

Equity/Wellness at McGill

This resource was curated by Sara Pierre, Employment Equity Advisor at McGill, in collaboration with many others. Thank you! It was first shared at McGill's 10th annual Staff and Faculty Health Fair on October 29, 2020.

The resources are related to wellness for BIPOC from a mental health and employment equity perspective, with a primary focus on Black communities.

Please be aware that not all resources have been personally vetted; email me (sara.pierre@mcgill.ca) if you have feedback or concerns about anything posted. Resources should be pro 2SLGBTQIA+, feminist, and Tio'tia:ke/Montreal-based when possible.

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McGill Joint Board-Senate Committees on Equity

[Subcommittee Family Care](#)

[Subcommittee on First Peoples](#)

[Subcommittee Persons with Disabilities](#)

[Subcommittee on Queer People](#)

[Subcommittee on Racialized and Ethnic Persons](#)

[Subcommittee on Women](#)

McGill Resources

COVID-19

- [Wellness Resources during COVID-19 \(HR\)](#)

Disability and Accessibility

- [Central Accommodation Fund](#)
- [COVID 19, Staff and General Resources](#)
- [Events & Initiatives](#)
- [Interactive Accessible Network Map](#)

Faculty of Medicine and Health Sciences

- [Social Accountability and Community Engagement Office](#)

Family Support

- [Employee & Family Assistance Program](#)
- [Services for Staff](#)

Gender & Sexuality

- [Gender-Inclusive Washrooms](#)
- [Services for Staff](#)
- [2SLGBTQIA+ Initiatives](#)

General

- [Health and Well-Being Program \(HR\)](#)
- [My Healthy Workplace](#)

Harassment, Discrimination & Sexual Violence

- [The Office for Sexual Violence Response, Support and Education](#)
 - [Awareness and prevention initiatives: events; workshops; podcast & webinars; materials & resources](#)
- [Reporting Harassment, Discrimination, and Sexual Violence](#)
- [Support for Staff](#)

Indigenous Support

- [First Peoples House](#)
- [Indigenous Education](#)
- [Indigenous Health Professions Program](#)
- [Indigenous Initiatives](#)
- [Services for Staff](#)

Physical & Mental Health

- [McGill Athletics Online Services](#)
- [Services for Staff](#)

Race & Cultural Diversity

- [Anti-Black Racism Resources](#)
- [Black History Month](#)
- [Dr. Kenneth Melville McGill Black Faculty and Staff Caucus](#)
- [Services for Staff](#)

McGill Workshops

- [Employment Equity Community of Practice for HR Professionals](#)
- [Equity at McGill Events ; Workshops for Staff by Equity Team](#)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 11:00 - 13:00 Anti-Racism in Teaching	3 11:00 - 12:00 Accessibili-TEA	4 12:00 - 13:00 Accessibility and the McGill	5	6	7
8 10:00 - 12:00 Equity and Inclusion in the	9	10	11	12	13 10:00 - 12:00 Equitable Hiring and Promotion	14
15	16	17 14:00 - 16:00 Accessible by Design: Access 15:00 - 16:00 EDI in Research and Grant	18 10:00 - 12:00 Managing Challenging 11:00 - 12:00 Accessibili-TEA	19 10:00 - 12:00 Gender Diversity and	20	21
22	23	24 13:00 - 15:00 Working in Diverse Teams	25 10:00 - 11:30 Accommodating Employees	26	27	28
29	30	1	2 12:00 - 13:00 How Your Sleep and Biological 14:00 - 16:00 Equity and Inclusion in the	3 11:00 - 12:00 Accessibili-TEA 14:00 - 16:00 Anti-Racism in Teaching	4	5

- [My Healthy Workplace Events](#)

COVID-19 Resources and Info

- [Colors of Covid](#) (Collection of race-based data)
 - [Community groups collectivizing race-based data on COVID-19 in Montreal](#) (CBC News video)
- [COVID-19 and visible minority groups' perceptions of safety](#) (Statistics Canada)
- [COVID-19 Racial Equity and Social Justice Resources](#)
- [Wellness Resources during COVID-19](#) (McGill HR)

General Resources for BIPOC Wellness (at Work)

Apps

- [Sanity & Self](#) (paid subscription needed): mindfulness sessions and other topics such as self-discovery, relationships, sleep, productivity and sex; targeted to women; not all content is exclusively/specifically BIPOC
- [These Mental Health Apps are Geared toward People of Color](#) by Jaynay Johnson, Forbes
- [Liberate](#) (paid subscription needed): daily meditation for and by BIPOC (esp. Black) individuals

