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& \text { A VOICE OTHER } \\
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## HOW TO USE THESE RESOURCES

These packages were created to integrate discussions of diversity into LBS learning experiences. It is important to note that not all people in a group have the same experiences. These packages are about starting a dialogue and creating a culture where difficult and complex issues are discussed.

Use the powerpoint "A Voice Other Than My Own" to introduce the topic of bias and diverse experiences. There are discussion notes under each slide to help you lead the lesson.

The lesson includes reading and discussing 1 or more passages. These passages offer diverse perspectives. Some may be familiar to learners. Others may be completely new. Pick 2-3 passages to share. Print them off beforehand so learners can follow along. Questions to help encourage discussion are found in the powerpoint notes.

You may decide to include reflective writing prompts as an add on to this mini-lesson. They are included at the end of this document.

## HOW TO USE THESE RESOURCES

It's important to know that while voices in the passages are representatives of these groups, the tools were curated by a group of white women. While discussions of bias and privilege occurred in hopes of prioritizing objectivity, we all walk with our past experiences.

This project incorporates bibliotherapy which is a non-clinical, developmental intervention that promotes connectedness and wellbeing through guided reading. In this context LLN is using bibliotherapy as a social arena for the discussion of the experiences and perspectives of underrepresented groups.

The development of these tools were funded by the Ministry of Labour, Immigration, Training $\mathcal{E}$ Skills Development. They were developed by Literacy Link Niagara who hired Ashley Hoath-Murray $\mathcal{E}$ Associates to complete the work. With their bibliotherapy experience, Literacy Network Durham Region supported the creation of materials. Additional project support was provided by Adult Basic Education Association, Literacy Link South Central and Rideau-Ottawa Valley Literacy Network.


When we were your age, at home in our community, being with family was the most important thing. We played with each other, did chores together, and shared everything. But at the school I went to, far away from home, they wouldn't let us be together.

My brother and I were separated like day and night.
"Why were you and Nókomis separated?" I asked.
"They didn't like when we were with family," Nókom said, "because when we were together we thought too much of home."


But sometimes in the winter, when we were alone, and we were sure that nobody could see us, we would find each other. We would take off our mitts, and in the crisp, cold air we would hold hands so we could be with each other.

And this made us happy.
"Now," Nókom said as she reached over and held my uncle's hand, and mine, "I am always with my family."


## Anthem

By Leonard Cohen
The birds they sang
At the break of day
Start again
I heard them say
Don't dwell on what has passed away
Or what is yet to be
Ah, the wars they will be fought again
The holy dove, she will be caught again
Bought and sold, and bought again
The dove is never free
Ring the bells that still can ring
Forget your perfect offering
There is a crack, a crack in everything
That's how the light gets in
We asked for signs
The signs were sent
The birth betrayed
The marriage spent
Yeah, and the widowhood
Of every government
Signs for all to see
I can't run no more
With that lawless crowd
While the killers in high places
Say their prayers out loud
But they've summoned, they've summoned up
A thundercloud
They're going to hear from me
Ring the bells that still can ring
Forget your perfect offering
There is a crack, a crack in everything
That's how the light gets in
You can add up the parts
But you won't have the sum
You can strike up the march
There is no drum
Every heart, every heart
To love will come
But like a refugee
Ring the bells that still can ring
Forget your perfect offering
There is a crack, a crack in everything
That's how the light gets in

Ring the bells that still can ring
Forget your perfect offering
There is a crack, a crack in everything
That's how the light gets in That's how the light gets in That's how the light gets in <br> \title{
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EVERY HDNAN <br> <br> HAS <br> <br> HAS RIEHTB
}

## A PHOTOGRAPHIC DECLARATION FOR KIDS

BASED OH THE
UNITED NATIONS UNIVERSAL DECLARATIOM OF HUMAM RIGHTS WITH POETRY FROM THE (PB CONWUNITY

FOREWORD BY MARY ROBINSON,
FORMER UNITED MATIONS HIGH COMMISSIONER FOR HUMAN RIGHTS

Some people see only $5 k$ in deep. but there is so much more to a person than the color तif thefr skin. Why would you hurt me fust hecause I'm different? Just because I don't hoos Itke you? Nobody has the right to mistreat me just because I don't look. think, or act like you. When will this world learn that everyone was created equal? It everyone looks. thinks, and acts exactly the same? [nagine what a warlif that would be. But all I'm askiny for is that you show me some respect, even if you don't think I deserye ik.

