

# Annotated List of Resources for Under-Represented Groups

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August 2023



## Acknowledgements

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## Table of Contents

<i>Acknowledgements .....</i>	<i>1</i>
<i>Introduction .....</i>	<i>4</i>
<i>SECTION 1 – DIVERSITY, EQUITY, AND INCLUSION .....</i>	<i>5</i>
1. <i>The Canadian Centre for Diversity and Inclusion Website .....</i>	<i>5</i>
2. <i>Inclusion Learning Centre .....</i>	<i>6</i>
3. <i>The Evolution of Cultural Literacy .....</i>	<i>6</i>
4. <i>How to Create an Inclusive Learning Environment .....</i>	<i>7</i>
5. <i>Critical Media Project .....</i>	<i>8</i>
6. <i>Social and Cultural Literacy Resources for Classrooms .....</i>	<i>9</i>
7. <i>Moving Forward with Equity and Inclusion in Adult and Continuing Education .....</i>	<i>10</i>
8. <i>Diverse Imagery: Its Purpose and Importance in eLearning .....</i>	<i>11</i>
9. <i>Diversity Toolkit .....</i>	<i>12</i>
<i>SECTION 2 – RACIALIZED PERSONS .....</i>	<i>13</i>
10. <i>Truth and Reconciliation, Racial Justice, and Equity .....</i>	<i>13</i>
11. <i>Beyond the Buzzwords: Upholding Human Rights and Challenging Anti-Black Racism .....</i>	<i>14</i>
12. <i>Toolkit: Removing Barriers to Equity .....</i>	<i>15</i>
13. <i>Jennifer's Story: Black Mothers as Adult Literacy Learners .....</i>	<i>16</i>
<i>SECTION 3 – INDIGENOUS PERSONS .....</i>	<i>17</i>
14. <i>Three Adult Teaching Strategies for Indigenous Learners .....</i>	<i>17</i>
15. <i>Sharing the Journey with Adult Indigenous Learners: A Teaching Reading Strategies Guide ....</i>	<i>18</i>
16. <i>Inclusive Education with Indigenous Content &amp; Methodologies .....</i>	<i>19</i>
17. <i>Money Matters for Indigenous Peoples Workbooks .....</i>	<i>20</i>
<i>SECTION 4 – PERSONS WITH DISABILITIES .....</i>	<i>21</i>
18. <i>Ontario Disability Employment Network Website .....</i>	<i>21</i>
19. <i>The Accessibility Tool Kit .....</i>	<i>22</i>
20. <i>Money Matters for People with Diverse Abilities .....</i>	<i>23</i>
21. <i>The LDA Podcast: Adults with LD &amp; ADHD .....</i>	<i>24</i>
22. <i>Support and Resources for Adults with LD .....</i>	<i>25</i>
23. <i>LD Online for Educators .....</i>	<i>26</i>

<i>SECTION 5 – PEOPLE EXPERIENCING POVERTY</i> .....	27
24. <i>National Research Project on Literacy &amp; Essential Skills as a Poverty Reduction Strategy</i> .....	27
25. <i>Disability and Poverty in Canada – 2023 Report Card</i> .....	28
26. <i>Can You Make the Month?</i> .....	29
27. <i>No Simple Story: Singles, Deep Poverty and Ontario Works in Toronto</i> .....	30
<i>SECTION 6 – NEWCOMERS</i> .....	31
28. <i>Settlement.org Website</i> .....	31
29. <i>Bridging the Gap between London’s Immigrants and Local LBS Programs</i> .....	32
30. <i>Through the Looking Glass: Immigrant Perspectives on Literacy</i> .....	33
<i>SECTION 7 – WOMEN</i> .....	34
31. <i>Women in the Trades</i> .....	34
32. <i>Women of Impact in Canada Learning Toolkit</i> .....	35
<i>SECTION 8 – LGBTQI2S+</i> .....	36
33. <i>Lesbian, Gay, Bisexual, Trans, Queer, Intersex, 2-Spirit (LGBTQI2S) Awareness</i> .....	36
34. <i>Making Ally a Verb: Inclusion of Two Spirit and LGBTQIA+ Peoples</i> .....	37
35. <i>How to Make an Inclusive Classroom for 2SLGBTQI+ Learners</i> .....	37
36. <i>Positive Spaces Initiative</i> .....	38
<i>SECTION 9 – YOUTH</i> .....	39
37. <i>Youth and Adult Literacy</i> .....	39
38. <i>Youth Literacy Resources</i> .....	40
<i>SECTION 10 – MENTAL HEALTH</i> .....	41
39. <i>Yes I Can: A Mental Health Guide for Adult Literacy Facilitators</i> .....	41
40. <i>Find Mental Health Support Website</i> .....	42

## Introduction

[Community Literacy of Ontario](#) (CLO) is pleased to share our newest resource: *An Annotated List of Resources for Under-Represented Groups*.

Community Literacy of Ontario is a provincial network of community-based Literacy and Basic Skills (LBS) agencies. You can learn more about our organization by visiting our website and following us on Facebook, Twitter, and Instagram.

In 2021, the Ontario Ministry of Labour, Immigration, Training and Skills Development developed five areas of focus for the Literacy and Basic Skills (LBS) program. One area of focus was serving groups who are under-represented in the labour force.

As part of our 2023/2024 business plan, Community Literacy of Ontario researched and annotated this resource list. In this list, you'll find 40 annotated resources to help you better understand and serve under-represented groups. All resources selected are free of charge and accessible via the Internet. The URLs are accurate as of August 2023.

CLO's annotated list shares resources related to diversity, equity, and inclusion in general, and to the following specific under-represented groups:

1. Persons with disabilities
2. People living in poverty
3. Racialized persons
4. Indigenous persons
5. Women
6. LGBTQ2S+
7. Newcomers to Canada
8. Youth
9. People facing mental health challenges

To learn more about this topic, CLO's recent guide will also be a helpful resource: *Here to Help: Supporting Adult Learners from Under-Represented Groups in LBS Programs*

<https://www.communityliteracyofontario.ca/wp/wp-content/uploads/FINAL-Supporting-Learners-from-Under-represented-groups.pdf>

Community Literacy of Ontario sincerely hopes that this annotated list of resources is helpful to LBS practitioners as they continue to support adult learners who are under-represented in the labour force.