Articles

- [And the Award for Best Actor Goes to...: Facades of Conformity in Organizational Settings](#) by Patricia Faison Hewlin (*McGill Faculty member)
- [Intergenerational Trauma from a Mental Health Perspective](#) by Peter Menzies, PhD, RSW Clinical Head, Aboriginal Services Centre for Addiction and Mental Health (TO)
- [It's Difficult to Breathe Behind a Facade, but Psychological Safety is the Antidote](#) by Patricia Faison Hewlin (*McGill Faculty member)
- [Mind-Body Interventions to Reduce Risk for Health Disparities Related to Stress and Strength Among African American Women: The Potential of Mindfulness-Based Stress Reduction, Loving-Kindness, and the NTU Therapeutic Framework](#) by Cheryl L. Woods-Giscombé, PhD, RN and Angela R. Black, PhD
- [Montreal Urban Aboriginal Health Needs Assessment](#) by Montreal urban Aboriginal Community Strategy Network (NETWORK) Montreal 2012
 - [Annotated Bibliography](#)
- [Professionalism is a Relic of White Supremacist Work Culture](#) by Chika Ekemenzie

Books (and audiobooks)

*[Librairie Racines](#) is a Tio'tia:ke/Montreal bookstore highlighting the history, cultures & living conditions of people of colour

*[GoodMinds](#) resource for First Nations, Métis and Inuit books

- [A Mind Spread Out on the Ground](#) by Alicia Elliott
- [The Authenticity Principle](#) by Ritu Bhasin
- [The Body Keeps the Score: Brain, Mind and Body in the Healing of Trauma](#) by Bessel van der Kolk
- [Braiding Sweetgrass](#) by Robin Wall Kimmerer
- [The Collected Poems of Audre Lorde](#) by Audre Lorde

- [Indian Horse](#) by Richard Wagamese
- [Indigenous Healing: Exploring Traditional Paths](#) by Rupert Ross
- [Legacy: Trauma, Story, and Indigenous Healing](#) by Suzanne Methot
- [Lost Connections](#) by Johann Hari
- [Man's Search for Meaning](#) by Viktor E. Frankl
- [The Memo: What Women of Color Need to Know to Secure a Seat at the Table](#) by Minda Harts
- [My Grandmother's Hands](#) by Resmaa Menakem
- [Pleasure Activism: The Politics of Feeling Good](#) by Adrienne Maree Brown
- [The Politics of Trauma: Somatics, Healing, and Social Justice](#) by Staci Haines
- [Sisters of the Yam](#) by bell hooks

Guides and How-To's

- [3 Reasons Why You Need to be Embodied if You Want to Interrupt Racism](#) video by Bhasin Consultation inc.
- [5 Strategies to Thrive as a BIPOC Professional in the Face of Racial Bias](#) by Bhasn Consulting inc.
- [Creating a Safe Space for Dialogue on Anti-Racism](#) by the Canadian Centre for Diversity and Inclusion
- [Change Your Life Through the Power of Scripting](#) video by Bhasin Consulting inc.
- [Filling our Cups: 4 Ways People of Color can Foster Mental Health and Practice Restorative Healing](#) by Threads of Solidarity: WOC Against Racism
- [Healing Intimate Partner Violence in Black Gay Communities: A Healing Justice Approach](#) by BEAM Black Emotional and Mental Health Collective
- [How Bias Causes BIPOC Professionals to Hold Back at Work](#) video by Bhasin Consulting inc.
- [How to Be More Authentic at Work](#) essay and video by Patricia Faison Hewlin (*faculty member at McGill)
- [How to Overcome 'Imposter Syndrome'](#) by Jessica Bennett, The New York Times
- [How to Overcome Imposter Syndrome](#) TedEd video and article by Nicole Bayes-Fleming, Mindful
- [How to Respect my Ethnic Name](#) video and PDF by @AnpuLondon (Video and PDF)
- [Responding to Racial Microaggressions](#) by J. Luke Wood & Frank Harris III
- [The 16 Warning Signs of a Trauma Exposure Response](#) by [Klinik Community Health](#)
- [What Language Do I Use? Inclusive Mental Health Conversations](#) by Bhasin Consulting inc.
- [When and How to Respond to Microaggressions](#) by Ella F. Washington , Alison Hall Birch and Laura Morgan Roberts, Harvard Business Review
- [Virtual Trainings and Black Healing](#) videos by BEAM Black Emotional and Mental Health Collective
- [Working with Mental Illness - Managing Mental Illness in the Workplace](#) by Australian Human Rights Commission

Podcasts

- [5 Mental Health Podcasts by Therapists of Color](#) and [15 Mental Health Podcasts for People of Color](#) by [Just Davia](#) (U.S.)
- [Black at Work](#) (U.S.)
- [The Good Health Cafe](#) (Tio'tia:ke/Montreal * McGill staff member)
- [The Homecoming Podcast with Dr. Thema](#) (U.S.)
- [Pigments forts](#) (Tio'tia:ke/Montreal)
- [Race, Health and Happiness with Dr. O](#) (Toronto)
 - [Ritu Bhasin discusses authenticity, belonging and growing up between cultures](#)
- [The Self Worth Edit](#) (U.S.)
 - [Uncover your authentic self with D&I expert, Ritu Bhasin](#)
- [Therapy for Black Girls](#) (U.S)
- [Whiteness at Work](#) (U.S.)