## 13

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-Kathryn Buonantony, age 13
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 in mawerpas enantrles, frow left to right, thess pictures snow a


## 2

Everyone has the same rights.

 It doesn't matter what $\mathbb{1}$ ? your skin is, what IANGUAGE you speak. what RELIEION you practice, how RICH or POOR you re, how DIFFETENT you are from those around you,
or what country you come from.

It doesn't even matter whether your own government agrees with these rights.
Your rights are in $Y$ no matter what.

I wasn't born a minority. But a three-metre fall at the site of our house addition in 2016 rendered my legs useless and left me a full-time wheelchair user. Before that, as an able-bodied, white, non-transgender, straight woman, I never had to contend with the fact the world wasn't made for me. So, imagine my surprise when I re-entered the world on wheels after my accident and discovered that my value to society felt diminished.

Before I was paralyzed, I never knew a few stairs could mean the difference between feeling included and feeling ostracized. Before I was paralyzed, it never crossed my mind I might go somewhere and not be able to use the bathroom. Before I was paralyzed - while I was never habitually punctual - I never thought l'd be late to my daughter's swimming lesson, circling the parking lot with her in tears because the few accessible parking spots at the community centre were occupied. Before I was paralyzed, it never occurred to me I might not be able to take my children to soccer because access to the fields required stairs or a dangerous attempt to push myself up a steep hill. Before I was paralyzed, I never thought my life would change in such a way that would bring these issues into the spotlight - for me, and for the people who know and love me.
But then I was paralyzed and found what didn't change were my responsibilities as a parent and a partner. It didn't limit my desire to go shopping, to attend events or go to restaurants and hotels.
What it did change was the vantage point from which I saw the world.
CBC "Let me be that person you know in a wheelchair, so we can all think about how to be mord Ejclusive" by Codi Darnell, June 2021

Sife@ines


## The Mirrox

> When you look in the mirror do like what you see?
> Can you smile at yourself confidently? When you look in the mirror can you honestly say:
> "I like who I am.
> I'm happy this way." When you look in the mirror do you like who you are?
> Do u peer real close?
> Or do you look from afar?
> When you look in the mirror do you find it tough?
> Do you love what
> you see?
> Do you think you're enough?
M. Korach


## THE ERNS

## Silver

I want to write about my parents,
but it's hard
because what I want to say isn't always kind and it isn't always good.
I want to say to them
you know you messed up right?
I want to say to them
when you use my old name, my old pronouns
that it cuts me like a knife.
I want to shout at them
it is so easy
it's just a few words you need to change
you do it all the fucking time with everything else
you even correct people when they call your dog he
so why can't you do it with me?
I want to ask them why
why is my chosen name so hard for you to say?
why don't you give enough of a shit about me to use she? why do you say you love me

## taMIIT AND LLIENDSHIP

and want to see me
and know how my life is
then push me away
with your sharp hard words?
That's what I want to say.
God fucking damn it.
So anyhow, I have therapy.
Because I know that if I say these things
theyll say
we didn't know
you never said
you played with cars
you liked the colour blue
you were our boy, and we can't let go of that right now.

