



Department of Medicine

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Department of Medicine: Inclusive Vendor Guidance

Purpose:

The Department of Medicine has prioritized anti-oppression, including anti-racism, anti-colonialism, and equity, diversity, and inclusion as core values. The Department of Medicine's Anti-Racism Task Force, convened to advise the Department on these issues, has identified anti-oppressive community outreach and engagement as a core initiative. Anti-oppressive community outreach refers to how the Department of Medicine interacts with communities outside of direct patient care in a way that reflects our stated values and priorities.

One of the recommendations from this initiative is for the Department of Medicine to invest in the local community more intentionally through its vendor selection, wherever possible. Though not a formal policy or requirement, this document is meant to guide Department of Medicine members on how and why to select Black- and Indigenous-owned, women owned, and/or locally owned businesses when purchasing on behalf of the Department.

Background:

The Department of Medicine exists within and interacts with community. The way the Department invests its time and money in the community should reflect the Department of Medicine's values.

There are historic and ongoing structural barriers to the success of businesses owned by many marginalized groups. For example, lack of prior work experience in a [family member's business](#) and historical and ongoing [bank redlining](#) have contributed to underrepresentation of Black and Indigenous people among successful entrepreneurs.

'Consumer racism' refers to the willingness to buy products made by different ethnic groups; deception-designed studies have demonstrated that people from a majority group demonstrate [lower willingness](#) to buy, lower quality ratings, and less likelihood of referring to others for products perceived to be from a minority group.

To counteract this structural and interpersonal racism and oppression, the Department of Medicine's Anti-Racism Task Force is providing guidance in how to be an ethical and anti-racist consumer when selecting vendors on behalf of the Department or in a professional capacity.

Objective:

Overcome consumer racism by intentionally selecting Black or Indigenous owned businesses over franchises when booking retreats or conferences, selecting journal club locations, ordering food for events, purchasing office supplies or books, and purchasing promotional gifts. See ["Select Suggested Vendors"](#) and ["How can I find Black or Indigenous owned businesses?"](#)



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How can I find Black or Indigenous Owned businesses?

There are several directories that allow you to search your area to identify registered Black and Indigenous owned businesses, including [AfroBiz](#) and the [Indigenous Business Directory](#).

Other resources:

- [We Buy Black](#)
- [Black Owned Hotels in the US and Caribbean](#)

Select Suggested Vendors:

This is not meant to be an endorsement or a comprehensive list. These categories were chosen to reflect products or services most often used in a professional capacity by Department of Medicine members. This list is not meant to include vendors for a wider range of products and services for personal use. Department members are encouraged to seek out diverse vendors from a variety of equity-deserving groups in addition to those listed here. Please contact Daniella.Hibbard@ahs.ca for corrections or updates.

I am looking for...	Suggested Vendor	Comment/Details
Bookstores	Books Between Friends	Women owned, locally owned
	Shelf-Life Books	Locally owned
	Pages on Kensington	Locally owned
	Owls Nest	Locally owned
Stationary	Reid's Stationary	Locally owned
	Recess	Locally owned
Catering	Lazy Loaf	Locally owned
	Tribes Catering	Black women owned, locally owned
	Whippt Kitchen	Women owned, locally owned
	Gilded Spoon	Women owned, locally owned
Bakery/Treats/Tea	Pretty Sweet YYC	Women owned, locally owned
	Hey Sugar	Women owned, locally owned
	Cookie Mama	Women of colour owned, locally owned
	Cup of Té	Founded by a Black woman with a disability
	Raven Rising Chocolate	Indigenous women owned
	Comeback Snacks	Women owned
Gifts	Indigenous Box	Indigenous owned
	Nineth and Brick	Black owned, women owned, local
	Colouring it Forward	Indigenous owned
	Kre8tive Karma	Women owned, locally owned
	Calgary Gift Baskets - Bumble Bee Baskets	Women owned, locally owned
	Callia Flowers	Women owned
	Lamb's Soapworks	Women owned, locally owned
	YYC Beeswax	Women owned, locally owned