

OCTOBER 16TH-17TH

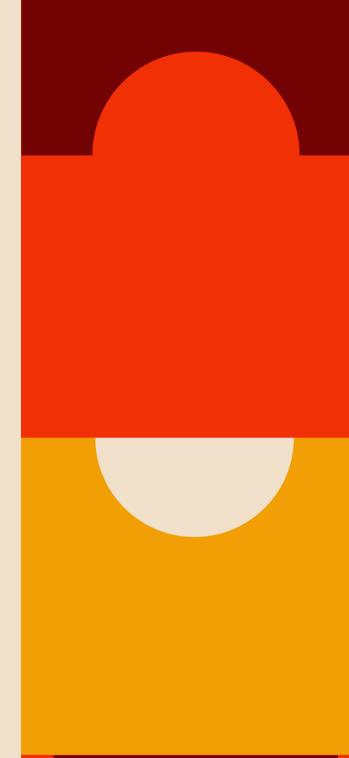
RETHINKING PRIORITIES

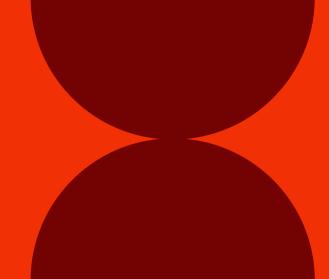
Anti-Racist Perspectives and PSEAH as building blocks to sustainable pathways for the Canadian International Cooperation Sector

Building Strong Teams

Going from diverse to inclusive -

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







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

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

Check your Participant package

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COMMUNITY NOTE TAKING

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







COMMUNITY AGREEMENT



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, honestly, 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 commiting 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 commiting 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.

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



WHAT IS A COMMUNITY AGREEMENT

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. All systems of oppression ex are interconnected

Opposing systems of opprebuilding alternatives, and cul change are all necessary

Dismantling systems of oppr benefits everyone

Confronting social injustice painful and/or joyful

Liberation is possible



xist and	We are all here because we want and choose to be here
ession, Iltural	We live at intersections, we all benefit and are harmed by systematic oppression even if in different ways
ression	An individual/community is the expert of their own experience and the solutions to the problems they face
can be	Everyone deserves the autonomy of choice
	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 apllied 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.

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 visions of 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!

to you? dreamed of for 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

Whar does the idea of shifting power feel like? What are alternates of the realities that you 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:

- show up in the workplace?
- How does staff define it?
- the issue?
- Why are you doing this work?



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.



 How does relational/instituational racism • How does the organization define it? • What is the responsibility in acknowledging

12.

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 DECISIONI 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.

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 quitable 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 deifinitions as individual communities and together What are the similarities, differences, contradictions?

EVALUATING OURPROCESSES

30MINS



CONFERENCE AGENDA



- **11am-1pm** Opening Session
- 1pm 2pm Lunch Break
- 2pm-4pm Concurrent Sessions
 - A: ARC Training
- 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
- 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?

- **B:** Centering Survivors: A Discussion on the

• **11am-12:30 pm** DIGNA present: Bridging the Gap - PSEAH Implementation on the ground

DAY1

DAY2



RETHINKING

Anti-Racist Perspectives and PSEAH as building 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.



Canada