## SECTION 1 – DIVERSITY, EQUITY, AND INCLUSION

### 1. The Canadian Centre for Diversity and Inclusion Website

#### Author

- Canadian Centre for Diversity and Inclusion

#### Under-Represented Group

- Diversity, Equity, and Inclusion

#### URL

- <https://ccdi.ca/>



#### Description

The Canadian Centre for Diversity and Inclusion (CCDI) is a not-for-profit organization that promotes diversity, inclusion, and equity in Canadian workplaces.

The Centre offers diversity, inclusion, and employment equity toolkits. Some of these toolkits are intended for businesses, and others offer ready-to-run workshops originally developed for high school students but are appropriate for a much broader audience.

The Centre's website contains valuable information on diversity and inclusion issues including toolkits, resources, webinars, success stories, campaigns, newsletters, and more.

Topics include:

- Making the Case for Diversity, Equity, and Inclusion
- Unconscious Bias
- Exploring My Power and Privilege
- Prejudice, Bias, And Discrimination
- Honouring Black History
- Navigating Race in Canadian Workplaces
- Developing a Diversity and Inclusion Strategy
- Navigating the Conflict Zone and Becoming an Ally

## 2. Inclusion Learning Centre

### Author

- Royal Bank of Canada

### Under-Represented Group

- Diversity, Equity, and Inclusion

### URL

- <https://www.rbc.com/diversity-inclusion/inclusion-learning-center.html>



### Description

The Royal Bank of Canada's Inclusion Learning Centre offers a series of tip sheets, discussion guides, diversity and inclusion videos, self-assessments, podcasts, and research papers to help develop a deeper understanding of the role of equity and inclusion.

## 3. The Evolution of Cultural Literacy

### Author

- Decoda Literacy Solutions

### Under-Represented Group

- Diversity, Equity, and Inclusion

### URL

- <https://decoda.ca/the-evolution-of-cultural-literacy/>



### Description

Decoda Literacy's blog post on the evolution of cultural literacy overviews the importance of cultural literacy and supporting cultural context in education.

This blog post shares:

- Definitions of cultural literacy
- The benefits of cultural literacy
- Links to helpful resources on supporting cultural literacy

## 4. How to Create an Inclusive Learning Environment

### Author

- ABC Life Literacy Canada

### Under-Represented Group

- Diversity, Equity, and Inclusion

### URL

- <https://abclifeliteracy.ca/blog-posts/cultural-literacy-blog-posts/how-to-create-an-inclusive-learning-environment/>

### Description

ABC Life Literacy Canada prepared this blog post to support educators in addressing racism in their classrooms and ensure that all learners feel that they are in a safe and inclusive learning environment. This blog post shares helpful tips for inclusion in the classroom.

Key strategies shared include:

- Introducing cultural diversity into the curriculum
- Integrating cultural diversity as much as possible
- Teaching cultural literacy
- Giving learners an opportunity to share
- Reviewing your classroom resources
- Establishing an environment that allows for mistakes
- Calling out racism when you see it





## 5. Critical Media Project

### Author

- Critical Media Project

### Under-Represented Group

- Diversity, Equity, and Inclusion

### URL

- <https://criticalmediaproject.org/>

### Description

The Critical Media Project (CMP) is a free media literacy web resource and is an excellent learning and teaching resource. The CMP has been designed to enhance critical thinking, awareness, and empathy.

The project also provides tools to decode media representations of:

- Race
- Ethnicity
- Gender
- Sexuality
- Socio-economic class
- Religion
- Age
- Disability



## 6. Social and Cultural Literacy Resources for Classrooms

### Author

- Common Sense Education

### Under-Represented Group

- Diversity, Equity, and Inclusion

### URL

- <https://www.commonsense.org/education/articles/social-and-cultural-literacy-resources-for-classrooms>



### Description

This informative webpage on Social and Cultural Literacy Resources for Classrooms contains an excellent collection of resources for social justice and equity-focused educators.

The resources on this web page are organized by the following categories:

- Social and Cultural Literacy Curricula
- Challenging or Difficult Conversations
- Bias and Prejudice
- Civic Engagement, Activism, and Social Justice
- Inclusive Communities
- Research on Social and Cultural Literacy
- Additional Social and Cultural Literacy Organizations

## 7. Moving Forward with Equity and Inclusion in Adult and Continuing Education

### Author

- CESBA with Ishwar Persad, Executive & Leadership Coach

### Under-Represented Group

- Diversity, Equity, and Inclusion



### URL

- <https://www.youtube.com/watch?v=DG2wZkdXLoY&list=PLvUfpAkjLx9-FwRPtyw4pUyvgzpadXkl&index=4>

### Description

CESBA's Moving Forward with Equity and Inclusion webinar focuses on the following three content areas:

- Reviewing the highlights and evaluation results of CESBA's four-part Equity Series of webinars
- Participating in a coaching session to reflect on possibilities for change and growth for ourselves, our organizations, and our sector in diversity and inclusion
- Determining the next steps for CESBA and the Adult and Continuing Education sector to increase equity and inclusion

## 8. Diverse Imagery: Its Purpose and Importance in eLearning

### Author

- eLearning Industry

### Under-Represented Group

- Diversity, Equity, and Inclusion

### URL

- <https://elearningindustry.com/diverse-imagery-its-purpose-and-importance-in-elearning>



### Description

This insightful article demonstrates that using diverse imagery is critically important in education. Images, photos, graphics, infographics, and more give visual cues and context to learners. When diverse imagery is not present, learners receive a clear message about who and what is relevant and important in the learning environment. Learners notice that educators have chosen not to be inclusive.

