

THURSDAY NOV 30TH 2023

Welcome! We are so happy to have you ! Take a moment to change your display name and introduce yourself in the chat!

THE ARC HUB PRESENTS

Building Anti-Racist Organizations

A PRESENTATION FOR CEOs and EDs

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

Today's Agenda

Please take a moment to share what you are hoping to get out of today's session.

01



Ground-setting

02



About Us

03



The Journey

04



Sustainability

05



Q&A

06



Closing



Session Objectives

This is an overview session on anti-racism and organizational leadership. In this session we will introduce you to the ARC Hub and explore together important foundations of anti-racism and organizational leadership. We will look at how to embark on an anti-racism journey in your organization and how to ensure that this journey is sustainable, responsive and fits your organizational context.

Sustainable

Reflective

Contextual

Land Honouring

As we integrate land acknowledgments into our day-to-day, it is important to remember that these are active moments of reflection and commitment. As a Canadian sector, it is crucial that we acknowledge and actively work to show up for Indigenous communities by being aligned with their fight and hearing their calls for re-indigenization. As a sector that works globally, it is also important for us to recognize globally Indigenous communities and be engaged in relationships of learning, action, and responsibility.

I honour the land traditionally known as Tiohtià:ke the island that has been a site of so much movement and connection.

That has been a grounding space for the transit of many Indigenous communities and traditional forms of connection, exchange, and collaboration. I honour the Kanien'kehá:ka Nation the custodians of the land and water we live, work, love, and grow on.

Reflection exercise

- What does honouring the land mean to you? Your org?
- How do you honour the land ? How does your org?
- What actions do you take to be in relation to the Indigenous communities of the land you work on and occupy?
- How do you contribute to Indigenous Peoples' fight for sovereignty?

Community Agreements

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 trust you to do what you need to ensure your full participation and that you will communicate your needs as they change. We commit to participating with a spirit of openness to learning.

02

We are committed to building a safer space prioritizing confidentiality, equitable participation, honesty, ownership over our words and actions.

03

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

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 of breaking down the barriers and misunderstandings that often hinder safer engagement in communities built quickly under a single purpose.

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

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

Dismantling systems of oppression benefits everyone

All systems of oppression exist and are interconnected.

Everyone deserves the autonomy of choice

Confronting social injustice can be painful and/or joyful

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

Liberation is possible

The body doesn't lie

Who We Are/What We Do

Keep an eye out for our Annual Report Coming out (TBD)

Check out our website shared in the chat to learn more and stay up to date

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.

- "In a racist society, it is not enough to be non-racist, you have to be anti-racist."- Angela Davis
- 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

Some grounding truths...

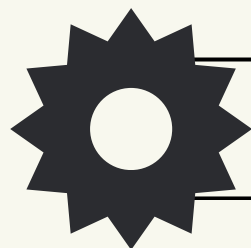
There are some important truths to hold on to in this journey. Especially as we navigate building anti-racism to challenge systems and institutions that are inherently racist, it is important for us to have some guiding principles that enable us to move through this work with intention and awareness. The work we do here is identity-based work, and so to be grounded is to hold these truths with care and humility.

There is a difference between a leader and an authority with power. The responsibility of a leader is the wellbeing of the team and the organizational relationships with partners and stakeholders.

Intention vs impact means you are first accountable for the impact of your actions. Whether your intentions are good or bad, the effect that your actions have is most important.

The experiences, needs, and perspectives of Black, Indigenous, and racialized people affected must be at the centre of these processes and there will be no one-size-fits-all.

International Cooperation work is anti-racism work and therefore understanding anti-racism as a practice and a principle is our collective responsibility.



What would you add? What would you change? Are any of these new to you?

**What does this
mean to you?**

**What do you
need ?**

**How are you
feeling?**

How are you feeling? ↘

This being care work/heart work, let's first get grounded in what we are feeling. What this is bringing up for us? What is coming to the forefront? What can we use and what might be important to let go of?

What do you need ? ↘

This is collective work bringing together people and resources. This work can't be done alone. We all need to build our community of support. So, what people and/or tools do you need to build sustainability?