Reflection

- [Before You're on the Couch Toolkit](#) by [Just Davia](#)
- [Journal Prompts for Wellness](#) and more by [BEAM Black Emotional and Mental Health](#)
- [Mindfulness in Wellness](#) meditation guide and ejournal by [Just Davia](#)
- [Overcome Imposter Syndrome](#) by [Bhasin Consulting inc.](#)
- [Shield Against Bias Coming Your Way](#) by [Bhasin Consulting inc.](#)
- [Understand How Bias Affects You](#) by [Bhasin Consulting inc.](#)

Resources

- [20 Black Yoga Teachers with Online Classes in 2020](#) by [Yoga Green Book](#)
- [Acumedicina Clinic, Chinese Acupuncture](#)
 - Services include acupuncture, tui na and chinese herbal medicine in Tio'tia:ke/Montreal
- [All Black Everything Montreal](#) by Shanice Nicole (shanicenicolleyarde@gmail.com) (*Mcgill staff member)
 - List of Black mental health professionals, artists, etc. in Tio'tia:ke/Montreal and Laval
- [Archer Therapy](#)
 - David Archer is a Tio'tia:ke/Montreal Black social worker and psychotherapist whose approach is anti-racist, intersectional feminist, and queer and trans friendly. He has also worked in Kahnawake.
- [Ayana Therapy](#) (U.S.)
 - Minority Mental Health blog
- [BEAM Black Emotional and Mental Health Collective](#) (U.S.)
 - Collective of advocates, yoga teachers, artists, therapists, lawyers, religious leaders, teachers, psychologists and activists committed to the emotional/mental

health and healing of Black communities. Offer virtual events, toolkits, videos and resources.

- BIPOC MEDITATION GROUP [True North Insight](#) Tio'tia:ke/Montreal
 - Mondays 7:15 to 8:15 pm Enter your email here to receive the Zoom link: <https://bit.ly/TNIBIPOC>
- [BIPOC Mental Health](#)
 - [list](#) of BIPOC mental health professionals in Tio'tia:ke/Montreal
- [The Black Therapist Database](#) by blackgirlfeels based in the GTA
- [Centre des familles latino américaines](#)
 - CAFLA offre à sa clientèle des services communautaires de première ligne et met sur pied des projets spécifiques qui visent à soutenir les familles dans leur processus d'intégration à la société québécoise
- [Clinique Dentaire Dre. Marie Madeleine Balla Inc.](#)
 - Two Black dentists in Tio'tia:ke/Montreal
- [The First Nations and Inuit Suicide Prevention Association of Quebec](#)
 - FNISPAQ aims to attain its mission through activities of community awareness, prevention, and education, as well as actively supporting the development of psychosocial interventions made accessible in the language and the cultural context respective of each nation and community
- [The Good Health Cafe](#) by Nikita Boston-Fisher (*McGill staff member)
 - Blog and podcast: the place for casual, insightful conversations to empower you on your health journey. Here you will learn more about how to navigate the healthcare system and how to take care of your health in plain easy to understand language
- [Healing in Colour](#)
 - [Directory](#) of BIPOC therapists in Canada
- [Hope for Wellness Helpline](#) - On-Line Chat Counseling Service
 - Offers immediate mental health counselling and crisis intervention to all Indigenous peoples across Canada
- [Indigenous Health Centre of Tiohtià:ke](#)
- [Inhairitance Curl Spa](#) (Tio'tia:ke/Montrea)
- [Multilingual Mental Health Resources](#)
 - Mental health information and resources in Arabic, Chinese, Farsi and Spanish
- [Native Montréal](#)
 - Offers psychosocial intervention including accompaniment and referral to services offered in town, support for crime victims, and listening and counselling
- [Network for Aboriginal Mental Health Research](#)
 - Database describes existing mental health promotion, prevention and intervention programs and models for Aboriginal peoples in Canada
- [Onen'to:kon Healing Lodge](#) (Kanehsatake/Oka)
 - 6 week trauma-focused - cultural based program which incorporates traditional practices of healing while working with clients One-to-One
- [Recipes, Remedies, Resources for COVID Times](#) by [Harriet's Apothecary](#) (U.S.)
- [Rest for Resistance](#) (U.S.)