My tongue is divided into two BY QUIQUE AVILÉS

My tongue is divided into two by virtue, coincidence or heaven words jumping out of my mouth stepping on each other enjoying being a voice for the message expecting conclusions

My tongue is divided into two into heavy accent bits of confusion into miracles and accidents saying things that hurt the heart drowning in a language that lives, jumps, transates

My tongue is divided by nature by our crazy desire to triumph and conquer

This tongue is cut up into equal pieces one wants to curse and sing out loud the other one simply wants to ask for water
My tongue is divided into two
one side likes to party
the other one takes refuge in praying
tongue
funny sounds in english tongue
sounds funny in english
tongue
in funny english sounds
My tongue sometimes acts like two and it goes crazy
not knowing which side should be speaking which side translating

My tongue is divided into two a border patrol runs through the middle frisking words
asking for proper identification checking for pronunciation

My tongue is divided into two My tongue is divided into two

I like my tongue
it says what feels right
I like my tongue
it says what feels right


## Raised to poor-bash

$\sqrt{ }$ I interviewed Mary Smith (not her real name) in a hotel in Ottawa in 1997. As a representative of low-income people from Saskatchewan she, like me, was attending a NAPO board meeting. She told me she was raised to poor-bash: "I think poor-bashing first affected me when I was about five years old and I could hear my dad sitting at the kitchen table talking to his neighbours, saying, 'We should just go on welfare like the rest of those sons 'a bitches, quit working so hard,' and so on. I think he was a person with an attitude about the poor, that they are all lazy, useless, and good-for-nothing people. To be on welfare would be the ultimate $\mathrm{f}_{23} \mathrm{rm}$ of degradation to him."

## Chapter 1

Smith's father's "attitude" rubbed off on her, she admitted. "I've been guilty myself of snubbing [people on welfare]. In Estevan when I was a nice little middle-class mother, we had a problem relating to a sinthey did with their time, going to bars and what not," she wonder what "Then I became a single parent and a poor person, someone who had to go on welfare. I think the hardest thing in my life was walking through that welfare door being full of shame and degradation and personal failure and looking at suicide because I couldn't support my kids in a way that they deserved to be supported and seriously feeling that to take my own life would be the best possible solution." A good friend stopped Smith from suicide and helped her realize that she wasn't to blame for not having a paid job.

Many of the people I talked to observed that it is often those who are most at risk of needing welfare in the future who carry around a lot of society's hatred for people who already receive it. But they may face a crisis-their job ends, their spouse leaves, their health deteriorates-and when they have to resort to welfare their feelings about people on welfare are transferred to themselves with devastating personal consequences, like Smith's suicide attempt.

For Smith, the poor-bashing continues, even in her own family. "In my siblings I think there's poor-bashing by ignoring the fact that we don't have as much as they do. They don't want to know, and they can be very critical. For example, last time I went to a NAPO board meeting, my sister heard how much my babysitter was paid. [NAPO pays lowincome board members child-care expenses so they can attend meetings.] So she said, 'Oh, welfare must pay pretty good.' She doesn't even know the difference between welfare and NAPO.
"I still find it hard to get away from the shame of my own poverty," Smith said. "This past month I signed up for a new careers training program and the teacher is a poor-basher. She told me how she feels that the food banks are grossly misused. She doesn't want her taxes going to people who smoke and drink booze and I'm sitting there smoking with her, but I'm not one of them?"

## The owl and the chimpanzee

By Jo Camacho
The owl and the chimpanzee went to sea In a beautiful boat called The Mind
The owl was sensible, clever and smart
The chimp was a little behind
The owl made decisions, based on fact
And knew where to steer its ship
The chimp reacted a little too fast
And often the boat would tip
The waves would come and crash aboard
The chimp would start to cry
Large tears would roll right down his face
Afraid that he would die
The chimp and the owl would wrestle at night
When the world was quiet and still
The chimp would jump up and rock the boat
And the boat would start to fill
Then the owl stepped in and grabbed a pail
And started to empty it out
And the chimp would start to get quite cross
And would often scream and shout
The battle continued night after night
Until the chimp started to see
That if it let the owl take control
A more peaceful night it would be

> K


She became a paramedic-
I knew her in high school
years before this addiction bound me in shackles.
Many times, at Kennedy and Queen, in the dead of night,
she was the only person
there, in her ambulance
as I scoured the streets for change
and maybe a little money.
She noticed one evening,
me, alone and waiting for a midnight bus that wasn't coming.
"Come clean up at my place," she said, as if stardust was caught up in her hair.
I don't know how she drove with me all ripe in the passenger seat.
She let me shower when we got to her place offered the couch
gave me twenty dollars, a pack of smokes and let me tell her of a man who used to live inside this old heart.

