



RETHINKING PRIORITIES

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

Welcome//Bienvenue

A ground-setting and info-sharing moment // Un
moment de réflexion et d'échange d'informations

The ARC Hub and Digna are Global Affairs funded projects
housed at Cooperation Canada

TECH SUPPORT



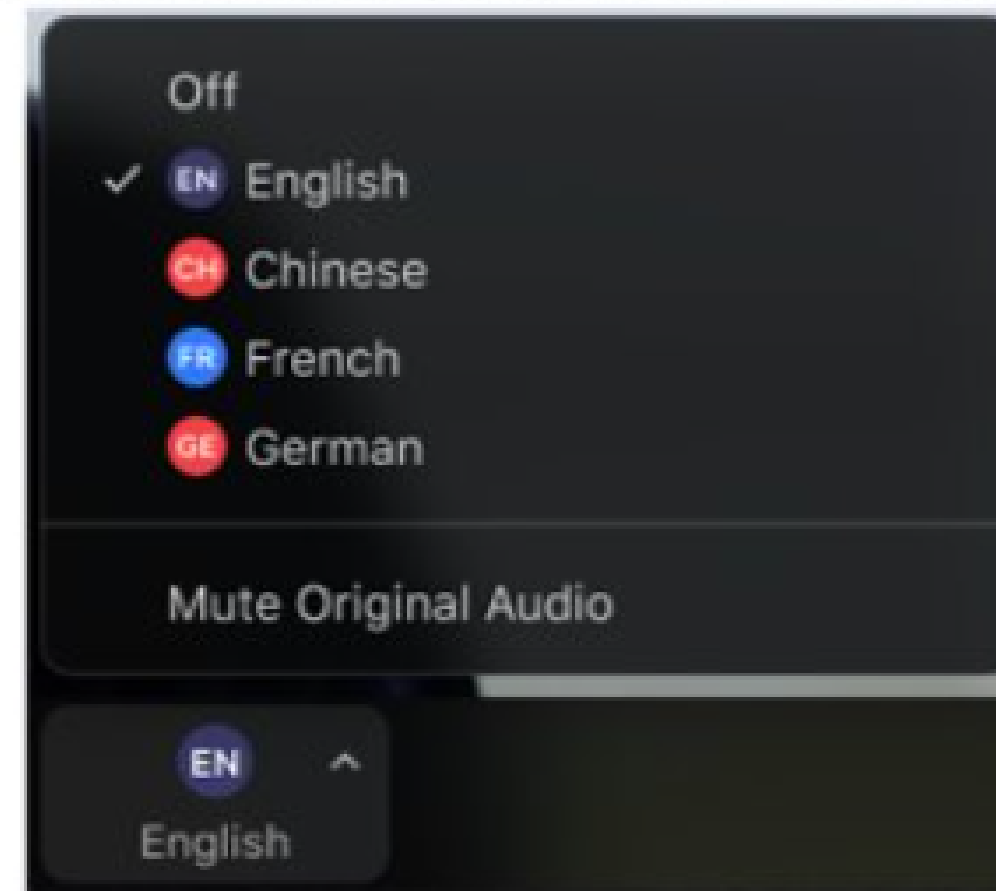
Using Language Interpretation service

1. In your meeting/webinar controls, click Interpretation .
2. Click the language that you would like to hear.
3. (Optional) To hear the interpreted language only, click Mute Original Audio.

Notes:

