

Anti-Racism and Equity Is For Everyone

Board Leadership Calgary
Dec 5, 2020

Thulasy Lettner (she/her), CommunityWise
Resource Centre
jaqs gallos aquines (she/them), forEquity



CommunityWise Resource Centre



The New "Old Y"
Why tenants fought for their shabby home



Grounding Assumption

Racism can be compared to **smog**:

“Sometimes it is so thick it is visible, other times it is less apparent, but always, day in and day out, we are breathing it in”.

- Dr. Beverly Tatum





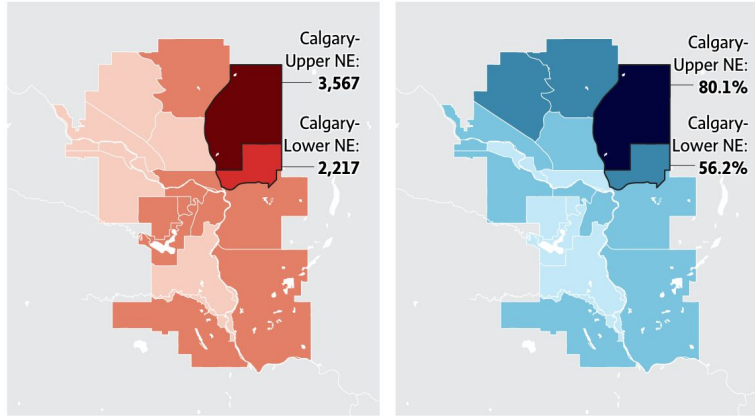
A Note About Discomfort

“The key to moving forward is what we do with our discomfort. We can use it as a door out—blame the messenger and disregard the message. Or we can use it as a door in by asking, Why does this unsettle me? What would it mean for me if this were true?”

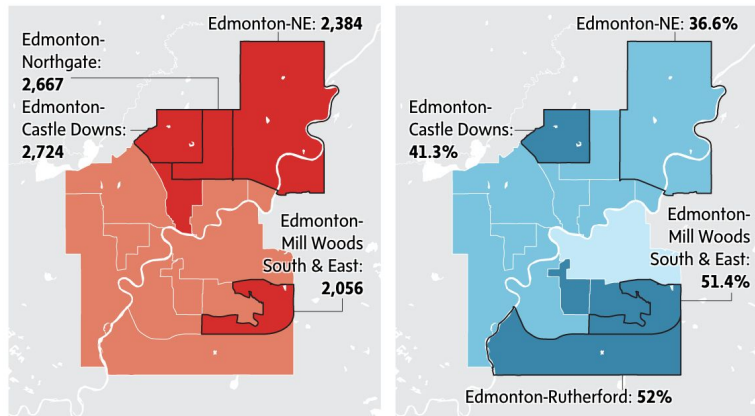
Robin DiAngelo, “White Fragility”



COVID-19 AND VISIBLE MINORITIES



EDMONTON



Racial Stats of Visible Minorities





PANTONE 58-7 C



PANTONE 58-7 C



PANTONE 58-7 C



PANTONE 58-7 C



Humanae
Angelica Dass
2017

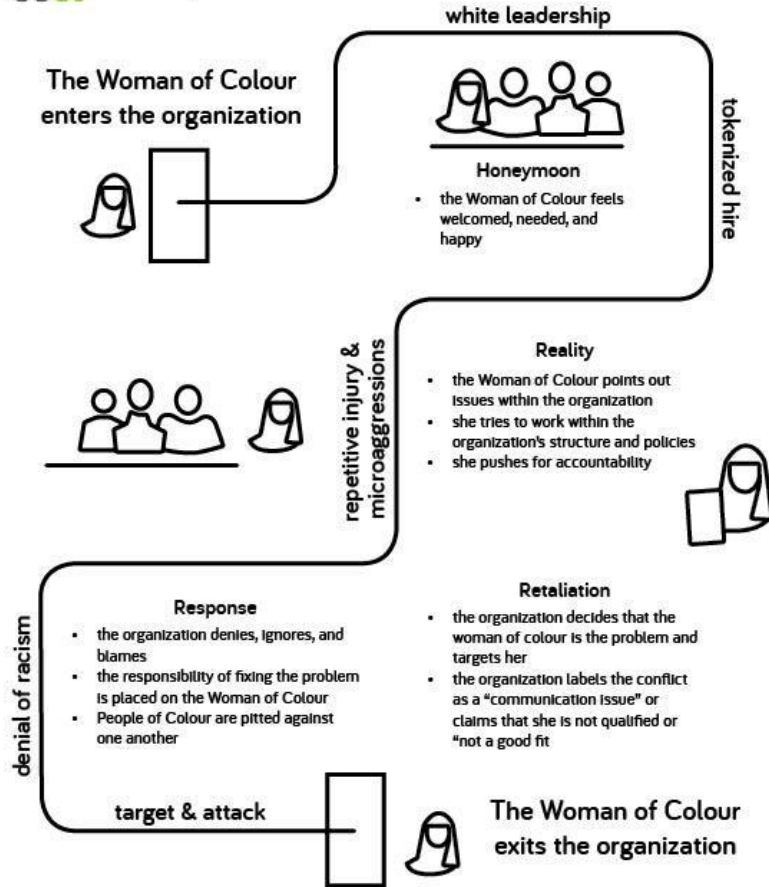
Race
Racialization
Racism
White
Supremacy