She turned off the lamp after and went to bed in the next room.
As quiet sank in, I stole away in the night ashamed that I had nothing to offer
this girl I once went to school with. This girl who still cared to remember this, the paramedic-saint of Peel Memorial; a hospital they tore down many years ago.

## Too Black

by C'Moore Productions

They take my kindness for weakness. They take my silence for speechless. They consider my uniqueness strange.
They call my language slang.
They see my confidence as conceit.
They see my mistakes as defeat.
They consider my success accidental.
They minimize my intelligence to "potential".
My questions mean I'm unaware.
My advancement is somehow unfair.
Any praise is preferential treatment.
To voice concern is discontentment.
If I stand up for myself, I'm too defensive.
If I don't trust them, I'm too apprehensive.
I'm deviant if I separate.
I'm fake if I assimilate.
My character is constantly under attack.
Pride for my race makes me "TOO BLACK".

THE NEW YORK TIMES BESTSELLER

# THE GLASS CASTLE <br>  <br> JEANNETTE WALLS 

*Walls has joined the company of writers such as Mary Karr and Frank McCourt who have been able to transform theirsad memories into fine art." - Poople
\$ "Nosiree," Mom said. She didn't approve of glasses. If you had weak eyes, Mom believed, they needed exercise to get strong. The way she saw it, glasses were like crutches. They prevented people with feeble eyes from earning to see the world on their own. She said people had been trying to get her to wear glasses for years, and she had refused. But the aurse sent another note saying Lori couldrit attend Emerson unless she wore glasses, and the school would pay for them, 50 Mom gave in,

When the glasses were ready, we all went down to the optometrist. The lenses were so thick they made Lori's cyes look big and bugged out, hike fish cyes She kept swiveling her head around and up and down.
"What's the matter?" I asked. Instead of answering, Lori ran outside 1 followed her. She was standing in the parking lot, gazing in awe at the trex, the houses, and the office buildings behind them.
"You sce that tree over there?" she said, pointing at a sycamore about hundred feet away, I nodded.
"I can not only sec that tree, I can see the individual leaves on it," She looked at me triumphantly. "Can you see them?"

I nodded,
She didn't seem to believe me, "The individual leaves? I mean, not just the branches but each lirtie leaf?*

I nodded. Lori looked at me and then bust into tears.
On the way home, slue kepe secing for the first time all these things that most everyone else had stopped noticing because they'd seen them every day. She read street signs and billboards aloud. She pointed out starlings perched on the telephone wires. We went into a bank and she stared up at the vaulted celiing and described the octagonal patterns.

At home, Lori insisted that I try on her glasses. They would blur my vision as much as they corrected hers, she said, so Id be able to see things as she always had. I put on the glasses, and the world dissolved into fuccy, blotchy shapes. I took a few steps and hanged my shin on the coffee table, and then I realized why Lori didn't like to go exploring as moch as Brian and I did. She couldn't see.

Lori wanted Mom to try on the glasses, too. Mom slipped them on and, blinking, looked around the room. She studied one of her own paintings quietly, then handed the glasses back to Lori,
"Did you see better?" I asked.
"I wouldn't say better," Mom answered. "Pd say different."
"Maybe jou should get a pair, Mom."
"I like the world just fine the way I see it," she said.
But Lori loved seeing the world clearly. She started compulsively drawing and painting all the wondrous things she was discovering, like the way each curved tile on Emerson's roof cast its own curved shadow on the tike below, and the way the setting sum painted the underbellies of the clouds pink but left the piled-up tops purpie.

Not long after Lori got her glasses, she docided she wanted to be an artist, like Mom. -

What does it mean to be included? What does it feel like to be included?

What strategies could we use to create an inclusive and supportive community for learning?

Why is it important to create an inclusive and supportive community for learning?

