

# Employment & Community Resources for BIPOC Students

Many students have concerns about career planning, but for some BIPOC students there can be additional things to consider. This is a collection of available resources.

## Employment Resources:

**Careerspace:** This unique program allows students and alumni to get an inside look at the career landscape, while gaining meaningful experiences and necessary perspectives. Opportunities are available both through the university and in the broader community. [Careerspace](#)

**Diversity Job Board:** [Diversity Job Board | Jobs and Careers for Diverse Job Applicants](#)

A job board which offers job opportunities with companies that support diversity with the goal of connecting candidates with the best companies to achieve their career goals.

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## Community Resources:

**Canadian Black Scientists Network:** The Canadian Black Scientists Network exists to Elevate, make Visible, Celebrate and Connect Black Canadians in Science, Technology, Engineering, Mathematics & Medicine (STEMM) across sectors.

<https://blackscientists.ca/>

**Black Female Lawyers Network (BFLN):** BFLN provides a forum for students and practitioners in the field to convene, share and learn from one another.

<https://bfln.ca/>

**Canadian Association of Black Lawyers:** CABL brings together law professionals and other interested members of the community from across Canada to cultivate and maintain The Association of Black professionals in Canada. It offers scholarships awarded based on financial needs to visible minority students.

<https://cabl.ca/>

**Association of Black Social Workers:** The association acts as a support group and professional development resource for African Canadian workers. The ABSW provides a structure and forum through which Black Social Workers and workers

in related fields can exchange ideas, offer services, and develop programs in the interest of the Black Community and the community at large.

<https://www.nsabsw.ca/>

**National Society of Black Engineers (NSBE):** NSBE offers its members leadership training, professional development activities, mentoring, career placement services, and community service opportunities for students and technical professionals in engineering and technology.

<https://www.nsbe.org/>

**Black Canadian Studies Association:** BCSA mission is to create and sustain a common forum and space to study, research, and exchange ideas that advance the interest, study, and understanding of Black Canada and the Diaspora.

<https://bcsa.wordpress.com/>

**Black Legal Action Centre Home - Black Legal Action Centre | Legal Services for Black Ontarians**

With the goal of educating, advocating, and litigating to combat individual and systemic anti-Black racism in Ontario. The BLAC is a non-profit community legal clinic that offers

free legal services for low or no-income Black residents of Ontario.

**Onyx Initiative:** [ONYX INITIATIVE](#)

An initiative with the goal of professional growth and development of Black Canadian as they start their careers post-university or college by helping them access placements, mentorships and professional development.

**Black Canadian Studies Association:** [BCSA - Home \(blackcanadianstudiesassociation.ca\)](#)

The BCSA works to create a common space to study, research and exchange ideas that advance the interest, study, and understanding of Black Canada by facilitating networking between scholars, community historians, and cultural workers to provide support for Black Canadian Studies scholars, academics and historians regardless of research focus.

**Congress of Black Women of Canada (Ontario region):** [Home - CBWC | Ontario Region \(cbwc-ontario.org\)](#)

Providing a forum for Black women to identify and address issues which affect them, their families, and communities.

**Black Jobs:** [Black Jobs | Careers and Employment For African Americans](#) A job board that offers well-paying jobs to help reduce the high rate of unemployment in Black communities.

**Canadian Centre for Diversity and Inclusion:** [Canadian Centre for Diversity and Inclusion \(ccdi.ca\)](#)

A social organization with research and learning to trace how people identify alongside demographic trends within the Canadian workplace to move towards diversity and inclusion by employers.

**By Blacks Home** ([byblacks.com](#))

An award-winning online magazine with a list of job postings and a business directory of Black Canadian-owned business, funded by the Government of Canada.

**CEE Centre for Young Black Professionals:** [CEE Centre For Young Black Professionals – Careers | Education | Empowerment \(ceetoronto.org\)](#)

A Toronto-based charity that offers training programs and an online job board to address the economic and social barriers that affect Black youths of 14 years and older. The organization works with Black youth, families, employers, and the community.

A charity seeking to build strength in the framework for African Canadian children, youth, and families by helping them succeed in their job search.

**African Canadian Social Development Council:** [African Canadian Social Development Council of Ontario – ASCDC \(acsdc.ca\)](#) The ACSDC supports organizations that serve

African communities in delivering planning, policy development, research and training.

**Black Business and Professional Association:** [Black Business and Professional Association | The premiere destination for Black Businesses and Professionals \(bbpa.org\)](#) The BBPA is a non-profit organization that addresses equity and opportunity for the Black community in business, employment, education, and economic development opportunities.

**Centre for Young Black Professionals Career Training:** To support youth workforce development in Canada, CEE offers career training in 5 labor market gaps: Tech, Trades, Film, Social Services, and Hospitality. Our programs are aimed at improving careers, education, and empowerment (CEE) by using approaches that are holistic, person-centered, trauma-informed, and culturally relevant. <https://ceetoronto.org/programs/>

**Federation of Black Canadians (FBC):** The FBC is a national, non-profit organization, driven by Black organizations across the country. The Federation of Black Canadians advances the social, economic, political and cultural interests of Canadians of African descent. <https://fbcfcn.ca/>

## Education and Financial Resources:

**JCA Annual Scholarship Program:** [Jamaican Canadian Association » JCA Annual Scholarship Awards Program \(jcaontario.org\)](#) The Jamaican Canadian Association offers an annual scholarship for students in post-secondary education of Caribbean and African heritage.