Problem Woman of Colour





The “Problem” Woman of Colour in the Workplace



*The “Problem”
Woman of
Colour in the
Workplace
COCO, 2018*

Accountable Space Guidelines (1 of 2)

Share the space. Be mindful of your speaking time, make space for others to speak, and avoid interrupting others.

Understand that individuals experience racism in different ways. Recognize that each experience and viewpoint is valid even if they differ; validate experiences rather than lecturing or giving advice. Consider that you do not need to agree with a perspective in order to understand it.

Speak for yourself. Use “I” language; don’t speak for others and don’t share someone else’s stories or experiences. Notice your own biases/judgments and avoid making assumptions about other people.

Examine your own privilege and be aware of potential power dynamics that you might contribute to within a space.

Accountable Space Guidelines (2 of 2)

- Recognize that we are all in a place of learning. If you say something problematic - apologize, listen to the voices of others, and then learn and adjust your behaviour.

- Be open to calling in harmful attitudes as well as open to critical self-reflection. If an individual tells you that something you said was harmful to them, listen. Use these situations not to harass or call out, but as a learning experience.

Take care of yourself. Think of someone you trust whom you can debrief with and plan to contact them. It's okay if you need to leave the room at any time. Facilitators are available for follow-up conversation.

A new belief
system to
disrupt
systemic
racism



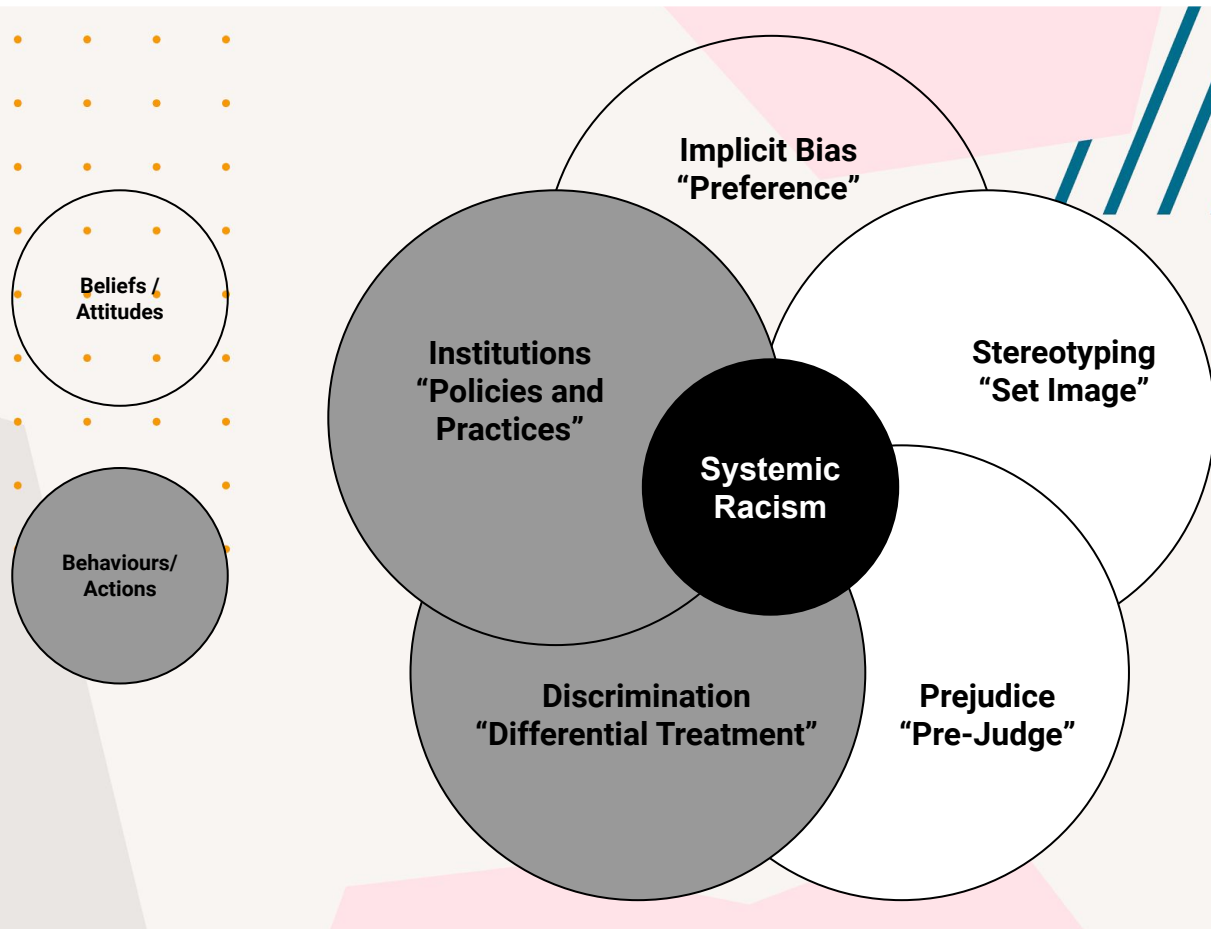
Janaya Future Khan (Sunday Sermon, IG @janayathefuture, June 14)