People who develop curriculum/educational resources and teach, need to ensure that the images we use in our education content reflect the diverse population in which we serve.

The article highlights key factors to consider when selecting diverse imagery. This includes:

- Age diversity
- Race and ethnicity
- Body types
- Gender or sexual identity
- People with disabilities
- Facial differences
- People using adaptive equipment and medical devices

This article also suggests ways to find diverse imagery.

## 9. Diversity Toolkit

### Author

- Barbara Bush Foundation for Family Literacy

### Under-Represented Group

- Diversity, Equity, and Inclusion

### URL

- [https://www.barbarabush.org/wp-content/uploads/2021/03/BBF\\_Diversity-Toolkit.pdf](https://www.barbarabush.org/wp-content/uploads/2021/03/BBF_Diversity-Toolkit.pdf)



### Description

The Foundation has compiled a practical toolkit for educators to learn about diversity and cultural literacy.

Resources highlighted include:

- Facing History and Ourselves
- Talking about Race
- Anti Racist Learning Resources
- Teaching Tolerance
- Exploring Race, Bias, and Identity
- Celebrating Black Voices
- Becoming an Agent of Change

## SECTION 2 – RACIALIZED PERSONS

### 10. Truth and Reconciliation, Racial Justice, and Equity

#### Author

- Ontario Non-profit Network

#### Under-Represented Group

- Racialized Persons



#### URL

- <https://nonprofitresources.ca/reconciliation-racial-justice-equity/>

#### Description

The Ontario Non-profit Network created a Racial Justice website as part of its online Resource Center.

The Racial Justice website contains resources and tools to enhance your non-profit organization's commitment to anti-racism, equity, and inclusion. This website features a curated list of resources that address systemic and institutional racism and offer ways for non-profit organizations to work toward racial justice.

ONN's racial justice resources for non-profits include:

- Truth and Reconciliation
- Organizational culture
- Leadership
- Funding
- Community engagement
- Programs and education

## 11. Beyond the Buzzwords: Upholding Human Rights and Challenging Anti-Black Racism

### Author

- CESBA, with Giliary Massa, Human Rights Outreach and Engagement Officer, Toronto District School Board

### Under-Represented Group

- Racialized Persons



### URL

- <https://www.youtube.com/watch?v=vt7Rql1q4No&list=PLvUfpAkjLx9-FwRPtyw4pUyvgzpadXkl&index=2>

### Description

This powerful webinar explores many important issues including the following:

- Implementing a human rights approach to education
- Ways to increase your ability to talk about race and racism
- Strategies to address racism and discrimination when they occur
- Building skills and knowledge to help you better understand and uphold human rights and equity at work

## 12. Toolkit: Removing Barriers to Equity

### Author

- The Federation of Black Canadians

### Under-Represented Group

- Racialized Persons

### URL

- <https://fbcfcn.ca/our-work/workplace-opportunities-removing-barriers-to-equity/>



### Description

The Federation of Black Canadians (FBC) engaged in a national project called, Workplace Opportunities: Removing Barriers to Equity. One of the goals of this project was to research and create an online toolkit that shares best practice policies, testimonials, and statistics about workplace diversity.

The toolkit is divided into three sections and contains the following topics:

#### Financial Literacy

- Statistics Comparing Investment Income and Capital Gains Between Racialized and Non-Racialized Canadians
- Information on the Black Wealth Gap in Canada
- The Intersection of Socio-Economic Status and Race
- The Importance of Financial Literacy in Racialized Communities
- Financial Literacy Learning Materials

#### Representation

- The Importance of Representation
- What Does Representation Look Like?
- Terms to Consider
- Resources

#### Upward Mobility

- Snapshot of Barriers to Employment within the Black Community
- The Importance of Identifying Transferable Skills
- Resources
- Training Opportunities



## 13. Jennifer's Story: Black Mothers as Adult Literacy Learners

### Author

- Stephanie Fearon, PhD

### Under-Represented Group

- Racialized Persons

### URL

- [https://static1.squarespace.com/static/5fdbcc2fabfbd14eb3f5ea8d/t/602c8c4ceb1bd95076a9f105/1613532238139/Black Mothers as Adult Literacy Learners-Jennifers Story-compressed.pdf](https://static1.squarespace.com/static/5fdbcc2fabfbd14eb3f5ea8d/t/602c8c4ceb1bd95076a9f105/1613532238139/Black+Mothers+as+Adult+Literacy+Learners-Jennifers+Story-compressed.pdf)

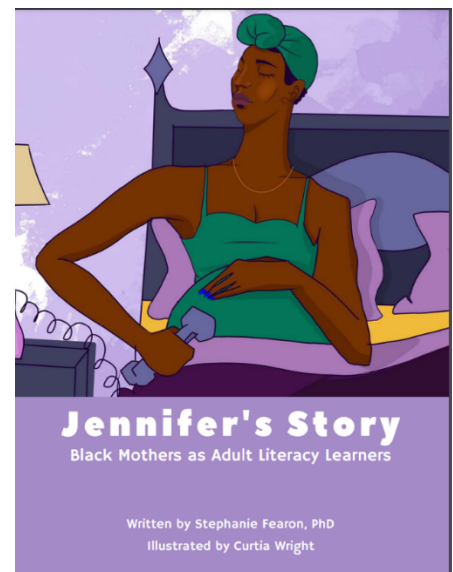
### Description

This publication investigates the power of storytelling and oral traditions in Black communities and how they are used to share hopes and fears and bring about social change.

In “Jennifer’s Story,” Stephanie Fearon shares her research conducted with four African Caribbean women living in Toronto and their experiences as adult literacy learners.

This resource ends by sharing Jennifer’s experiences in a graphic short story. The words and graphic images in this story are very compelling.

Closing thoughts and guiding questions for individual and group reflection are included as well.