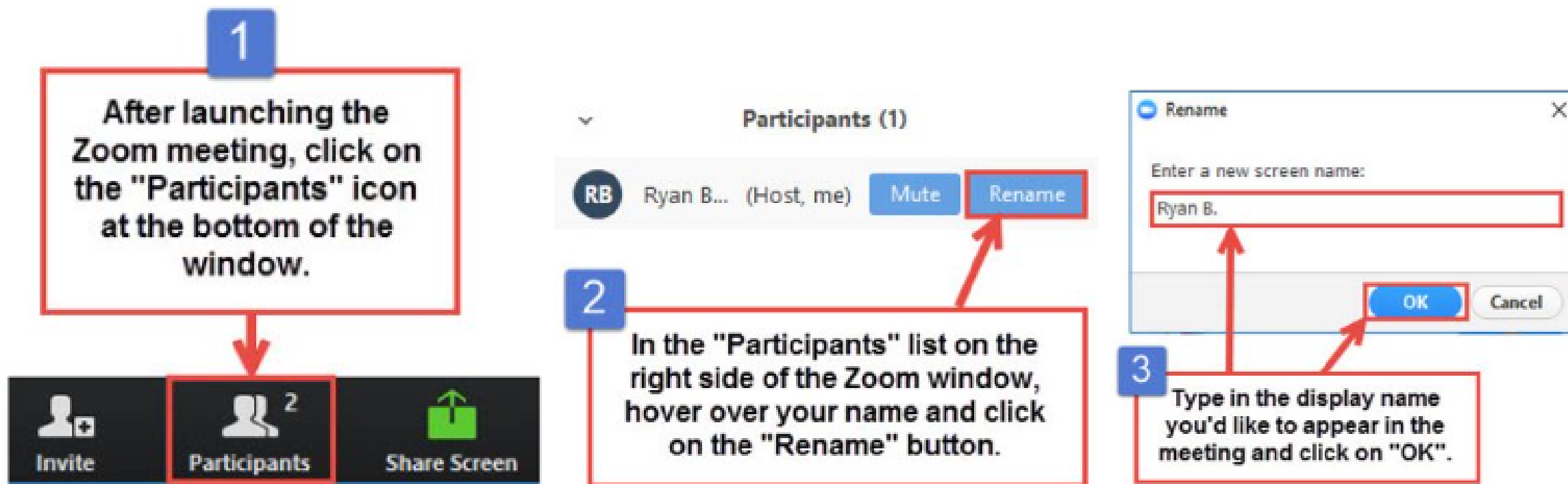
- You must join the meeting audio through your computer audio/VoIP. You cannot listen to language interpretation if you use the dial-in or call me phone audio features.
- As a participant joining a language channel, you can broadcast back into the main audio channel if you unmute your audio and speak.

1. In your meeting/webinar controls, click Interpretation 🌐.
2. Click the language that you would like to hear.



3. (Optional) To hear the interpreted language only, click Mute Original Audio.

02.



1. Join a Zoom meeting on the Zoom desktop client.
2. On the Zoom in-meeting controls, click Participants .
3. Hover your mouse over your name, then click the ellipses .
4. Click Rename.
5. A pop-up box will appear.
6. In the pop-up box, enter your display name.
7. Click Change.

03.

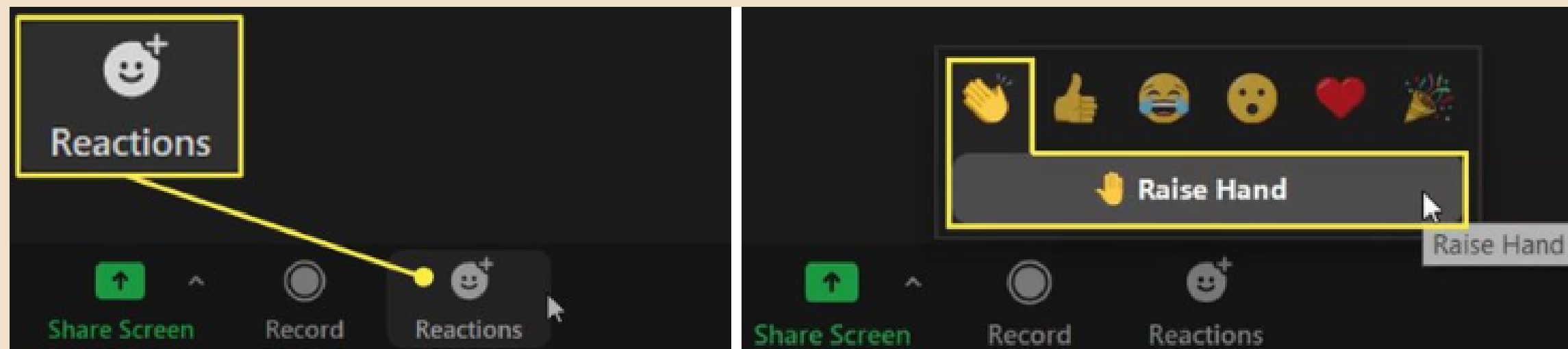
TECH SUPPORT

How to rename yourself on Zoom

*Please use the same name as in your registration.

