

Thursday June 8th 2023

Anti-Racist Cooperation Hub

Thinking Past the Terminology

Understanding Anti-Racism as a Personal Journey

The ARC Hub is a Global Affairs funded project housed at Cooperation Canada



Today's Agenda

Today's presentation is an interactive module comprised of self reflective activities further analyze personal responsibility and oneness in combatting racism.

Please take a moment to share what you are hoping to get out of the session.

Overview

Introduction

Ground Setting

Exercise

Reflections

Close

Land Acknowledgement

I would like to acknowledge the unceded and unsurrendered traditional territory of the Anishinaabe Algonquin nation, I would like to acknowledge this nation as the traditional and continued care takers of this land we live and work on in what is colonially known as Ottawa and traditionally known as Odawa a word meaning "traders". As a person displaced from my homelands I hold my personal and active journey of decolonization and growth through learning and action as an offering to the Indigenous peoples of these lands. I commit to continue seeking ways to honour how our ancestors would have met and the traditional name of this city in building new ways to trade, to exchange knowledge, skills, resources in our collective fight for freedom and a return to culture and tradition.

Please take a moment now or at any point during this presentation to write in the chat the lands you are currently on and one intentional reflection on your relationship to those lands.

Who We Are/What We Do

Introduce yourself in the chat!

The Anti-Racist Cooperation (ARC) Hub is a dedicated Coordination Secretariat and a resource center for the sector.

Our goal is to support Canadian International Development and Humanitarian Organizations improve their ability to integrate anti-racism and intersectional feminism into their work by providing resources, knowledge sharing spaces, networks of support and training.

Core ARC Hub team: RJE, PC and PA alongside the sector (taskforce, WG, affinity groups, etc.)

Our Theory of Change: Organisational vs Individual

If you haven't already and feel comfortable to do so please change your name and add your pronouns

Community Agreement

What is a community agreement?

An opportunity to set a collective set of guidelines for how we engage in this space. They are free to change throughout the presentation.

We are trusting you to do what you need to ensure your full participation and that you will communicate your needs as they change

We are committing to building a safe(r) space prioritizing confidentiality, equitable participation, honesty, ownership over our words and actions

We are coming here open minded, intending to be respectful and accountable. We will address harmful behaviour.

Our Rules of Engagement

All systems of oppression exist and are interconnected

We are all here because we want and choose to be here

Opposing systems of oppression, building alternatives, and cultural change are all necessary

We live at intersections, we all benefit and are harmed by systematic oppression even if in different ways

Dismantling systems of oppression benefits everyone

An individual/community is the expert of their own experience and the solutions to the problems they face

Confronting social injustice can be painful and/or joyful

Everyone deserves the autonomy of choice

Liberation is possible

The body doesn't lie

WHAT IS A COMMUNITY ASSUMPTIONS

A LIST OF STATEMENTS THAT WE ARE AGREEING TO TREAT AS TRUTH BEFORE MOVING FORWARD WITH A CONVERSATION OR PROCESS.

What does it mean to think past the terminology?

It certainly doesn't mean to stop exploring their meaning or confronting their place in our daily lives but more how do we do so while acknowledging that this terminology is supposed to inform a daily practice

Anti-racism

Intersectional
Feminism

Power

Privilege

Colonialism

Equity vs
Equality

White
supremacy

However there are some terms we are keeping..

Humility

Being willing to challenge ourselves and sit in personal discomfort and guilt. The knowing that we will never understand the experience of someone living at different intersections than we are and still being able to validate those experiences with action. Challenging defense mechanisms.

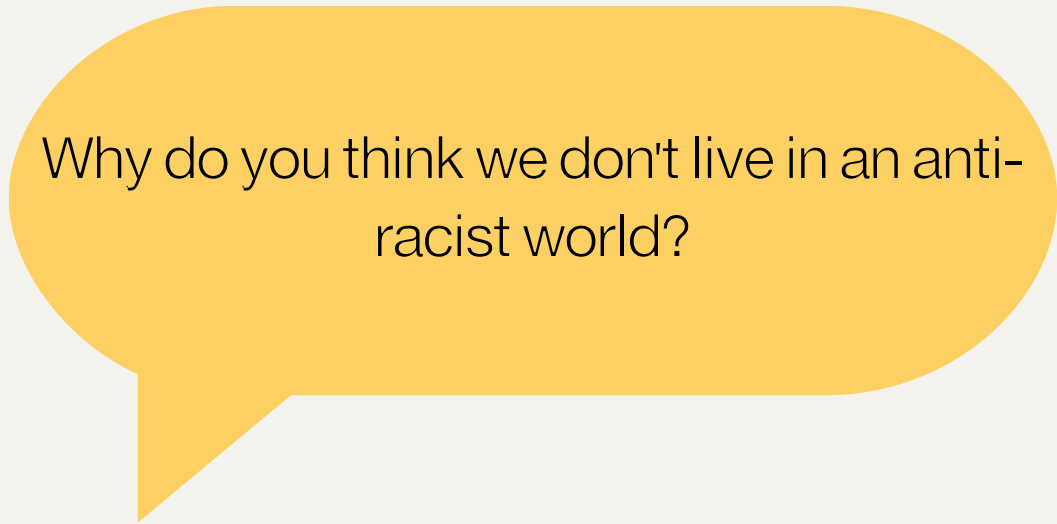
Honesty

Taking intentional time for reflection whilst prioritizing the truth over perception. What are your beliefs, what are you willing to sacrifice and what are you not, what is important to you? Allowing others to engage their autonomy in how they create safety for themselves whilst engaging with you in your process of learning/unlearning,

Bias

Built over time whilst engaging with institutions, systems, and societal norms. Your world view whether you are cognizant of it or not. The clouded lense through which you see the world .