What does this mean to you? ↘

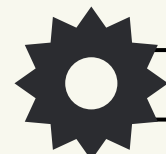
This is long-term and grueling work, so what does it mean to you? What will keep you going and inform your commitment? Because this is identity-based work and we don't all belong to the identity centered in this work, what is the meaning behind this for you?

Anti-Racism

Anti-racism is the practice of actively identifying and opposing racism. The objective of anti-racism is to proactively alter policies, behaviors, and beliefs that propagate and normalize racist attitudes and actions. - Boston University

As an organization, it is crucial that we take a moment first and foremost to define anti-racism in our context. It's the grounding point that will guide how to build this journey and therefore must be done equitably and collectively.

- What are racist systems that show up in your day to day?
- How does your organization define anti-racism?
- How do you acknowledge racism?
- Who are you centring in this process and how?
- What systems can you put in place for this collective planning?



Do you feel supported in understanding anti-racism? What comes up?

“To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness” - Ibram Kendi

Y O V U B K L S Q D Z Q E I O Y K
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I E K F Z G K G X P M W O R X K R
L C N R P S B I G T Y W X A C F M
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C V E A B A G L E U I K R A T H Y
Q G S S L M C J W T T J M B L A M
I J G I U I L Z I V G O O W D A A

- ACCESS
- ACCOUNTABILITY
- BARRIER
- BIAS
- CARE
- CLASSISM
- COLONIALISM
- DECENTERING
- EQUITY
- JUSTICE
- POSITIONALITY
- POWER
- PRIVILEGE

“If one really wishes to know how justice is administered in a country, one does not question the policemen, the lawyers, the judges, or the protected members of the middle class. One goes to the unprotected – those, precisely, who need the law’s protection most! – and listens to their testimony.”

- James Baldwin

Building anti-racism holistically..

Internally

How you structure and support the acknowledgement and addressing of racism within your organization in, with, and for staff. This is your foundation.

Workplace Culture and Attitudes | Policies | Organizational Structure | Budgeting | Planning | KPIs | HR Practices | etc...

Externally

This is how stakeholders, partners, participants, and more get to engage with your organization and its work. How anti-racism lives in your work, values, ethics externally.

Communications | Partnerships | Policy Positions | Programming | MEL | Funding Relationships | HR Practices | etc...

How has the process been of exploring these pieces? Separately? Together?

Where does the journey begin..

Has a huge impact on where the journey will end up and the road to get there. Acknowledging racism in your organization and the conversations and processes that will inherently take place will need to be structured and directed.

Building Trust

A centerpiece of these processes from beginning to end is things like creating safe(r) spaces for reciprocal feedback and the structures to integrate it, being accountable to the commitments you take on, etc.

Checking Bias

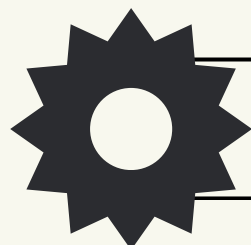
The things that we engage with every day embed diverse biases into our way of thinking/being. Know which ones will be a hindrance to your navigation of this process and do the work of unlearning them.

Define the Road

Create diverse access points for the staff in the organization to define what success would look like, what is needed from this work and throughout what is or is not working, who plays what roles and why, etc.

Accountability

It is important to be prepared emotionally, structurally, in policies, ways of work, procedures, etc., that will facilitate a space and internal/external working relationships founded on accountability.



Where have you started? Have you tried any of these? How has it worked?

Building for sustainability...

As we operate within systems that are inherently racist, it's understandable that confronting them can feel overwhelming. It's crucial to be resolute and prepared, as this work is an essential aspect of both experience and identity in and outside the workspace. Discontinuing these efforts or starting and stopping can have severe and long-lasting consequences.

