

# See Yourself in Limestone

Monthly Newsletter Putting Equity and Anti-Racism At  
the Forefront

In a racist society, It's not enough  
to not be racist. We must be  
anti-racist" -Angela Davis

## WHY THIS NEWSLETTER?

We are all watching the news, witnessing the horrific consequences of racial inequities. We know change has to happen, but where do we start?

**This newsletter is designed to help all of us tackle anti-racism issues.**

**Together**, we will build confidence in our ability to talk about anti-racism and equity issues.

**Together**, we learn about equity terms, explore frequently asked questions, and consider our own actions in connection to our Limestone community.

**Afterall, every individual has the right to “see themselves in Limestone”.**

---

## SO WHAT SHOULD WE DO FIRST?

Let's all familiarize ourselves with the language of equity!



## DID YOU KNOW...

- **BIPOC** stands for Black, Indigenous, People of Color?

- **Anti-racism** is *action against* racism. It involves recognizing inequity and moving toward changing attitudes, policies, practices and organizational structures.

- **Racialization** happens when individuals are consciously or unconsciously grouped into a racial category, which is often linked to inequitable outcomes.

---

## WHAT NEXT?

**Each month, we will provide you with questions to consider, tools to help with tough conversations, and resources to dig deeper.**

---

## QUESTION TO CONSIDER

**In your role, what actions can YOU take, to support equitable change?**

---

**This Newsletter is a Safe Space  
to Educate Ourselves!**



## TOUGH TOPIC:

What is the history with the “N-Word”? How do we address it?

**ARTICLE:** Here is the History of the N- word  
[N-word: The troubled history of the racial slur](#)

**VIDEO:** [Why it's so hard to talk about the N-word](#)

---

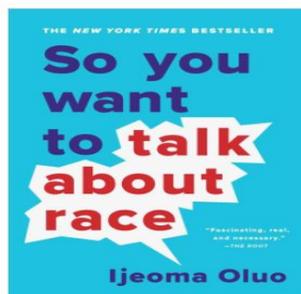
## DIGGING DEEPER

### Resource Recommendations

Here are some tools to help you build confidence and understanding, when working towards change!

**VIDEO:** [Episode 1 - Uncomfortable Conversations](#) “Emmanuel Acho sits down to have an “uncomfortable conversation” with white America, in order to educate and inform on racism, system racism, social injustice, rioting & the hurt African Americans are feeling today.”

**BOOK RECOMMENDATION:** "So You Want to Talk About Race strikes the perfect balance of direct and brutally honest without being preachy or, worse, condescending. Regardless of your



comfort level, educational background, or experience when it comes to talking about race, Ijeoma has created a wonderful tool to help broach these conversations and help us work toward a better world for people of color from all walks of life." –**Franchesca Ramsey**

**BLOG:** [How to build an anti-racist workplace](#) “Creating a truly anti-racist workplace means more than simply acknowledging systemic racism and our own unconscious biases; it means actively working to stamp out racist thinking and behavior. This includes getting educated on what it means to be an ally, speaking out against racist practices, and recognizing that anti-racism is an ongoing struggle, a lifelong project for each of us.”

---

## BUILDING OUR COMMUNITY

Please feel free to reach out to us, with inquiries and requests, to continue our learning together:

Rae McDonald  
[mcdonaldr@limestone.on.ca](mailto:mcdonaldr@limestone.on.ca)  
Suchetan James  
[james@limestone.on.ca](mailto:james@limestone.on.ca)