*SVP, nommez-vous de la même manière que dans votre inscription

Raising your hand:



At any point during all session, you can contact Mark Edwards through direct message in the chat box or via email at medwards@cooperation.ca for tech issues and support

04.

TECH
SUPPORT

1. In the meeting/webinar controls, click Reactions , then click Raise Hand .
2. The host will be notified that you've raised your hand.
3. If the host allows you to talk, you may be prompted to unmute yourself. While unmuted, your profile picture and name are displayed to the host and panelists. Only your name is displayed to other attendees.
4. In the meeting/webinar controls, click Lower Hand to lower it, if needed.
5. This will not mute yourself if you are unmuted.

Note: Users can also raise or lower their hand with the Alt+Y (Windows) or Option+Y (macOS) keyboard shortcuts.

NAVIGATING THIS VIRTUAL SPACE

Make sure to join each session via your participant package document, as Zoom links vary from session to session.

If you have difficulty joining a session, you can always send an email to medwards@cooperation.ca for support.

Day 1 - Session Agenda

11am-1pm Opening Session

- [Zoom link](#)
- [Community note taking document](#)

1pm - 2pm Lunch Break

2pm-4pm Concurrent Sessions

- ARC Training
 - [Zoom link](#)
 - [Community note taking document](#)
- Centering Survivors: A Discussion on the Victim/Survivor-Centered Approach in PSEAH:
 - [Zoom link](#)
 - [Community note taking document](#)

4pm-4:15 pm // Break

4:15-5:15 pm // Concurrent Open Session:

- Community gathering for BIPOC women and gender diverse folks (closed safe(r) space)
 - [Registration link](#)
- Digna Focal Points open space:
 - [Zoom link](#)

A large teal gear icon with 12 teeth, centered on the left side of the page. The text "Check your Participant package!" is written in white inside the gear.

**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.

06.

LAND HONOURING

Feel free to write in the chat what lands you occupy? What of them are you honouring?

I honour the land traditionally known as Tiohtià:ke the island that has been a site of so much movement and been a grounding space for the transit of many indigenous communities but was traditionally cared for by the Kanien'kehá:ka Nation the custodians of the land and water we live, work, love, and grow on

Close your eyes and feel the ground under your feet. Take a deep breath in, hold, and out. I want you to visualize yourself on the land that made you. The land that has held your life stories, love stories, that you've played on, dreamed on and built on. I want you to take your mind to the communities that cared for that land that made it possible for the trees, grass, flowers to grow the waters to flow, ..



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!

01. Ground setting

02. Our programs and work

03. Imagination activity

04. Closing

08.



LETS GET GROUNDED

Before we dive into these next two days of content lets take a moment to get a little bit familiar with our programs, their origins, and the work that brings us here today!

“ It’s important to recognize that these two processes were not isolated. Our sector continues to be faced with its history and its effect in and around our work, to break the cycle that continues to lead us to these moments of reckoning requires us all to rethink our priorities.

”

09.

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.

CONTACT

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 support folks 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

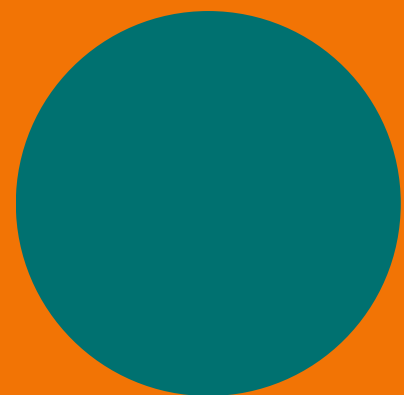
11.

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

13. INTRODUCTIONS



RETHINKING PRIORITIES

Meet the team!