- Rest for Resistance strives to uplift marginalized communities, those who rarely get access to adequate health care or social support. This includes Black, Indigenous, Latinx, Pacific Islander, Asian, Middle Eastern, and multiracial persons. We also seek to create a healing space for LGBTQIA+ individuals, namely trans & queer people of color, as well as other stigmatized groups such as sex workers, immigrants, persons with physical and/or mental disabilities, and those living at the intersections of all of the above
- [Sanctuary in the City](#) (U.S. and virtual)
 - Offers recurring free virtual BIPOC-only programs including a book club, vinyasa yoga, soul flow with the ancestors, breath is key and energy activation
- [Therapy for Black Men](#) (U.S.)
- [Vanshow Herbs](#)
 - A health center located in Montreal China-Town dedicated to Traditional Chinese Medicine, Naturopaths, and Herbal Therapy and natural herbal products
- [The Villij](#) (TO and virtual)
 - The Villij is a community for womxn of colour to connect, heal and expand. It offers a wide range of experiences including yoga, meditation, walking club, wellness conversations and workshops
- [The Yellow Couch Collective](#) (virtual)
 - An extension of Therapy for Black Girls podcast. A space for Black women to gather for support, encouragement, and personal development. Monthly or annual paid subscription required.

Social Media

Facebook Groups and Pages (Tio'tia:ke/Montreal-Based)

- [BIPOC McGill](#)
- [Black Community of McGill \(Students, Faculty, Alumni, and Staff\)](#)
- [Black Indigenous Harm Reduction Alliance](#)
- [BLACK MTL - Building Our Community](#)
- [DESTA Black Youth Network](#)
- [Equity at McGill](#)
- [Healthier McGill](#)
- [MTL COVID-19 Mutual Aid Mobilisation d'entraide](#)
- [Mtl Healing Space](#)
- [Office for Sexual Violence Response, Support and Education - Consent McGill](#)
- [PINAY Quebec](#)
- [Queer Healing & Resilience](#)
- [South Asian Women's Community Centre / Le CCFSa](#)
- [Thrive Collective McGill](#)
- [Union for Gender Empowerment](#)

Instagram

- [@audrelordepject](#)
- [@blackandembodied](#) (body liberation & racial healing; trauma-informed healing)

- [@black.healthcare](#) (Alliance of Black Healthcare Professionals of Canada)
- [@crutches_and_spice](#) (Black disability advocate, U.S.)
- [@decolonizing_fitness](#) (physical therapist assistant)
- [@decolonizingtherapy](#) (ancestral trauma healer)
- [@dr.marielbuque](#) (intergenerational trauma)
- [@healthiermcgill](#) (McGill Student Wellness Hub)
- [@i_weigh](#) (radical inclusivity, founder @jameelajammilofficial)
- [@melaninandmentalhealth](#) (connect Black/Latinx folx and therapists, podcast, U.S.)
- [@nedratawwab](#) (boundaries expert, U.S.)
- [@qtpocmentalhealth](#) (emotional support resources for LGBTQ2SIA+ & BIPOC)
- [@recipesforselflove](#) (empowering images of and for women, Amsterdam)
- [@selfcareisforeveryone](#) (choosing self-care over self-harm, U.S.)
- [@soldiersofcreation](#) (support for sexual assault survivors & allies, T.O.)
- [@thebodyisnotanapology](#)
- [@themindgeek](#) (mental note maker)
- [@thenutritiontea](#) (Black, anti-diet, U.S.)
- [@therapyforblackgirls](#) (mental health resources podcast, U.S.)
- [@therapyforblkmen](#)
- [@your.latina.nutritionist](#) (helping latinas end chronic dieting)

Videos

- [Black Fitness Youtubers](#) is a 2-part video by ItsTee-Fit
- [Black Men Heal](#) Interviews
- [Getting Real about your Mental Health](#) by Shondaland
- [Intergenerational trauma is 'pain' passed down generations, hurting Black people's health](#) by Olivia Bowden, Global News (Video and article)
- [Intro to Intuitive Eating](#) by Your Latina Nutrition
- [Thrive \(2020\)](#) features the lived experience of three women of colour living in Tio'tia:ke/Montreal with chronic illness
- [Women and Femmes of Colour in \(Tio'tia:ke/Montreal\) Community Organizations](#) by COCo
- [You're not crazy, you're not wrong: Hearing experiences of people of colour in the university](#) by UBC Office of the Provost