## SECTION 3 – INDIGENOUS PERSONS

### 14. Three Adult Teaching Strategies for Indigenous Learners

#### Author

- ABC Literacy Life Canada

#### Under-Represented Group

- Indigenous Persons



#### URL

- <https://abclifeliteracy.ca/blog-posts/3-adult-teaching-strategies-for-indigenous-learners/?s=09>

#### Description

ABC Literacy Life Canada has written a helpful blog post about teaching strategies for Indigenous learners.

The blog post shares three strategies to create a successful literacy program that's culturally responsive to Indigenous learners.

These strategies are:

- Developing a cultural understanding
- Teaching meaningful content
- Promoting Indigenous culture

## 15. Sharing the Journey with Adult Indigenous Learners: A Teaching Reading Strategies Guide

### Author

- Bow Valley College, Alberta, Patricia Pryce

### Under-Represented Group

- Indigenous Persons

### URL

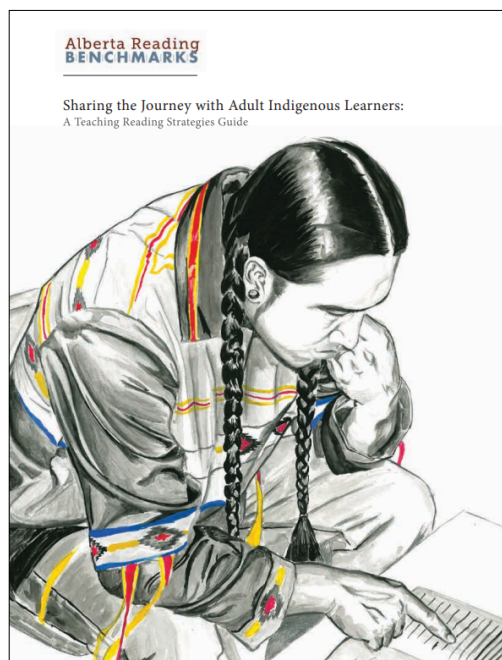
- <https://centreforfoundationallearning.files.wordpress.com/2014/01/sharing-the-journey-with-adult-indigenous-learners-e28093-a-teaching-reading-strategies-guide.pdf>

### Description

While this resource is linked to the Alberta Reading Benchmarks, Ontario adult educators have much to learn from “Sharing the Journey with Adult Indigenous Learners: A Teaching Reading Strategies Guide.”

This guide shares information on:

- Context for Indigenous Learners
- Indigenous Culture-Based Practices and Principles of Learning
- Teaching Strategies for Indigenous Learners
- Indigenous Reading Resources



## 16. Inclusive Education with Indigenous Content & Methodologies

### Author

- CESBA, with Bonnie Jane Maracle, Ontario Native Literacy Coalition

### Underrepresented Group

- Indigenous Persons

### URL

- <https://cesba.com/resources/equity-series-inclusive-education-with-indigenous-content-methodologies-bonnie-jane-maracle/>

### Description

This webinar on inclusive education with Indigenous content and methodologies covers the following topics:

- Education: A Historical Reflection
- Colonization
- Western / Public Education System
- Indigenous Education System
- Indigenous Pedagogy
- Integrating for an Inclusive system
- Indigenizing the Curriculum
- Indigenizing the Classroom
- Call to Action: Truth and Reconciliation
- Group Exercise
- Sharing Circle on Lesson Plans



## 17. Money Matters for Indigenous Peoples Workbooks

### Author

- ABC Life Literacy Canada

### Underrepresented Group

- Indigenous Persons

### URL

- <https://abcmoneymatters.ca/resources/>

### Description

Money Matters is a free introductory financial literacy program for adult learners that has been delivered to Canadians since 2011 and has reached over 80,000 adults. It was developed by ABC Life Literacy Canada in partnership with the Government of Canada and TD Bank Group and was designed by literacy practitioners. Money Matters was developed in direct response to requests from community learning organizations.

ABC Life Literacy Canada has created a wide variety of helpful workbooks as part of its Money Matters initiative, including workbooks specifically geared to Indigenous People.

There are five online workbooks in the Money Matters for Indigenous Peoples series:

- Spending Plans
- Banking Basics
- Borrowing Money
- Ways to Save
- Smart Shopping

Some of this material is also available as free, online courses. For example, here is “Banking Basics” as an online course: <https://abcskillshub.ca/banking-basics-ip>



## SECTION 4 – PERSONS WITH DISABILITIES

### 18. Ontario Disability Employment Network Website

#### Author

- Ontario Disability Employment Network

#### Under-Represented Group

- Persons with Disabilities

#### URL

- <https://www.odennetwork.com/>

#### Description

The Ontario Disability Employment Network (ODEN) is a province-wide organization that brings together businesses and Employment Service Providers to increase employment opportunities for job seekers who have a disability. ODEN is also actively involved in advocating for the benefits and importance of inclusive hiring practices.

ODEN's informative website is full of important information and resources, including:

- Statistics on the benefits of hiring people who have disabilities
- Training initiatives, such as capacity building for educators
- Information on ODEN's National Disabilities Employment Awareness Month Campaign (held each October)
- New stories
- An informative blog
- Links to their monthly newsletter
- Podcasts
- Information on ODEN's annual Rethinking Disability Conference



## 19. The Accessibility Tool Kit

### Author

- Deaf Literacy Initiative

### Under-Represented Group

- Persons with Disabilities



### URL

- [https://5fc713a2-1f19-43bd-9758-43017dbb8cad.filesusr.com/ugd/2aaab0\\_408b64ccf0c446e395ebb38b4c7a4faa.pdf?fbclid=IwAR2SnNuK5BsaAS1ljzY2lw5gMU90F5iGIHupsbprtJlazGdKDA9gEF-sU5I](https://5fc713a2-1f19-43bd-9758-43017dbb8cad.filesusr.com/ugd/2aaab0_408b64ccf0c446e395ebb38b4c7a4faa.pdf?fbclid=IwAR2SnNuK5BsaAS1ljzY2lw5gMU90F5iGIHupsbprtJlazGdKDA9gEF-sU5I)

### Description

The purpose of the Accessibility Tool Kit is to look through the accessibility lens and learn more about the diversity found within and surrounding the Deaf community.