<p>BLOCK</p> <p>Lack of financial resources to resource this work internally or externally.</p>	<p>BLOCK</p> <p>Lack of buy-in from Black, Indigenous and/or racialized employees.</p>	<p>BLOCK</p> <p>Emotional exhaustion, resentment, and/or feeling "over-it".</p>	<p>BLOCK</p> <p>Unable to prioritize this work within already competing interests.</p>
<p>PIVOT</p> <p>Be honest about your capacity and set expectations collectively. Recognize the wealth of knowledge and resources already available within your team.</p>	<p>PIVOT</p> <p>Before anything else, ask yourself: Have you taken the necessary steps to establish trust with your staff? Do they feel that they being heard and seen throughout the process? Have you fostered an environment where they can provide you with honest feedback?</p>	<p>PIVOT</p> <p>Can someone take your place while you regroup? Have you identified what's caused this block, what's coming up for you? Are you the right person for the role you've taken is there an other area that would better suited for your skillset/knowledge?</p>	<p>PIVOT</p> <p>It is always important to remember anti-racism as a way of work, not necessarily as additional programming. It is important to be aware of what we are saying and to whom when we make this statement.</p>

Things to avoid and remember...

This list is by no means exhaustive. As mentioned earlier, no two processes are alike and each will require its own set of principles. The basis for what is important to remember or avoid are the pieces and principles that emerged when you were in the stages of acknowledging and defining racism in your organization.

R

To be reflective, to be radically honest

R

In this context, antiracism is first and foremost, and above all, a way of work before a new program/initiative.

R

Pick the tools you employ with intention and build off the path and needs outlined by affected stakeholders.

R

We're all in this together.

A

Dependence on external funds and resources over the richness of internal knowledge.

A

Centring yourself as an authority with power over the collective and being reactive to being challenged.

A

Making commitments you can't/won't be accountable to.

A

Over generalizing your process, it's important to be clear, specific, and intentional.

Checking - in

Both a moment in this session and a crucial tool in any process of change/transition. It is important that you create spaces throughout this journey that will allow groups throughout your collective to check in together and separately.

How are you doing? What do you need?

We are gathered here as people from many different backgrounds and experiences. What were your expectations when you came in today? What were they informed by? How have they, or have they not, been met? Before this session is over, and/or in future sessions like it, what do you expect/hope for?

- It's important to be flexible. It is completely acceptable to have a vision, but as intention vs impact suggests, not all things will land well. So, to the best of our capacity, we should always be ready to shift. Humility is key!

How do we come together?

So much of this work is about learning how to come together as a community grounded in care and the importance of supporting one another. The sustainability of this work goes hand in hand with the practice of international cooperation. How do we honour, with commitment and intentionality, the expectation that we show up for vulnerable communities, that we use the power that we have, stolen from them through history, and build a better way defined by more sustainable and equitable futures?

Lets work through some scenarios...

A lot of being on this journey is grounded in trying things out, examining the results under the values that guide the process and the experiences they inform. In other words, every part of the process must be stress-tested, and we must be willing to keep what works and let go of what doesn't, while exploring the ways our identity and positionality engage with both those buckets of results/outcomes.

01

You've committed to anti-racism as an organization and you're 10 months into your journey with very little progress and conflict with racialized staff has continued to rise. You want to stay committed but you don't see how.

How do you feel and what steps will you take?

02

You've held a very public event and in your keynote, you've made some comments and folks from the community affected are calling you in and asking you to take action or they might have to call you out.

How do you feel and what steps will you take?

03

There have been racist propositions made from a senior leader towards a staff member/program participant/local partner (you pick). The person is saying they no longer feel safe engaging with this person.

What procedures are in place to deal with this? What's next?

04

Your teams are spread across the globe living in completely different contexts with different reflections/relationships with anti-racism, but your organization has made a commitment.

What's step one? How do you structure your approach ?

Are you a leader or do you have power?

What are your definitions of a healthy and cohesive team?

Who do you feel accountable to and why?

How did your privilege put you in this position?
Are you ready to let it go?

Q&A

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

If you don't have any questions, please take the time to answer any of these questions either as personal reflections or as an offering to the group!

What does the idea of shifting power feel like?

What's been happening for you?

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

What's next?

What's next..

The ARC Hub has many exciting things coming up so stay tuned through our website, social media, and newsletter

Trainings/Modules

Newsletter

Resource
Library

Roster of
Experts

Annual Report

Knowledge
Sharing Spaces

Affinity
Groups/Roundtables

Thank You!!

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