Some current observations on the state of anti-racism and intersectional feminism



Why do you think we don't live in an anti-racist world?

People are eager to understand but don't know what this means in practice

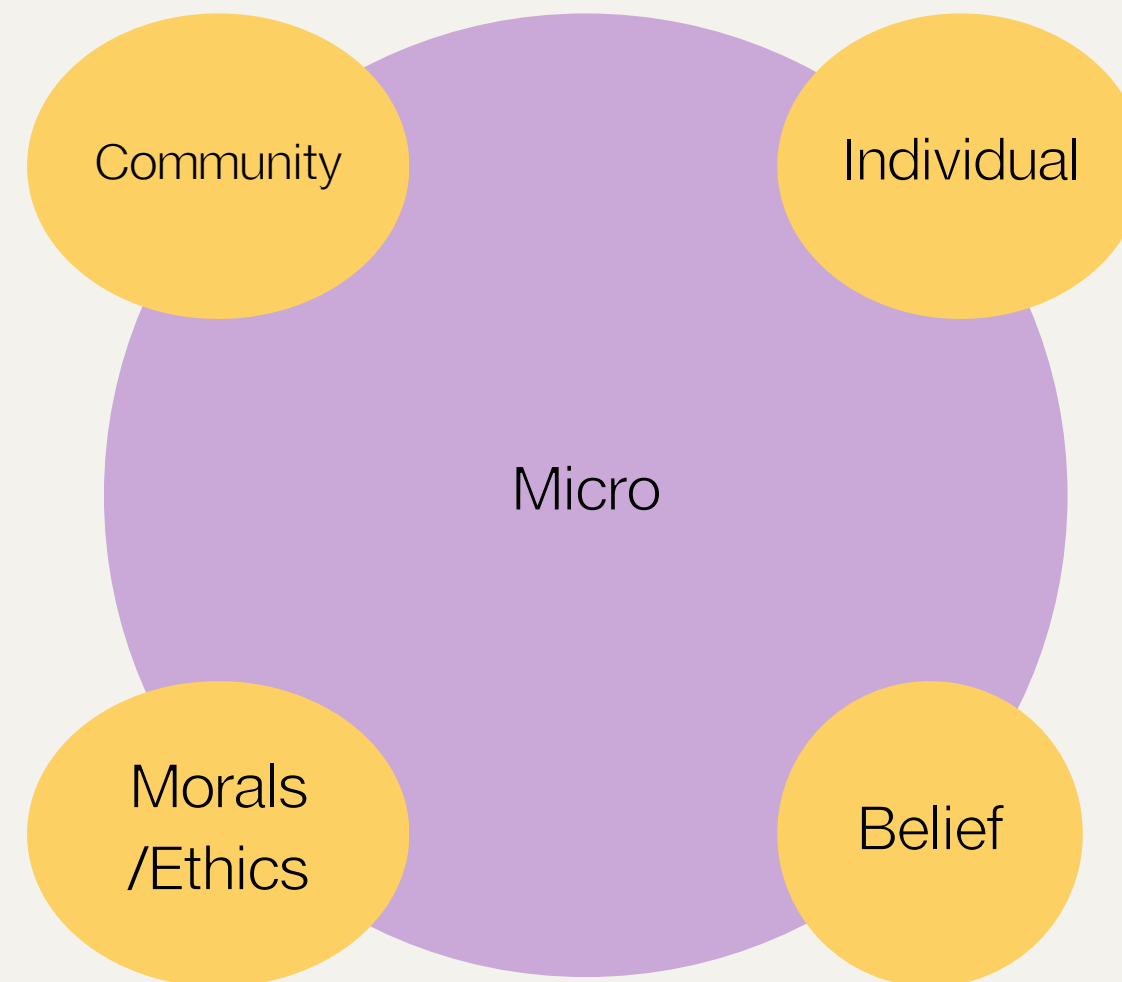
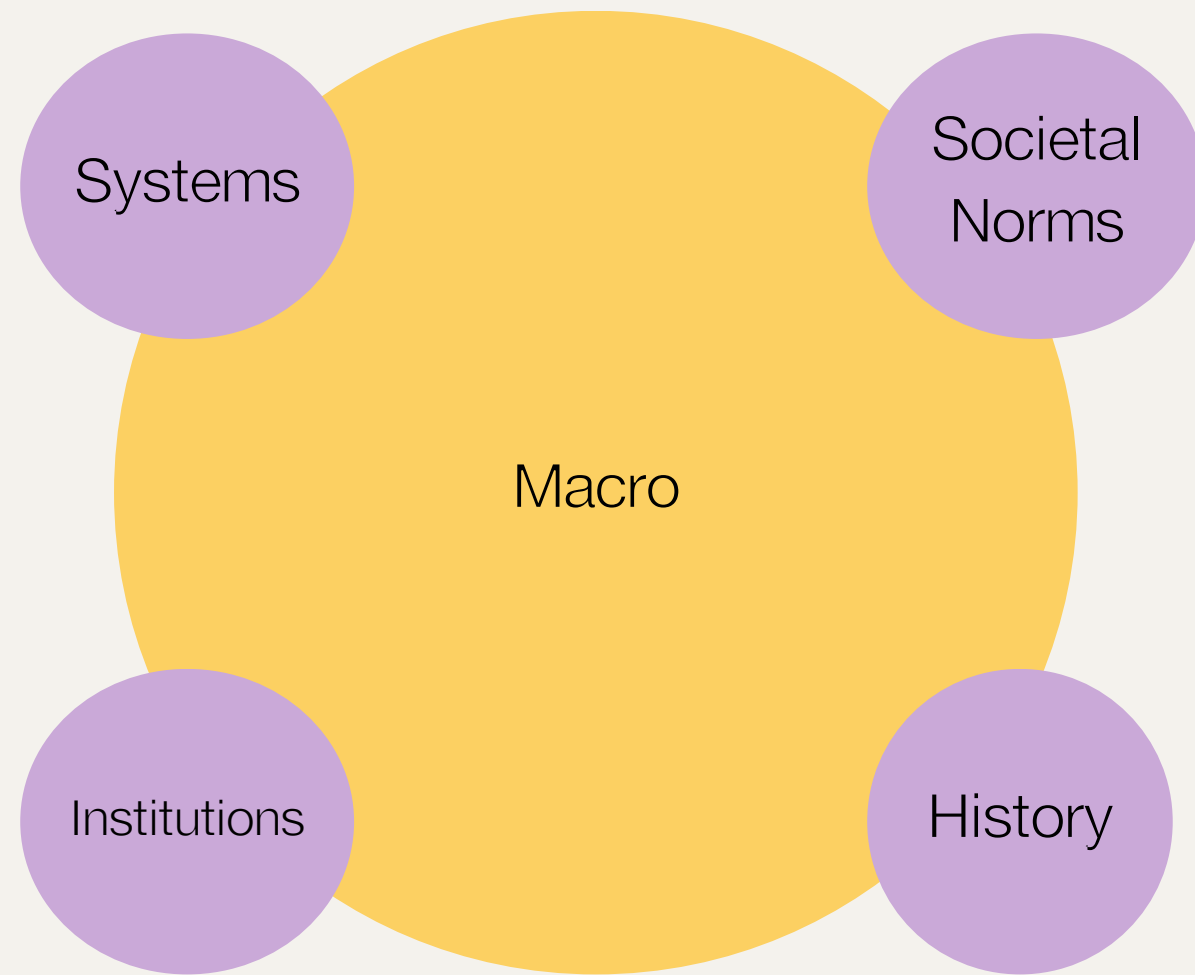
There is often a moment when that eagerness is confronted by the unmovings of systems/institutions/procedures/bias/privilege etc