Topics covered in this valuable kit include:

- Accessibility for Ontarians with Disabilities Act
- What is ASL?
- Understanding Deaf Culture
- Deaf Interpreters
- Where to Hire Interpreters
- Video Relay Service
- Video Remote Interpreting
- Accessibility and Accommodations

## 20. Money Matters for People with Diverse Abilities

### Author

- ABC Life Literacy Canada

### Under-Represented Group

- Persons with Disabilities

### URL

- <https://abcmoneymatters.ca/resources/>



### Description

Money Matters is a free introductory financial literacy program for adult learners that has been delivered to Canadians since 2011 and has reached over 80,000 adults. It was developed by ABC Life Literacy Canada in partnership with the Government of Canada and TD Bank Group and was designed by literacy practitioners. Money Matters was developed in direct response to requests from community learning organizations.

The Money Matters for People with Diverse Abilities modules and delivery format are adapted to best meet the needs of learners with various intellectual, verbal, physical, and nonphysical capabilities.

There are seven modules available:

1. What is a Bank?
2. Ways to Pay
3. Needs, Wants, and Spending Plans
4. How to Use an ATM
5. Understanding Your Paycheque
6. Money Safety
7. Facing Challenges

Some of this material is also available as online courses. This material can also be delivered in a workshop format.

Here is a brief video on the Money Matters program:

<https://www.youtube.com/watch?v=JfEen6vV944>



## 21. The LDA Podcast: Adults with LD & ADHD

### Author

- The Learning Disabilities Association of America

### Under-Represented Group

- Persons with Disabilities

### URL

- <https://www.buzzsprout.com/1133861/11244652-adults-with-ld-adhd>

### Description

The LDA podcast is a series created by The Learning Disabilities Association of America (LDA).

Their podcasts are dedicated to exploring topics of interest to educators, individuals with learning disabilities, parents, and professionals.

In this “Adults with LD & ADHD” podcast, the LDA sits down with Elaine Taylor-Klaus, a master-certified coach and co-founder of ImpactParents.

Topics discussed are:

- How to clear up common misconceptions about adults with Learning Disabilities and ADHD
- How to ask for the supports you need to succeed



## 22. Support and Resources for Adults with LD

### Author

- Learning Disabilities Association of America

### Under-Represented Group

- Persons with Disabilities

### URL

- <https://ldaamerica.org/audience/adults/>

### Description

The Learning Disabilities Association of America created this helpful webpage to share information, resources, and supports available for adults with learning disabilities.

Topics covered include:

- New to LD?
- Dyscalculia
- Dysgraphia
- Dyslexia
- Oral / Written Language Disorder and Specific Reading Comprehension Deficit
- Non-Verbal Learning Disabilities



## 23. LD Online for Educators

### Author

- LD Online

### Under-Represented Group

- Persons with Disabilities

### URL

- <https://www.ldonline.org/educators>

### Description

LD Online for Educators is a website designed to share information, learning strategies, news, tips, and resources with educators on a variety of topics related to learning disabilities.

Topics include:

- Instructional strategies
- Assessment
- Language and reading skills
- Learning strategies
- Teaching mathematics
- Teaching writing
- Self-esteem and stress management
- Behaviours and social skills



## SECTION 5 – PEOPLE EXPERIENCING POVERTY

### 24. National Research Project on Literacy & Essential Skills as a Poverty Reduction Strategy

#### Author

- Frontier College (Now called United for Literacy)

#### Under-Represented Group

- People Experiencing Poverty



#### URL

- Full Report <https://www.srdc.org/media/553005/literacy-as-a-poverty-reduction-strategy-final-report.pdf>
- Summary Report <https://www.srdc.org/media/552992/national-research-report-highlights-en.pdf>

#### Description

The National Research Project on Literacy and Essential Skills as a Poverty Reduction Strategy offers important insights into the links between literacy and essential skills upgrading for low-skilled adults and poverty reduction strategies in Canada. The National Research Project clearly establishes that literacy instruction can provide low-skilled adults living in poverty with important social inclusion and economic benefits that help build knowledge, confidence, resilience, and autonomy.

These topics are included in the important report:

- Report Highlights
- Key Research Findings
- Strategic Recommendations

The strategic recommendations were informed by the project's key findings. They are organized into two areas of focus: policy recommendations and program and service delivery recommendations.

## 25. Disability and Poverty in Canada – 2023 Report Card

### Author

- Disability Without Poverty

### Under-Represented Group

- People Experiencing Poverty



### URL

- [https://www.disabilitywithoutpoverty.ca/wp-content/uploads/2023/06/DWP-Report-Card-23-FINAL\\_compressed.pdf](https://www.disabilitywithoutpoverty.ca/wp-content/uploads/2023/06/DWP-Report-Card-23-FINAL_compressed.pdf)

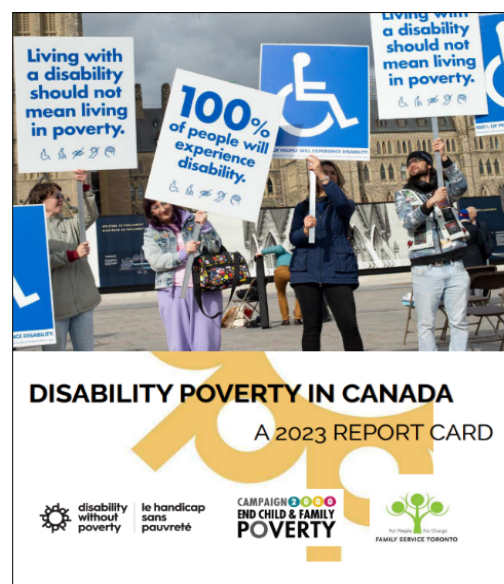
### Description

Disability Without Poverty's First Annual Report Card on disability and poverty in Canada presents a series of indicators illustrating the experience of people with disabilities.