*Becoming
Anti-Racist: Fear,
Learning,
Growth*
Andrew M.
Ibrahim MD,
MSc

Adapted from
*"Combating
Racism in the
Workplace"*

B. Thomas and C.
Novogrodsky, 1983





What is Anti-Racist Organizational Change (AROC)?

What is AROC?

- **Organizational Change** is about reviewing and modifying management structures and procedures. For example, making changes to policy, hiring practices, and governance.
- **Anti-Racist Organizational Change** is about making those changes in a way that intentionally addresses organizational racism and creates greater diversity, inclusion, and equity.



EQUITY is the removal of systemic barriers.

Organizational Racism

Organizational racism refers to the way **normal, seemingly neutral or objective organizational policies and systems** (e.g., the way we hire people, recruit board members, develop programming, make decisions, etc.) can create **disparities in access and outcomes** for racialized and Indigenous individuals and communities. If not addressed, these policies and systems can increase **disparities in power**. It refers to organizational practices, which are related to but different from the racist behaviour or unconscious bias of individuals.




Anti-Racism



Anti-racism is the **active**, on-going process of dismantling systems of racial inequity and creating new systems of racial equity. Anti-racism demands that this work be done at the individual, institutional, and cultural levels in order to effectively address systemic racism.

Anti-racism is an approach, not an end-point, and provides a useful frame for an organizational change process.



RELATIONSHIPS

Center the experiences of your stakeholders who identify as Black, Indigenous, and racialized

ONGOING LEARNING

Evaluate and reflect on your efforts; consider where you may need to recover and repair

