



OCTOBER 16TH-17TH

# RETHINKING PRIORITIES

Anti-Racist Perspectives and PSEAH as building blocks to sustainable pathways for the Canadian International Cooperation Sector

## Building Strong Teams

Going from diverse to inclusive -

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



# RETHINKING PRIORITIES

## AGENDA

We have an exciting agenda for today's opening centred around giving you all the context necessary to use this conference as a launch pad to safer, more sustainable, and equitable futures.

Lets get to rethinking our priorities!

# LAND HONOURING

Write in the chat what  
lands you occupy? What  
of them are you  
honouring?

Together, we imagined this conference as a supportive and engaging space to innovate, skill share, and future-build. We are inviting participants to participate in capturing the knowledges shared and exchanged throughout this conference to give us a rich and holistic view of your experiences of these spaces.

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**Check your  
Participant  
package**

# COMMUNITY NOTE TAKING

Together, we imagined this conference as a supportive and engaging space to innovate, skill share, and future-build. We are inviting participants to participate in capturing the knowledges shared and exchanged throughout this conference to give us a rich and holistic view of your experiences of these spaces.

**05.**

# Psycho-social support

## Contacts

Due to the sensitive nature of our work, we encourage you to participate to the extent you feel comfortable and to take a break from the sessions and step back from your screen at any point if needed.

### ENGLISH

Mubuntu Counselling  
and Consulting  
Services

mubuntucounselling@gmail.com

**613-710-2326**



**RETHINKING  
PRIORITIES**

**10.**

# 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.



01.

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

02.

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

03.

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

04.

We are committing to being respectful, candid, transparent, and fair to all participants regardless of language, race, national or ethnic origin, age, sex, gender, sexual orientation, marital status, ability, etc. throughout the conference.

05.

We are committing to creating space for all in attendance to contribute and participate, to give prominence to the voices and stories of those who might otherwise be excluded, and to seek out the wisdom and reflection of those who may feel silenced.

06.

We are committing to encouraging a forum in which the varied experiences of participants are given equal weight.

07.

We are committing to participating in the forum with a spirit of openness to learning, and a recognition that the broad diversity of participants includes experience and knowledge that is beyond my own, and through which I can grow.

08.

We are committing to ensuring the physical, emotional, sexual, and spiritual safety of all participants in the conference, including by calling out harassment when it is witnessed and reporting incidents to conference organizers or other authorities as appropriate.

08.

We are committing to the broad goals of strengthening Canada's global leadership and recognize that all participants share those goals. In all conversations and forums, I will remember that we are on the same side and will seek to find common ground and inspiration

# COMMUNITY ASSUMPTIONS

## WHAT IS A COMMUNITY ASSUMPTIONS

A list of statements that we are agreeing to treat as fact before moving forward with a conversation or process. This is done in hopes to break down the barriers and misunderstandings that often hinder safe(r) engagement in communities built quickly under a single purpose.

12.

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



## **A HEALTHY AND COHESIVE TEAM IS WHAT MAKES FOR A STRONG AND PRODUCTIVE WORKPLACE.**

**“If you are neutral in situations of injustice, you have chosen the side of the oppressor.” -Desmond Tutu (Understanding Anti-racism)**

Many of our current ideas on workplace structures derived from the colonial era many people in positions of leadership believe to be operating from neutral positions which applied in western systems reinforces colonial and racist outcomes.

Many people are not willing to acknowledge the ways in which racism is deeply engrained the issues of the sector are replicated in the workplace. The realities of our sector are that localization needs to begin in our workplaces.



# 11.

# PAUSE

BEFORE WE GET STARTED ON THESE TYPES OF JOURNEY'S IT'S IMPORTANT TO DO SOME INTERNAL CHECK-INS. IN EVERYTHING THAT WE DO WE CARRY OUR BIASES AND BELIEFS

These processes involve shifting power and recognizing who and how we have power over. We are asked to navigate deep personal reflection with humility, open minds, grace, and a sustained willingness to dismantle systems that have and continue to benefit us greatly. systems that we have built our dreams and visionsof our lives.. It's important for these moments of honest and deep reflections before embarking on these journeys because our reactions to these types of system change processes when we aren't ready or willing to see them through can have incredibly harmful and traumatic effects.



## Some questions you could ask yourself!

**How did your privilege put you in this position?  
in what ways do you buy into systems of harm?**

**how are you educating yourselves?**

**what does this work mean to you?**

**what does moving away from neutrality feel like  
to you?**

**Whar does the idea of shifting power feel like?**

**What are alternates of the realities that you  
dreamed of for yourself?**

**Who are you accountable to?**

# ACKNOWLEDGE THE ISSUE

PROCESSES, ATTITUDES AND BEHAVIOUR(S) WHICH  
AMOUNT TO DISCRIMINATION THROUGH UNWITTING  
PREJUDICE, IGNORANCE, THOUGHTLESSNESS AND  
RACIST STEREOTYPING WHICH DISADVANTAGE  
MINORITY ETHNIC PEOPLE.