Both quantitative and qualitative data are shared. Quotes and reflections from people with disabilities are included throughout the report card to better understand the real-life challenges behind the numbers.

Here are some of the topics covered in this important report:

- Overview of Disability and Poverty in Canada
- The Depth of Disability Poverty in Canada
- Provincial and Territorial Disability Assistance Programs
- Select Sociodemographic Profile of People with Disabilities
- Barriers to Labour Force Participation
- Overview of Groups at the Highest Levels of Poverty



## 26. Can You Make the Month?

### Author

- United Way Fort McMurray & Wood Buffalo, Alberta

### Under-Represented Group

- People Experiencing Poverty

### URL

- <https://www.makethemonthwb.ca/>

### Description

“Can You Make the Month?” is an incredible resource designed to educate people about the realities facing people living in poverty. Using a scenario-based approach to education, “Can You Make the Month?” walks participants through the difficult decisions people living in poverty must make each month about housing, transportation, food, education, health, and more. Educational information is shared relating to each choice made and stimulates the difficult choices that need to be made.

Participants can go through three scenarios: as a single person, as a single-parent family, and as a two-parent family.

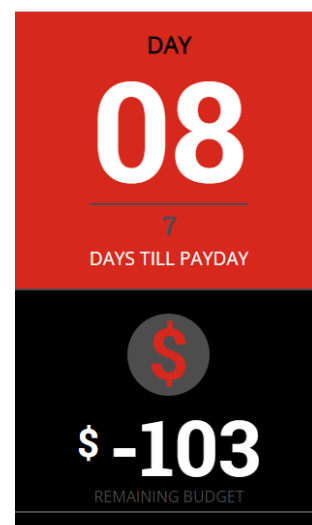
“Can You Make the Month?” tracks your monthly budget based on the choices you make to get through the month. It tracks a person’s stress level based on these choices and an inherent lack of money. In the end, you learn whether you were able to “make the month” or not, and the impact of the difficult choices you had to make.

This resource was created in Alberta, so some of the programming is different compared to Ontario, but the learning experience is profound, meaningful, and highly relevant across Canada.

The goal of this unique and impactful resource is to challenge your perspective on poverty.



**United Way**  
Fort McMurray  
and Wood Buffalo  
fmwbunitedway.com



## SORRY, YOU DID NOT MAKE THE MONTH

Thankfully, this is just a simulation, but for many people in our community, this is a daily reality. Every month there are challenging decisions that need to be made.

## 27. No Simple Story: Singles, Deep Poverty and Ontario Works in Toronto

### Author

- City of Toronto Employment and Social Services

### Under-Represented Group

- People Experiencing Poverty

### URL

- [https://ocwi-coie.ca/wp-content/uploads/2018/06/Singles-Study-Report-3-No-Simple-Story\\_FINAL.pdf](https://ocwi-coie.ca/wp-content/uploads/2018/06/Singles-Study-Report-3-No-Simple-Story_FINAL.pdf)

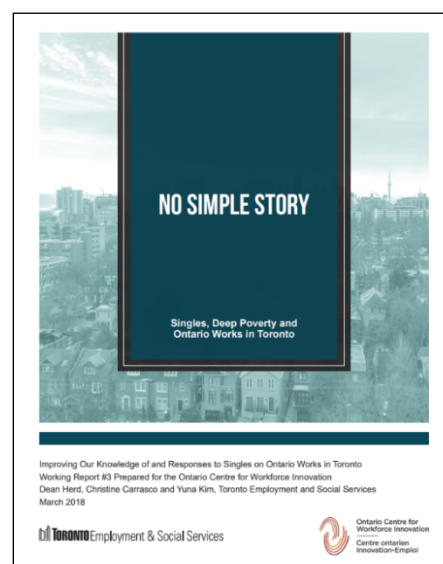
### Description

“No Simple Story: Singles, Deep Poverty and Ontario Works in Toronto” is an extraordinary resource for anyone trying to learn more about poverty issues.

No Simple Story overviews the research conducted into singles on Toronto's Ontario Works (OW) caseload.

The report profiles the life stories of 30 research participants. Their stories are profiled across the following four sections:

- **PATHWAYS:** This section highlights some of the reasons that people turn to Ontario Works.
- **SUPPORTS:** This section overviews the experiences of participants with OW and their interactions with the system.
- **EXPERIENCES:** This section focuses on several of the overarching themes that emerged from the interviews. Participants shared powerful stories that spoke to resilience and hope. Others shared the hardship, isolation, stigma, and discrimination they have faced.
- **JOURNEYS:** This section emphasizes the views of the participants as they look to the future. Some are looking forward with hope. Others are looking forward in despair, believing that their lives will only become worse and that there is no hope left for them.



## SECTION 6 – NEWCOMERS

### 28. Settlement.org Website

#### Author

- Ontario Council of Agencies Serving Immigrants (OCASI)

#### Under-Represented Group

- Newcomers

#### URL

- <https://settlement.org/>

#### Description

The Settlement.Org website provides newcomers with accurate, trustworthy, and up-to-date information and resources to help Newcomers settle in Ontario.