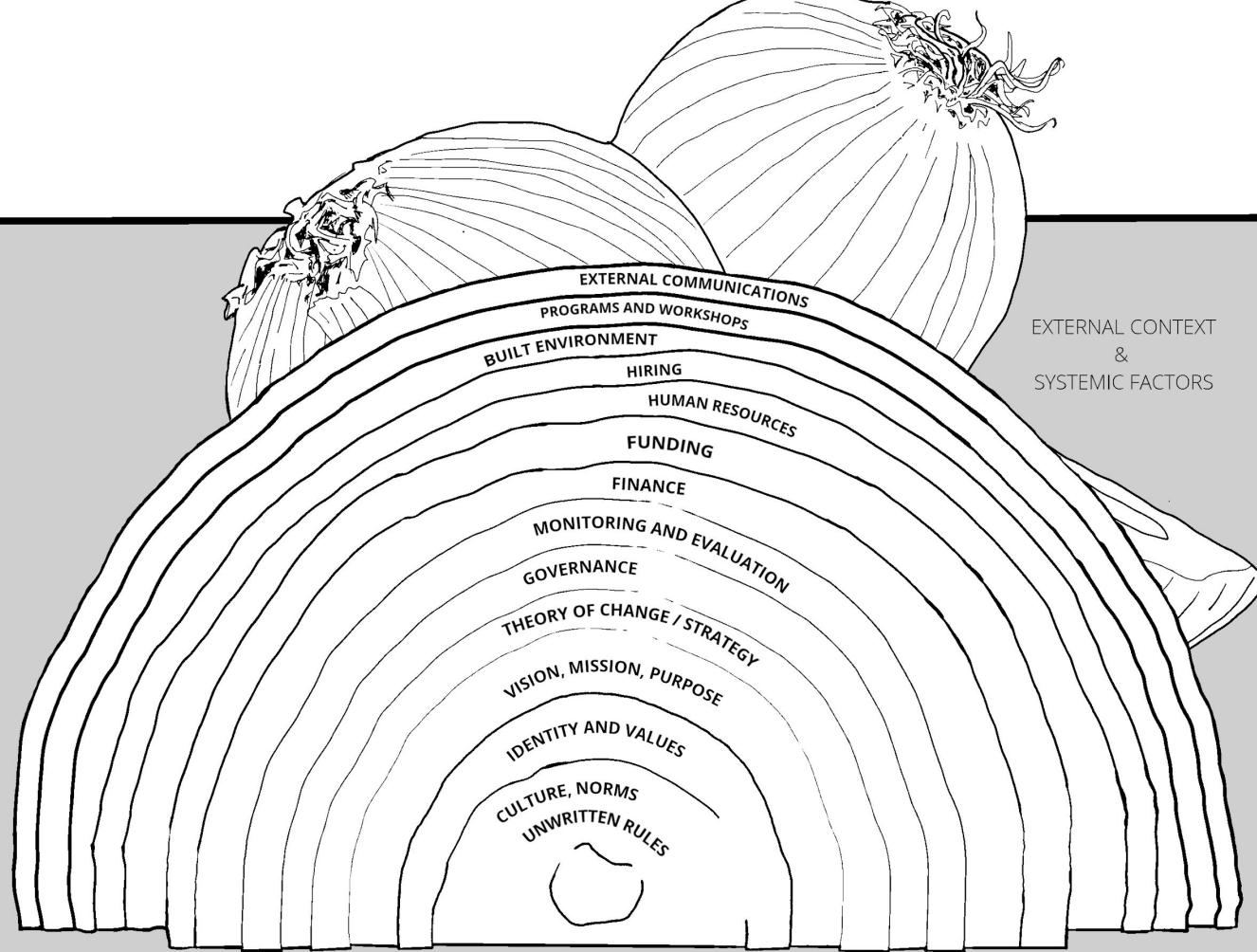
ACCOUNTABILITY

Do the things they want you to do (i.e., take informed anti-racist action)

