](#), a collective founded by Christen Smith. The group of women and femme-identifying folks encourage people to think about the politics of race, gender and citation.
- [Canadian Education is Steeped in anti-Black racism](#) is an essential excerpt from Robyn Maynard's book Policing Black Lives: State Violence in Canada from Slavery to the Present.
- [Victim, Race and Rape: A Review of Recent Research](#) is a literature review by Dr. Elizabeth Kennedy for the Brandeis University Feminist Sexual Ethics Project. Dr. Kennedy explores how the race of victims affects outcomes at several critical phases in rape prosecution.

On Police and Prison Abolition

- [Tarana Burke on the Connection Between Police Brutality and Sexual Violence](#), a video interview with Full Frontal on TBS.
- [In Our Own Hands](#), a toolkit from social justice educator Rania El Mugammar on how to talk about abolition & transformative justice with little ones.
- [TransformHarm.org](#), curated by Mariame Kaba, lists extensive resources around transformative justice, restorative justice, community accountability, healing justice, carceral feminism, and abolition.
- A [Q&A with Robyn Maynard](#), author of Policing Black Lives.
- A blog post by Sandra Hudson for the Broadbent Institute: [Creating Policy Options for Defunding the Police and Creating Alternative Services of Safety and Support](#).

- A [Prison Abolition Resource Guide](#) curated by Micah Herskind.
- [What Does Defund the Police Mean for Sexual Violence Victims?](#) This article by Jane Gerster explores how the issue of defunding the police impacts sexual violence survivors.

Black Women and Girls' Lived Experiences in Canada

- [Black Life: Untold Stories](#) is an eight-part CBC documentary series that reframes the rich and complex histories of Black experiences in Canada.
- [For the Culture with Amanda Paris](#), a CBC six-part adventurous, insightful, and personal documentary series where Amanda goes on a revelatory journey into some of the most important stories impacting Black people worldwide. Specific episodes on Black maternal health, the business of Black hair and the Glass Cliff.
- An article for Chatelaine by Eternity Martis, [5 Black Women Talk About Their Lives In Canada—Past, Present And Future](#) featuring Tanya Hayles, Deanna Bowen, Kanika Samuels-Wortley, Notisha Massaquoi, and Atong Ater.
- [Black Women in Canada](#), a report written by Jen Katshunga, Dr. Notisha Massaquoi, The City of Toronto's Confronting Anti-Black Racism Unit, OCASI, and Justine Wallace, describes the experiences of Black women and girls in Canada with a focus on education, health, criminal justice, labour market, academia, and data.
- [Gender-Based Violence in Schools and the Intersectional Experiences of Black-Canadian Girls](#), a webinar by Dr. Rashelle Litchmore where she discusses the unique experiences of female-identified adolescents of African descent in Canada and their experiences with gender-based violence in schools. Specific attention is given to cultures of violence, how they manifest, and the need to attend to prevention, as opposed to the current focus on punishment, when addressing the intersectional experiences of Black girls.
- [Silenced and Stripped: Confronting the Racial Wealth Gap and Gender-Based Violence Against Black Women in Canada](#) by Candace Gomes, Registered Social Worker and Social Justice Writer at the Canadian Centre for Women's Empowerment, speaks about the many factors that are used to perpetuate anti-Black racism in Canada and cause the most significant impact on women due to the intersection between race and gender.

Blackness and Queerness

- [I dreamt of a march for Black queer liberation](#), a piece by Cicely-Belle Blain that reflects on issues of identity, injustice, racism, and queerness, and the balance of protest and celebration, anger and joy, fight and flight.
- [Regaining my strength as a Black, Queer sexual assault survivor](#).
- [Black & LGBTQ+: At the Intersection of Race, Sexual Orientation, and Gender Identity](#), a webinar hosted by the American Medical Association with Drs. LeAnne Roberts, Bianca D.M. Wilson, Maya Green, and Christopher Harris.
- [Queering Black History Month](#) is a campaign put on each year since 2019 by Queer Events with help from the folks of House of Anansi.
- [What does it mean to be Black and queer?](#) A piece by India Hosten-Hughes reflects on the power of being Black and queer.
- [How Local 2SLGBTQ+ Organizations Can Better Serve Black Communities](#), a guide created in collaboration with Enchanté Network and Northern Voices Rising.

Health Care and Reproductive Justice

- A beautiful video on the [History of Reproductive Justice](#) by In Our Own Voice.
- [The October 2022 edition of the Canadian Medical Association Journal](#) focuses entirely on Black health and the impacts of anti-Black racism on healthcare in Canada.
- [Anti-Black racism is an SRHR issue](#), a blog by Action Canada on Sexual and Reproductive Health and Rights that explores connections between anti-Black racism, police violence and sexual health.
- The 2021 [Black Experiences in Health Care Symposium Report](#) looks at the health inequities experienced by Black communities in Ontario.
- This news article by Rebecca Grant on [how Black women's experience of pregnancy and maternal care is affected by race](#).

Media Representation

- The [#ProtectBlackSurvivors Media Style Guide](#) by Colour of Change includes survivor-affirming language to adopt when framing sexual assault, trauma-informed techniques to use when interviewing Black victims/survivors, and harmful terms to avoid when pitching or writing articles on the subject.
- [Desmond Cole and Tea Mutonji in conversation](#) about media representation, anti-Black violence, and liberation.
- Alexia Norton-Jones's article for Refinery29 about how [The Music Industry Has Failed Black Women Survivors](#).

Allyship and Anti-Racism

- This article by Ijeoma Oluo titled, [Welcome To The Anti-Racism Movement — Here's What You've Missed](#).
- Ibram X. Kendi compiled [An Antiracist Reading List](#) for the New York Times.
- [A Guide to Allyship](#) is a Google doc with a robust list of resources, do's/don'ts, and ideas on how non-black community members can support black communities.
- [20+ Allyship Actions for Asians to Show Up for the Black Community Right Now](#) by Michelle Kim lists actions and resources on how the Asian community can practice allyship.
- [Detour-Spotting for white anti-racists](#) by Joan Olsson is a short article about 18 common detours we must avoid on our anti-racist journey.
- This [Google Doc offers a comprehensive list of anti-racism resources](#) compiled by Sarah Sophie Flicker and Alyssa Klein.
- [Tools for White Anti-racist Organizing](#) by the Catalyst Project.
- This blog post lists [106 Things White People Can Do for Racial Justice](#).
- The [Intersectional Anti-Racism & Anti-Oppression Gender-Based Violence Framework](#) is a framework by OAITH that draws on the insights, best practices, and strategies in place both within the GBV sector and beyond to offer examples, guidance, and considerations for developing and sustaining an intersectional anti-racist and anti-oppressive approach.