Fanta Diaby

Digna Program Manager



Leila Moumouni-Tchouassi

ARC Racial Justice Expert



Barbara Nzigiyiye

ARC Program Coordinator



Meghane Thibodeau

ARC Program Assistant



DIGNA

Preventing Sexual
Exploitation and
Abuse



Digna aims to contribute to organizational culture change within the Canadian international cooperation community by providing training, online resources and consultation services for the adoption of gender-responsive best practices with the ultimate goal of preventing sexual exploitation and abuse in operations and partnerships.

14.



1

2018

Media storm concerning experiences of SEA, and other types of abuse. Cooperation Canada members form a Steering Committee on the Prevention of and Response to Sexual Misconduct.

2

2019

Cooperation Canada submits proposal to Global Affairs Canada, in collaboration with the Steering Committee, to partner in developing a resource centre to facilitate PSEA coordination across the sector.

3

2023

The Digna program hits 4 years of programming supported by its Advisory Council and Working Groups.

DIGNA HISTORY

DIGNA

Resource Library

Digna's Directory of PSEA Service Providers

Leaders pledge

Organizational assessment tools

Training
November 9th,
11:00 AM to
2:30 PM (ET)

“ You can only implement PSEA in organizations if the leader recognizes that it is an issue that they need to identify and address. If there is no support from leadership any effort will fail. This will take time and resources that organizations should plan for. ”

16.

DIGNA

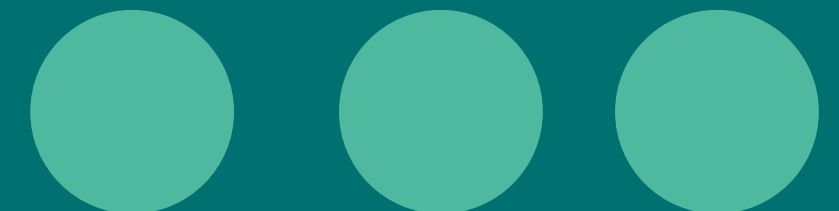
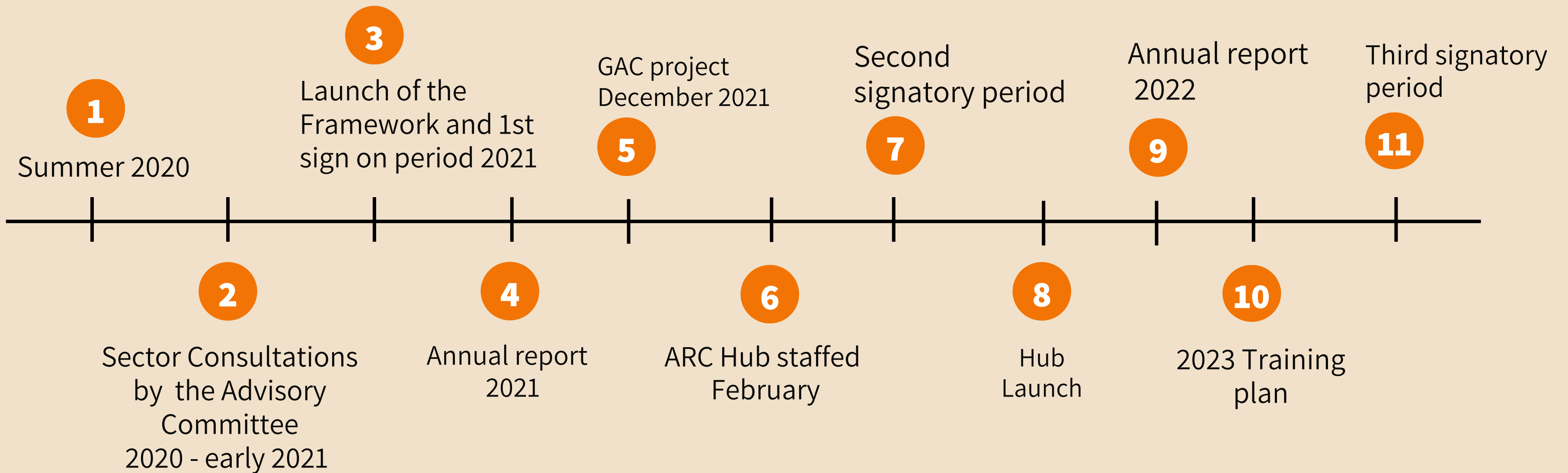
What's next?