- STOKELY CARMICHAEL  
AND CHARLES VERNON HAMILTON 1967

Acknowledging the issue and inviting your staff into conversations around it is a crucial first step. It's important to know what you are acknowledging so that the path that you build is contextually specific process.

Questions:

- How does relational/institutional racism show up in the workplace?
- How does the organization define it?
- How does staff define it?
- What is the responsibility in acknowledging the issue?
- Why are you doing this work?

12.



It's important to be extremely conscious of the way in which bias can show up in this part of the process. This begins to shift established accountability structures and can be a confronting and uncomfortable moment it's important not to run from but to create safety in and around of. Leadership especially those who are not racialised must recognize an urgency and responsibility to act.

# THE IMPORTANCE OF BUILDING TRUST

**THIS WORK REQUIRES TRUST AND TRUST IS NOT BUILT WITHOUT RESPECT AND RESPECT ISN'T BUILT WITHOUT ACTION.**

it's important to commit to your staff, to building trust to shifting power into the hands of affected communities recognizing inherent power structures that have historically disadvantaged some staff members. Again at this stage it's important recognize the power that you hold in the process and creating a safe(r) space.

**TRUST BUILDING CAN LOOK LIKE**



RECIPROCAL FEEDBACK LOOPS - CREATING AN ATMOSPHERE WHERE OPINIONS, EXPERIENCES, WANTS AND NEEDS ARE EQUALLY VALUED. THIS CAN LOOK LIKE CREATING COMMUNITY BASED DECISION MAKING STRUCTURES, ASKING STAFF ABOUT WHAT IS AND IS NOT WORKING AND MAKING CHANGES ACCORDINGLY, CREATING ACCOUNTABILITY MOMENTS/STRUCTURES, ADMITTING WHN MISTAKES HAVE BEEN MADE AND TAKING THE STEPS TO NOT REPEAT.

ANONYMOUS MEANS OF COMMUNICATION IN WHICH STAFF CAN SHARE INFORMATION WITHOUT FEAR OF REPROCUSSION. ASKING YOURSELF WHAT DOES SAFETY LOOK LIKE TO YOUR STAFF AND HOW ARE YOU PRIORITIZING CREATING SAFETY AND RECOGNIZING THE POSSIBLE LACK THEREOF?

STICKING BY YOUR COMMITMENTS. ACTION WILL CONTINUE TO BE THE ONLY WAY THAT YOU CAN BUILD TRUST. SUSTAINED ACTION AND REFLECTION. WORDS ARE GREAT BUT MEAN NOTHING IF NOT PUT INTO PRACTICE.

**16.**

16.

## CULTURE CHECK!

What are your current trust building practices? How does your staff feel about the processes you have embarked on or haven't?

Many organizations don't prioritize this because of the power dynamics and beliefs/norms that are integrated in the workplace. Without trust no processes can be honest reflections of the staff, the people within them. It's important that staff be invited into these processes as equitable stakeholders.

What are your collective definitions of a healthy team?

Draft something..

What are your definitions of a healthy and cohesive team?

What are your Black, Indigenous, and Racialised staffs definitions as individual communities and together

What are the similarities, differences, contradictions?

# **EVALUATING OUR PROCESSES**

**30MINS**



# CONFERENCE AGENDA

26.

**DAY1**

- **11am-1pm** Opening Session
- **1pm - 2pm** Lunch Break
- **2pm-4pm** Concurrent Sessions
  - **A:** ARC Training
  - **B:** Centering Survivors: A Discussion on the Victim/Survivor-Centered Approach in PSEAH
- **4pm-4:15 pm** Break
- **4:15-5:15 pm** Concurrent Open Session:
  - **A:** Community gathering for BIPOC women and gender diverse folks (closed safe(r) space)
  - **B:** Digna Focal Points open space

**DAY2**

- **11am-12:30 pm** DIGNA present: Bridging the Gap - PSEAH Implementation on the ground
- **12:30pm - 1:30 pm** Lunch Break
- **1:30pm-3:15 pm** Collective Commitment: A sneak peak on Progress on Anti-Racism in International Cooperation
- **3:15pm-3:30 pm** Break
- **3:30pm-4:30 pm** ARC X DIGNA Closing session - what's next?





# RETHINKING PRIORITIES

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blocks to sustainable pathways for the Canadian  
International Cooperation Sector

# THANK YOU!



The ARC Hub and Digna are Global Affairs funded projects housed at Cooperation Canada // Le Centre de l'ARC et Digna sont des projets financés par les Affaires Mondiales Canada et hébergés par Coopération Canada.