**Stantec Equity and Diversity Scholarship:** [Stantec Equity and Diversity Scholarship \(stantec.com\)](#) We are committed to providing a platform to support the next generation of leaders and champions in our industry, and we are focused on growing diversity within the science, technology, engineering, arts, and math (STEAM) fields.

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## Job Boards:

**Trent Student Job Board:** [trentu.ca/sep](http://trentu.ca/sep)

**By Blacks** [Home \(byblacks.com\)](http://byblacks.com)

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**CEE Centre for Young Black Professionals** [CEE Centre For Young Black Professionals – Careers | Education | Empowerment \(ceetoronto.org\)](#) A Toronto-based charity that offers training programs and an online job board to address the economic and social barriers that affect Black youths of 14 years and older. The organization works with Black youth, families, employers, and the community.

**Canada's Best Diversity Employers:** [Canada's Best Diversity Employers \(2022\) \(canadastop100.com\)](#)

A competition to recognize the Canadian organizations with the best workplace diversity and inclusiveness programs. The site offers a job-finding tool for opportunities with these organizations.

**Caribbean African Canadian Social Services:** [CAF CAN | Caribbean African Canadian Social Services](#)

A charity seeking to build strength in the framework for African Canadian children, youth, and families by helping them succeed in their job search.

**African Canadian Social Development Council:** [African Canadian Social Development Council of Ontario – ASCDC](#)

[\(acsdca.ca\)](http://acsdca.ca) The ASCDC supports organizations that serve African communities in delivering planning, policy development, research and training.

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## On Campus Support:

**Trent Association of Black Students:** [Black Student Support - Current Students - Trent University](#)

The TABS is a group under the TCSA working to be a voice for Black students at Trent and to promote work in the community to dismantle racism and racial inequality within Trent and Peterborough.

**The Community Race Relations Committee of Peterborough (CRRC):** A non-profit community-based organization committed to encouraging and promoting anti-racism and equitable race and community relations throughout Peterborough/Nogojiwanong. <https://racerelationspeterborough.org/>

**BLACK LIVES MATTER NOGOJIWANONG:** BLM Nogo affirms, strengthens, and grows the BIPOC community to allow for greater understanding within the Peterborough-Nogojwanong area.

<https://www.blmnogo.com/>

**Black Student Support:** BSS program is a safe space for current Trent Black students to come together for support and conversations around their Black experience at Trent, the Peterborough community and beyond.

<https://www.trentu.ca/currentstudents/academics/peer-support/black-student-support>

**You Belong Here:** Created to foster inclusion and wellbeing for students, under the umbrella of You Belong Here, students will be able to access the full breadth of resource, identity, and support groups available at Trent, including supports specifically for first-generation students, racialized students, mature students, degree progression pathway students, and 2SLGBTQIA+ students. Students build on their strengths while they build peer and community connections, and ensure that all students can learn and thrive in environments that fully accept, include, and empower them.

<https://www.trentu.ca/currentstudents/youbelonghere>

**The Freedom Lounge:** The Freedom Lounge is on the second floor of The Student Centre. This space is a safe, comfortable, and accountable space for BIPOC and Racialized students to create community, feel empowered, celebrate their lived experiences, and honor their histories. This space seeks to engage students in initiatives that actively dismantle oppressive, racist, and colonial ideologies and practices.

<https://trentcentral.ca/the-freedom-lounge>

**Durham Black Educators' Network:** [Durham Black Educators Network \(DBEN\)](#)

DBEN is a proactive organization seeking to develop and implement programs to support black students and parents by providing opportunities for the professional growth of educators and residents of the Durham region.

**Wellness:** The mission of the Student Wellness Centre is to provide integrated services to address the holistic needs of students studying at Trent. The Student Wellness Centre consists of Counselling, Health & Accessibility Services. All services are strictly confidential and co-located in Blackburn Hall. [Student Wellness Centre - Trent University](#)

**Trent Central Student Association:** The Trent Central Student Association (TCSA) is a union-run for, and by, undergraduate students at Trent University. The TCSA is a non-profit organization that helps students share ideas, create change, gain new skills and access help and support while at university. In addition to advocacy and lobby efforts, the TCSA also provides a variety of services and events for its members including managing transit and the student benefits plan, offering student bursaries, and hosting social events, campaigns, workshops, and more. [Trent Central Student Association](#)

**Career and Workforce Readiness Modules:** a six-module free course created by Trent University's Careerspace to support learners in entering the workforce, taking the next step in their career, or figure out where to start with the whole process.

[Introduction – Career and Workforce Readiness \(pressbooks.pub\)](#)

**Careerspace:** Visit us at [Careerspace](#) in the Student Centre. Our team can help review your resume, cover letter, LinkedIn, as well as support with interview preparation, job search strategies, networking and more! Throughout the year, we also offer workshops, events, and networking sessions at both campuses on all things related to career preparedness to help you put your best foot forward when it comes to landing that dream job. You can email us at [careers@trentu.ca](mailto:careers@trentu.ca) check out our website [Careerspace - Trent University](#) or visit us on the third floor of the Student Centre in room 3.10