17.

As the Digna project approaches the end of its fourth year of activities, we are asking ourselves what's next? What's next for the program, what's next for our collective efforts towards PSEAH? How do we maintain our progress and how do we build on it?

ARC HUB HISTORY

Read more on the ARC Hub website.



ANTI-RACISM IN COOPERATION PROJECT AND HUB



The ARC Hub is made up of different parts that are responsible for different aspects of this work. Having said that these pieces make up a holistic approach at meeting this sector and this work.

19.

ARC PROJECT

The ARC project is defined by the collective interest and effort to integrate anti-racist principles and practice into the Canadian International Cooperation sector.

TASKFORCE

The Taskforce on Accountability supports the ARC project to keep the sector accountable to the Framework. The team supports the creation of an annual report. We are grateful for their contributions and ownership over this process.

ARC HUB

➤ DEDICATED COORDINATION SECRETARIAT AND A RESOURCE CENTER FOR THE SECTOR

We 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.

ARC HUB FRAMEWORK



- 01.** We commit to measuring the ways in which employees experience the workplace unequally and acting upon this data to construct more diverse and inclusive work spaces "
- 02.** "We commit to recognizing and eliminating racism in our story telling, advocacy, fundraising, and knowledge sharing, and to using our platforms to support the anti-racist agenda."
- 03.** "We commit to implementing anti-racism efforts into the design and delivery of our context-specific, culturally competent programming and continuously improving the way we design, implement, and evaluate, our work"



20.



RETHINKING PRIORITIES

WHAT IF WE THOUGHT DEEPER?

It's important that we acknowledge the moments that acted as the catalyst for so much good work and important reflection. Having said this to be intentional is to recognize that the calls for change came long before George Floyd, the #MeToo, #AidToo and other crisis motivated movements. Communities have been working to rectify histories and break cycles for centuries.

How are we recognizing these dangerous cycles in who we future build? How does our internal planning prioritize the calls of the communities affected by our work?

Rethinking priorities is about getting honest and intentional. Recognizing the way our current prioritization models and how they can create harmful norms.



RETHINKING PRIORITIES INTERSECTIONS OF OUR WORK

Our two programs exist as means to bring about experience centred change. To recognize the most vulnerable in our work and to create the structures and systems necessary for better future-building.

Whether we recognize it or not our sectors work is about equity. When we integrate intersectional practices we capacity build in a way that allows us to be proactive not reactive.

GOALS FOR THE CONFERENCE



Feel free to share in
the chat what you are
most excited about the
conference!

Globally and in Canada international cooperation actors are being called to shift power in real and concrete ways. Through conversations on localization, decolonization, reconciliation, PSEAH, and anti-racism the sector is having to find its footing and respond urgently

Having said that, we have heard the calls that capacity building, knowledge sharing, and practical guidance are still necessary to accomplish much-needed progress on these issues

23.

24.

ACTIVITY

Let's take a moment to get grounded. Something at the center of rethinking priorities is standing firmly in and understanding what motivates our actions and our perspectives on innovating. So in that spirit and to get you ready for an engaging two days we wanted to move into an activity.

This will be a moment of reflection that you can share out loud or write down for yourself. This activity is meant to challenge your path. Recognize your achievements, and validate your dreams. We spend so much time in the workplace going from task to task this is an attempt to bring mindfulness into how we reflect into this work but also in how we will move throughout this conference.

01.

What brought you to this work? What excited you about international cooperation and the role you could have in doing good work?

02.

How does your positionality inform the way/what you dream about the work that you do and the space that you take up in the actualization of your dream

03.

What have been your greatest accomplishments on this path and how do you measure them relative to your dreams?

04.

Who/what do you need to make your dream happen?



Remarks by Kate Higgins

Cooperation Canada CEO



Remarques de Kate Higgins

Directrice de Coopération Canada



CONFERENCE AGENDA

DAY1

- **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
 - **C:** Intersectionality of our work

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?

26.



RETHINKING PRIORITIES

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.