***AROC, distilled
CommunityWise,
2020***



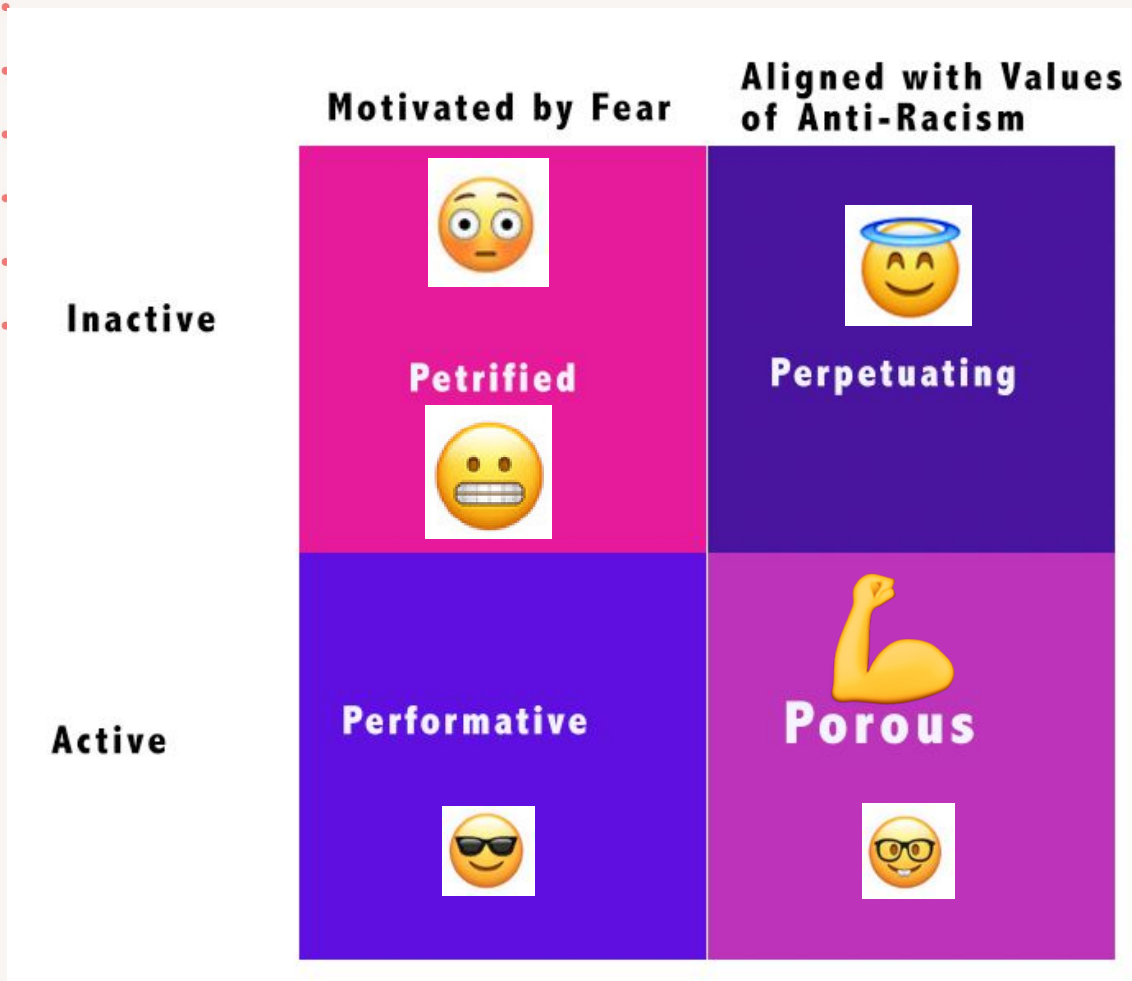
Organization as Onion



Organization as onion

Adapted by
CommunityWise
from INTRAC,
image by Skye
Louis

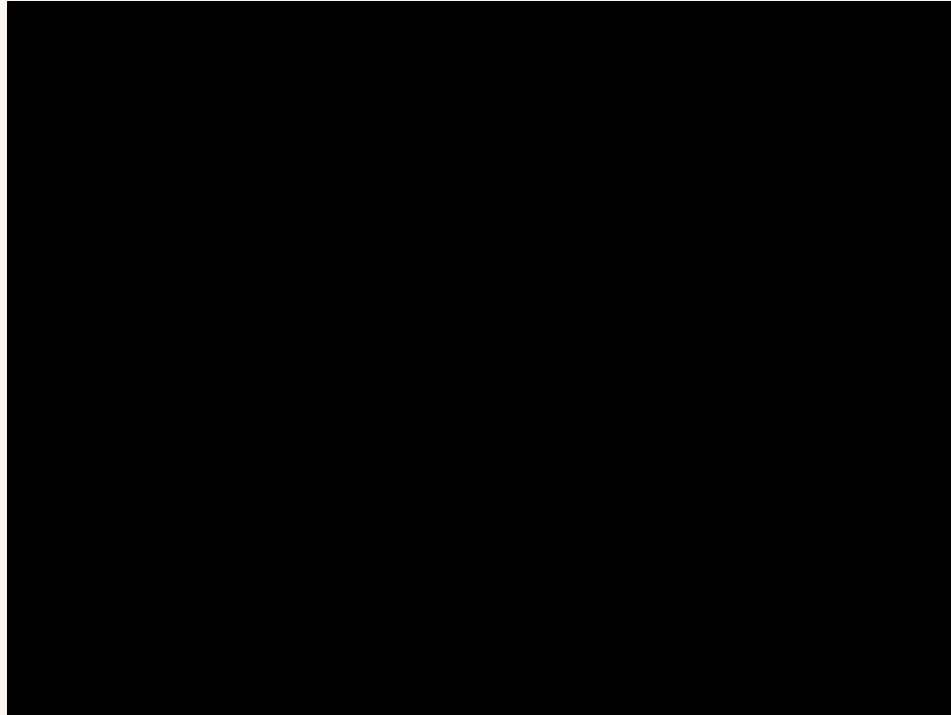
Which org
are you?