The focus on terminology has taken away from an understanding of the everyday practice

There is a fear of whitelash

As a sector we are having trouble understanding these conversations under a global context

What we are looking at today?



So lets think about it...

You will now be split off into break out rooms each group will be asked to tackle 1-2 of the questions on the screen and do some report back. The aim is to respond as honestly as possible.

01

Who are the communities you work with how do their histories relate to their needs?

02

How are you using your power and privilege to subvert harmful norms today, tomorrow, etc?

03

What brought you to this work? What keeps you in this work?

04

What has anti-racist change or imbedding intersectional feminism looked like for you? How about your org how does your staff feel about it?

05

When was the last time you were challenged? What did you do? How did you feel?

06

Who do you feel accountable to and why?

07

How does bias show up in your day to day? What could the effects be?

08

What are your goals on these subjects? What has progress looked like for you?

09

What is most important to you in the work that you do and why?

10

What are your limitations on these themes? What are the effects of those limitations on others?

So lets think about it...

Feel free to answer these questions or ask any of your own?

How did it feel to answer these questions?

Why do you think these were the questions chosen?

What do you feel was missing?

What are your take aways?

What was your favourite part?

A big thank you!

We are so grateful for your participation in today's workshop remember this is only the beginning or only a moment in a journey so give yourself grace and a pat on the back for showing up today. We hope to engage with you further in the future and don't forget action over perception and honesty over terminology!

Reminders*

We are currently in a signatory period

The post event survey

Sign-on to our newsletter

Our website

Thank you

The ARC Hub is hosted by Cooperation Canada and funded by Global Affairs Canada.



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