

The Association of Canadian Publishers' (ACP) Diversity and Inclusion and Professional Development committees are interested in supporting ACP members seeking anti-racism and equity training that is specific to their individual companies. With funding from the Department of Canadian Heritage, ACP is offering the Anti-Racism and Equity Training Subsidy Program to support professional development in this area.

Training will be organized on a first-come, first-served basis. All full and associate members in good standing (i.e. dues paid to 2019) are encouraged to apply. Funding support is also available to ACP affiliates to provide training to publisher members of their boards of directors. Funding is limited, so please apply as soon as possible if interested.

This program is intended to support professional development at the firm level, though members may choose to partner with other publishers who belong to ACP if they are interested in a group session and sharing costs. Members who are interested in working with another company are invited to note this in the application and ACP staff will make introductions where possible.

Members who have sought training independently but have not yet made arrangements are eligible for subsidy provided the consultant is willing to offer their services through ACP. **Subsidy is not available for training that has been confirmed and paid for or has already taken place.** Once a member has applied for subsidy and consultants have confirmed their availability to facilitate training, ACP will confirm payment arrangements with the consultant, introduce the member (if needed,) and leave it to both parties to coordinate their workshop time.

ACP will subsidize **75% of fees, up to a maximum eligible fee of \$3,000 (i.e. a maximum subsidy of \$2,250.)** Consultants will bill ACP for all costs according to their usual billing schedules, and in turn ACP will bill members the remaining fees not covered by the program subsidy. All consultations must be completed by **March 31, 2021** to be eligible for funding support. Subsidy recipients must complete a survey following their workshop.

Sessions are anticipated to be delivered online, though evolving public health guidelines may make in-person sessions possible later in 2020 or 2021. If a confirmed session is cancelled by the applicant, subsidy funding will not be provided and any cancellation fees will be the responsibility of the participating firm.

[Please submit your application here by Friday January 15, 2021.](#)

A working list of consultants is available below and was developed based on the recommendations of ACP members and affiliates. ACP cannot recommend any particular consultant over another; the list includes consultants who have expressed interest in participating in the program and organized in alphabetical order. We anticipate adding other consultants to this list as the year continues and welcome other suggestions.

If you have any questions, please don't hesitate to contact Jazz Cook, Membership Services Coordinator, at jazz_cook@canbook.org.

Program Consultants

Please note the below list is not exhaustive; if there is a specific consultant you wish to work with, please note their contact information in your program application.

Anima Leadership

(Toronto, ON - www.animaleadership.com)

Anima Leadership offers training on the topics of equity, inclusion, and anti-racism. The foundation of their award-winning offerings are based on Deep Diversity®, a robust, practical, and evidence-based framework that is premised on a central question: What if our interactions with people of other backgrounds are influenced by things happening below the radar of awareness, hidden even from ourselves?

Deep Diversity® explores the unconscious role of four key factors in human interactions: bias, emotions, identity and power. Both compassionate as well as challenging, this training develops key leadership knowledge and skills to support inclusion, equity and anti-racism within organizations.

[Anima Leadership's full proposal is available here.](#) (388 KB)

Bakau Consulting Inc. (formerly Cicely Blaine Consulting)

(Vancouver, BC - www.cicelyblainconsulting.com)

Bakau Consulting is an expansive and dynamic consulting company focusing on diversity, equity, inclusion and justice in professional and community contexts alike. They offer diversity and inclusion audits, data analysis, report presentation, policy development and facilitation on a variety of topics. Applicable workshops include Anti-Racism and Lessons from Liberation, an immersive and in-depth workshop that exposes our complicity in racist power structures that exist in our lives, and Unlearning Anti-Blackness, a deep dive into unpacking the manifestations of anti-Black racism in our society.

Bakau Consulting offers a variety of anti-racism training opportunities, including *Anti-Racism & Lessons from Liberation* and *Unlearning Anti-Blackness*, as well as additional equity consultation services.

[Bakau Consulting's full proposal is available here.](#) (7 MB)

Canadian Centre for Diversity and Inclusion

(Calgary, AB; Toronto, ON; Riverview, NB - www.ccdi.ca)

CCDI focuses on the topics of inclusion that are relevant in Canada and the regional differences that shape diversity by addressing the issues that move employers from compliance to engagement. Their research, reports, and events have become valuable cornerstones for people developing and implementing diversity plans. In addition to their Employer Partner program, they support organizations in a variety of ways:

- Learning Solutions – virtual/in-person training, eLearning, Train-the-Trainer
- Measurement and Analytics – for example, collecting demographic and inclusion data to understand if certain demographic groups at the organization feel less included
- Consulting – assessing where an organization is on its diversity and inclusion journey; developing/reviewing D&I Strategy; ad-hoc research and analysis

[The Canadian Centre for Diversity and Inclusion's full proposal is available here.](#) (104 KB)

CultureShift HR

(Toronto, ON - www.cultureshifthr.com)

CultureShift HR believes that you can not create a successful and happy workplace culture without acknowledging and understanding the importance of diversity, equity and inclusion, their foundations and the synergies that are created when manifested in the workplace. Their personalized HR solutions and strategies help evaluate your business and workforce while creating a culture of belonging and inclusion for all.

[CultureShift HR's service descriptions are available here.](#) (2 MB)

Indigenous Corporate Training Inc.

(Port Coquitlam, BC - www.ictinc.ca)

Indigenous Corporate Training Inc. has developed a suite of courses that provide learners with the knowledge, skills, and attitude required to build respectful and effective relationships with Indigenous Peoples, communities and organizations. They pride themselves on their ability to provide a safe environment for learners to ask questions and engage in fruitful discussions. Each learner is provided with an eWorkbook and receives a certificate upon completion. Training is available in eTraining (pre-packaged digital workshops) and virtual classroom formats.

More course [information](#) and [testimonials](#) are available on [ICT Inc.'s website](#).

Kelly Brownbill – Educator, Facilitator, Consultant

(Ontario - <https://www.kellybrownbill.com/>)

Kelly Brownbill has conducted countless cultural awareness training sessions across a broad range of service sectors for over 25 years. She has also worked with Aboriginal communities, both on and off reserve, to develop healthy agency models and to further develop counseling skills with Aboriginal clients, and has published chapters on Indigenous issues in 2 peer-reviewed texts on workplace wellness and addiction. She is also the senior editor and cultural advisor for 4Canoes Magazine.

More information is available on [Kelly Brownbill's website](#).