Topics include:

- My First Days
- Immigration and Citizenship
- Housing
- Health
- Employment
- Education
- Community
- Legal Services
- Daily Life





## 29. Bridging the Gap between London's Immigrants and Local LBS Programs

### Author

- Literacy Link South Central

### Under-Represented Group

- Newcomers

### URL

- <https://irp-cdn.multiscreensite.com/1a9192fe/files/uploaded/Bridging%20the%20Gap%20Final%20Project%20Report.pdf>

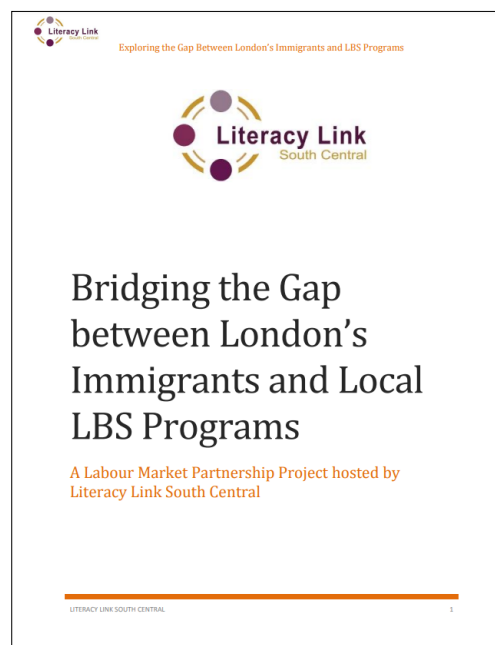


### Description

Literacy Link South Central's "Bridging the Gap" report outlines the results of LLSC's Multicultural Outreach Project. This project had the goal of developing better linkages and understanding between LBS agencies and immigrant communities.

Topics covered in this report include:

- Project objectives and deliverables
- Lessons learned
- Trends and issues
- Marketing strategies
- Labour market trends
- Needs
- Helpful programming
- Recommendations



## 30. Through the Looking Glass: Immigrant Perspectives on Literacy

### Author

- Literacy Link South Central

### Under-Represented Group

- Newcomers

### URL

- <https://vimeo.com/124936082>

### Description

Literacy Link South Central hosted a Job Creation Partnership project focused on outreach and marketing within London's diverse multicultural communities. Research into demographics and the needs of local immigrant communities occurred and months of relationship-building activities were part of this project. This included holding one-on-one interviews and hosting a focus group with representatives from numerous cultural groups across the City of London.

Through this project, LLSC gained valuable insight into how literacy is perceived by both new and settled immigrants. They also gained input and ideas on how to successfully market adult literacy programming to multicultural communities.

The lessons learned from this innovative partnership project and potential next steps are shared in LLSC's "Through the Looking Glass: Immigrant Perspectives on Literacy" webinar.



## SECTION 7 – WOMEN

### 31. Women in the Trades

#### Author

- Ontario Colleges

#### Under-Represented Group

- Women

#### URL

<https://www.ontariocolleges.ca/en/apply/skilled-trades/women>



#### Description

In “Women in the Trades”, Ontario Colleges share information on the benefits and accessibility of skilled trades to women.

Topics covered in this resource include:

#### Picture yourself... shattering stereotypes

- This section shares information on the reality that women can and do excel in the skilled trades.

#### Stronger Than a Stereotype

- This section overviews that there are courses and supports available to help women succeed in male-dominated trades. This includes apprenticeship training programs geared specifically to women and mentoring groups for women. It shares the strengths and skills that women bring to the skilled trades.

#### Did you know?

- This section highlights the four types of skilled trades (construction, industrial, motive power, and service) and links to information about sample trades in each of these categories.

## 32. Women of Impact in Canada Learning Toolkit

### Author

- Government of Canada

### Under-Represented Group

- Women

### URL

- <https://women-gender-equality.canada.ca/en/commemorations-celebrations/women-impact/learning-toolkit.html>



### Description

Women of Impact in Canada was created as an educational resource for people of all ages. Learning about the contributions of women – in fields such as the arts, sciences, politics, and human rights – can unlock an important part of our country’s history.

Women of Impact in Canada contains a wide variety of impactful educational material, including:

### Educational Guide

Educators have the power to spark a lifelong interest in learning! The Educational Guide was designed for community educators and offers guidance and ideas for introducing Women of Impact in Canada to learners of all ages.

This guide covers the following topics:

- What is a woman of impact?
- Why does gender equality matter?
- What is my role?
- Where do I start?

### Individual and Group Learning

Explore a topic on your own or bring people together through a class or community project to learn more about Canadian women of impact. Find ideas for group projects and suggestions for individual study.

### Reading List

Discover works of fiction and non-fiction about Canadian women of impact for young learners and youth and adult learners.

## SECTION 8 – LGBTQI2S+

### 33. Lesbian, Gay, Bisexual, Trans, Queer, Intersex, 2-Spirit (LGBTQI2S) Awareness

#### Author

- Simcoe/Muskoka Literacy Network (Now called Simcoe Muskoka Skill Force)

#### Under-Represented Group

- LGBTQI2S+

#### URL

- <https://literacynetwork.ca/wp-content/uploads/2017/09/SMLN-resource-LGBTQI2S-awareness-final.pdf>

#### Description

The Simcoe/Muskoka Literacy Network compiled the information in this resource from a variety of workshops, webinars, and other sources to help LBS agencies create welcoming, safe spaces for lesbian, gay, bisexual, transgender, queer, intersex, two-spirit (LGBTQI2S+) people.

Topics include:

- Basic information
- A vocabulary list
- Tips for teaching
- Strategies for creating safe spaces
- A best practices checklist created by the Ontario Human Rights Commission
- Links to helpful organizations



## 34. Making Ally a Verb: Inclusion of Two Spirit and LGBTQIA+ Peoples

### Author

- CESBA, with Mitch Borsc, Equity Consultant, Hamilton-Wentworth District School Board

### Under-Represented Group

- LGBTQI2S+

### URL

- <https://www.youtube.com/watch?v=0t2I0SRI9fo&list=PLvUfpAkjLx9-FwRPtyw4pUyvgzpadXkl&index=3>

### Description

This webinar provides information, resources, and a series of practical tips on how to be an ally for the inclusion of Two Spirit and LGBTQI2S+ people in the education system and beyond.



## 35. How to Make an Inclusive Classroom for 2SLGBTQI+ Learners

### Author

- ABC Life Literacy Canada

### Under-Represented Group

- LGBTQI2S+

### URL

- <https://abclifeliteracy.ca/blog-posts/how-to-make-an-inclusive-classroom-for-2slgbtqi-learners/>

### Description

ABC Life Literacy Canada wrote a helpful blog post on how to make an inclusive classroom for LGBTQI2S+ learners. Areas covered include the importance of using inclusive classroom materials and the right communication. It also gives tips on creating a safe learning environment.



