

The Association of Canadian Publishers (ACP) is offering its membership subsidies to support anti-racism and equity training that is specific to their individual firms. This program is offered thanks to funding support of the Department of Canadian Heritage through the Canada Book Fund.

Applications for the Anti-Racism and Equity Training Subsidy Program will be reviewed on a first-come, first-served basis. All full and associate members in good standing (i.e., dues paid to 2020) are encouraged to apply. Funding support is also available to ACP affiliates to provide training to publisher members of their board of directors. Funding is limited, so please apply as soon as possible if you are 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 asked to note their consultation partner firms in the application.

ACP will subsidize **50% of fees, up to a maximum eligible fee of \$3,000 (i.e., a maximum subsidy of \$1,500.)** Applications will be accepted until **December 17, 2021**, for consultations taking place between **April 1, 2021 and March 31, 2022**. Subsidy recipients must complete a survey following their workshop. Claims will be reimbursed after the date of the activity and upon receipt of financial contributions from Canadian Heritage.

All workshops must be completed by **March 31, 2022** to be eligible for funding support.

Sessions are anticipated to be delivered online, though evolving public health guidelines may make in-person sessions possible in late 2021 or 2022. Based on ACP's grant agreement with Canadian Heritage, only workshop training fees will be eligible for reimbursement. Travel, hospitality, or venue expenses are ineligible. If a confirmed session is cancelled by the applicant, subsidy funding will not be provided. Any cancellation fees will be the responsibility of the participating firm(s).

**[Please submit your application here by Friday, December 17, 2021.](#)**

A working list of consultants is available below and was developed based on the recommendations of ACP members and affiliates. ACP does not recommend any particular consultant over another; the list includes consultants who have expressed interest in working with ACP members or who have done so in previous program years, and are organized in alphabetical order. We are interested in adding 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](mailto:jazz.cook@canbook.org).

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## 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. To maintain equity in shared consultant/agency listings, they appear in alphabetical order.*

### Anima Leadership

(Toronto, ON – [www.animaleadership.com](http://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.

### Bakau Consulting Inc.

(Vancouver, BC – <https://www.bakauconsulting.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.

## Canadian Centre for Diversity and Inclusion

(Calgary, AB; Toronto, ON; Riverview, NB – [www.ccdi.ca](http://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

## CultureShift HR

(Toronto, ON – [www.cultureshifthr.com](http://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.

## Indigenous Corporate Training Inc.

(Port Coquitlam, BC – [www.ictinc.ca](http://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.

**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.