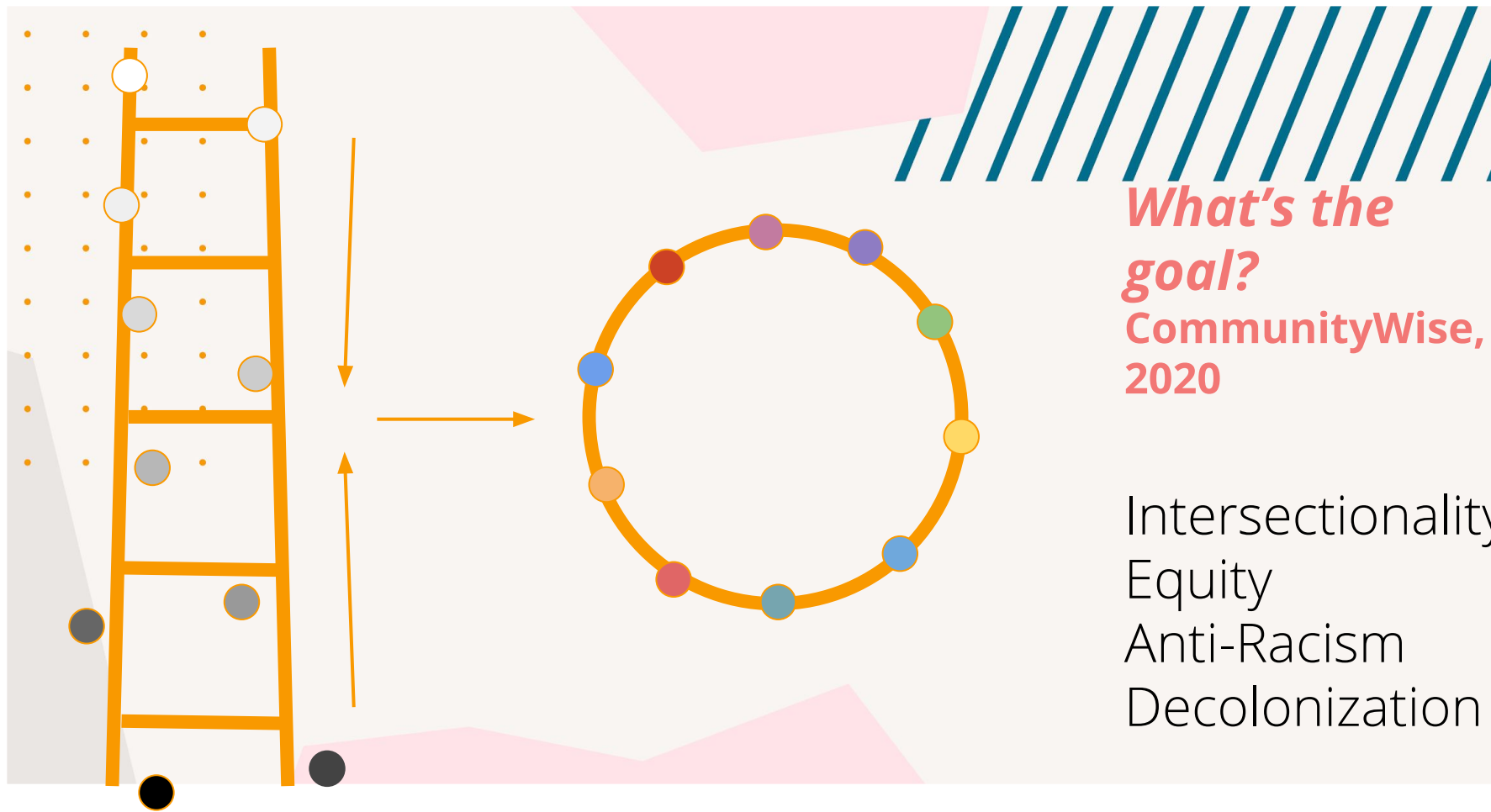


5 Hour Empathy

Link:

<https://www.dailymotion.com/video/x7wwav7>





*What's the
goal?*
CommunityWise,
2020

Intersectionality
Equity
Anti-Racism
Decolonization



Thank You

communitywise.net/aroc