## 36. Positive Spaces Initiative

### Author

- Ontario Council of Agencies Serving Immigrants (OCASI)

### Under-Represented Group

- LGBTQI2S+

### URL

- <https://positivespaces.ca/>

### Description

The Positive Spaces Initiative was developed to share resources and increase organizational capacity across the sector to more effectively serve LGBTQI2S+ immigrants, refugees, and newcomers.

The tagline of this website says it all: *Your journey to better support LGBTQIA+ immigrants starts here.*

Topics covered include:

- Resources
- Training
- Assessment Tool
- Untold Stories
- New and Events



## SECTION 9 – YOUTH

### 37. Youth and Adult Literacy

#### Author

- NWT Literacy Council

#### Under-Represented Group

- Youth

#### URL

- <https://www.nwtliteracy.ca/resources/youth-and-adult-literacy#40>

#### Description

The NWT Literacy Council has a dynamic website that includes a section on youth resources.

Topics include:

- Career Life Work Series
- Comic Book Studies
- Film Studies
- English 110,120,130
- Essential Skills and Skills for Success
- Everyday Math Skills
- High Interest Low Vocabulary Books
- Skill Builders for Youth
- Violence and Learning Information Sheets





## 38. Youth Literacy Resources

### Author

- Literacy Link South Central

### Under-Represented Group

- Youth

### URL

- <https://www.llsc.on.ca/youth-literacy-resources>



### Description

Literacy Link South Central has a section of its website devoted to youth literacy resources. Many diverse resources are available on a variety of topics, including:

- Marketing to Youth
- Engaging Youth
- Maintaining Youth
- Youth and Literacy Partnership Models

On this web page, you will also find a helpful resource called Targeted Literacy Programming and Outreach for Young Single Males on Ontario Works. This resource covers these topics:

- My Dream Career - Identifying and researching a dream career and discussing barriers
- Examining My Online Identity and Digital Media Use - Learning about and protecting online identity; using digital devices and media
- How I Communicate in Different Places - Learning about different communication styles and effective communication
- My Role Models - Exploring the qualities of a good role model

## SECTION 10 – MENTAL HEALTH

### 39. Yes I Can: A Mental Health Guide for Adult Literacy Facilitators

#### Author

- Project Read Literacy Network and Jennifer E. Hewitt

#### Under-Represented Group

- Mental Health

#### URL

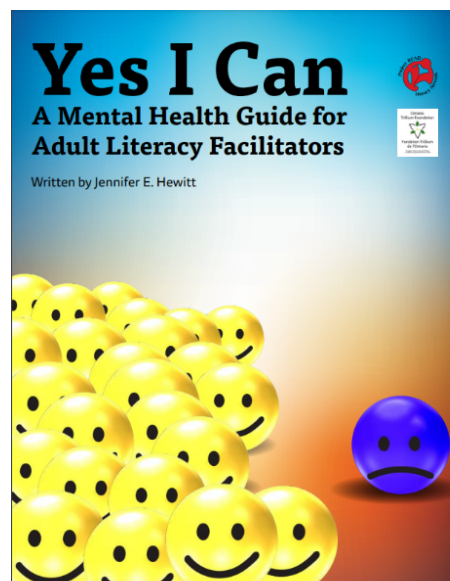
- <https://projectread.ca/pdf/MentalHealthGuide2017.pdf>

#### Description

Project Read’s “Yes I Can” is an incredibly comprehensive resource guide for adult literacy educators on a wide variety of mental health issues.

This valuable resource guide contains the following chapters:

- Mental Health and the Adult Learner
- General Suggestions for Supporting Learners Living with Mental Health Conditions
- Mental Health First Aid
- Mental Health Conditions and Disorders
- Mood Conditions and Disorders
- Anxiety Disorders
- Substance-Related Disorders
- Psychotic Disorders
- Attention Deficit Hyperactivity Disorders
- Autism Spectrum Disorders
- Developmental Disorders
- Behavioural Disorders
- Personality Disorders
- Learning Disabilities
- Additional Resources



## 40. Find Mental Health Support Website

### Author

- Government of Ontario

### Under-Represented Group

- Mental Health

### URL

- <https://www.ontario.ca/page/find-mental-health-support>



### Description

Learn about the support available and how to get help when you need it through the Ontario Government's Mental Health Support website.

This website is divided into the following sections:

<p><b>Get help. Talk to someone.</b> Shares information and links to services such as:</p> <ul style="list-style-type: none"> <li>• ConnexOntario Helpline</li> <li>• BounceBack</li> <li>• Healing after violence</li> <li>• Distress and crisis services</li> <li>• Supports for Newcomers to Ontario</li> </ul>	<p><b>Indigenous communities</b> Shares information and links to services such as:</p> <ul style="list-style-type: none"> <li>• Hope for Wellness Helpline</li> <li>• Aboriginal Health Access Centres</li> <li>• CAMH Aboriginal Service</li> <li>• Talk 4 Healing</li> <li>• Indigenous Children and Youth Services</li> </ul>
<p><b>Children and youth</b> Shares information and links to services such as:</p> <ul style="list-style-type: none"> <li>• Kids Help Phone</li> <li>• Youth Wellness Hubs</li> <li>• Signs and symptoms</li> <li>• Good2Talk</li> <li>• Mental health resources in schools</li> </ul>	<p><b>Resources at work</b> Shares information and links to services such as:</p> <ul style="list-style-type: none"> <li>• Workplace mental health</li> <li>• Farmers</li> <li>• Mental health resources for first responders and public safety personnel</li> <li>• Healthcare workers and COVID-19</li> </ul>
<p><b>Breaking Free</b> Breaking Free is a free online support tool designed to help reduce or stop the use of over 70 substances, such as tobacco, alcohol, and drugs, including opioids.</p>	