



Anti-Racism Toolkit

Essential Questions to Apply an Anti-Racism Lens

- 1 Have you reviewed the Anti-Racism Lexicon and confirmed you have an understanding of the key terms and racial concepts?
- 2 To the best of your ability have you engaged with Defence Team members of different racial backgrounds, prior to and during your planning/creation process?
- 3 Are you aware of existing DND Civilian and CAF Diversity and Inclusion resources?
- 4 Have you considered the concept of White privilege and how historically the dominant group has benefited from this privilege?
- 5 Have you taken active steps to ensure that your initiative is fair to all racial groups?
- 6 Have you made a conscious effort to think about any existing racial inequities that may impact racial groups affected by your initiative?
- 7 As a leader do you hold your team accountable by ensuring that diversity, inclusion and racial fairness are always embedded in everything they do?
- 8 As a leader do you encourage your teams to develop a strong knowledge of diversity, inclusion and Anti-Racism?

Visit the Department of National Defence [Anti-Racism Toolkit](#)
on canada.ca for more information and resources.