

TORONTO REGIONAL HSJCC
ANTI-RACISM LUNCH & LEARN

ADVANCING EQUITY AND ANTI-RACISM

Presented By: Wendy De Souza, PMP





WELCOME!

PRESENTER:

- Project Manager
- Community Educator
- Certified Training and Development Professional
- EDI and Anti-Racism Consultant



Wendy De Souza



LAND ACKNOWLEDGEMENT:

We recognizes the traditional Indigenous territories on which our organization is located, and on which our programs and trainings take place.

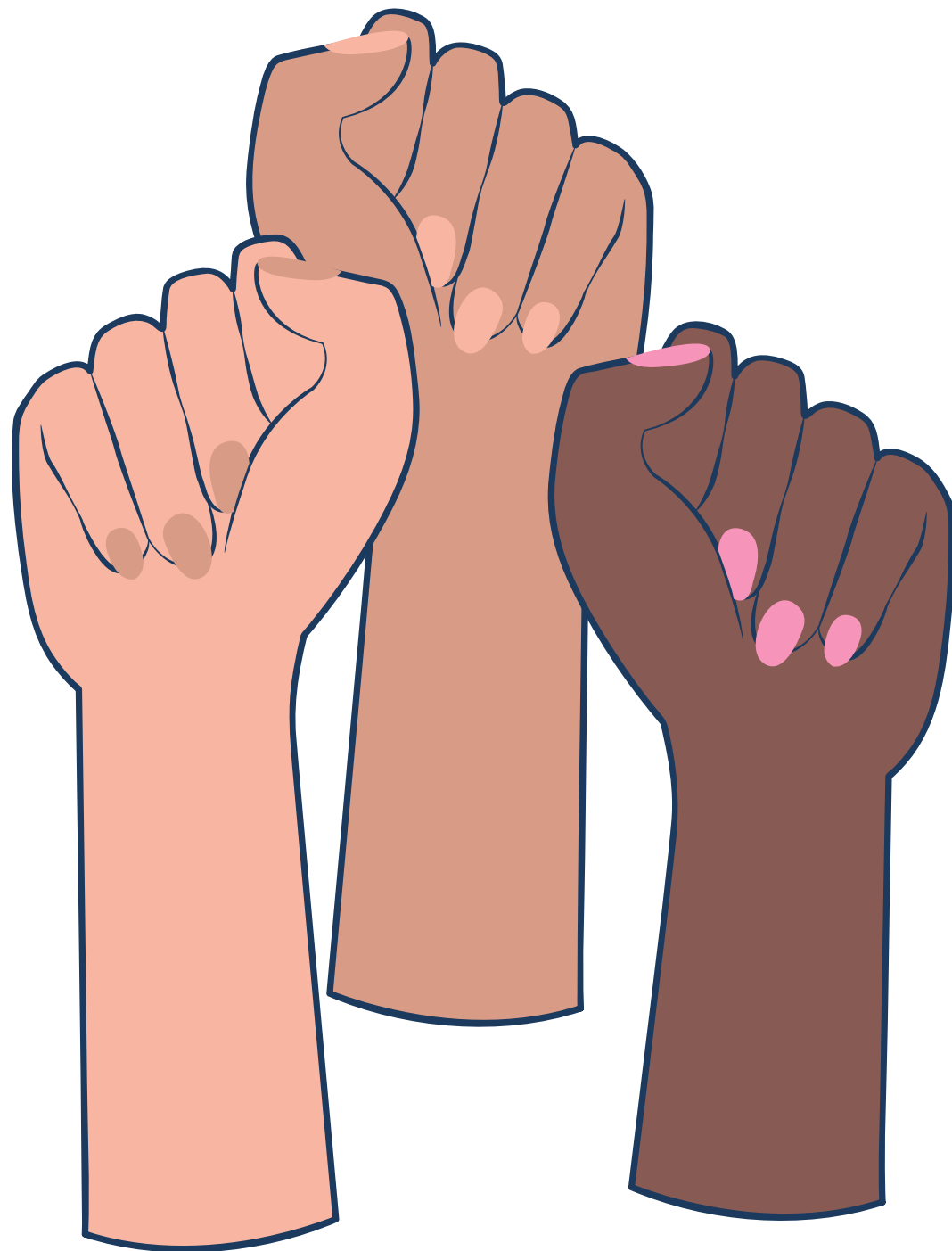
We recognize the failure of settlers to uphold Indigenous sovereignty of this land, and we commit to decolonize our organization and bring this history to light.

For thousands of years, this land has been the traditional territory of the Huron-Wendat, the Seneca, Haudenosaunee, and most recently, the territory of the Mississaugas of the Credit River. The territory was the subject of the Dish with One Spoon, Wampum Belt Covenant, an agreement between the Anishinaabe, Haudenosaunee and allied nations to peaceably share and care for the resources around the Great Lakes. This territory is also covered by Upper Canada Treaties.



BUILDING BRAVER SPACES

LET'S CO-CREATE SPACES THAT ENCOURAGE LEARNING, GROWTH AND COLLABORATION



- Openness and Courage
- Participate in the chat
- Private Message for support



AGENDA

- UNDERSTANDING YOUR PERSONAL SOCIAL LOCATION & OF COMMUNITY SERVED
- EXPLORE STRATEGIES TO INTEGRATE DIVERSE VOICES AT THE TABLE TO SPEARHEAD, CO-DESIGN AND DELIVER PROGRAMS AND SERVICES
- INTEGRATING A 360 FEEDBACK LOOP AND ONGOING PROGRAM EVALUATION



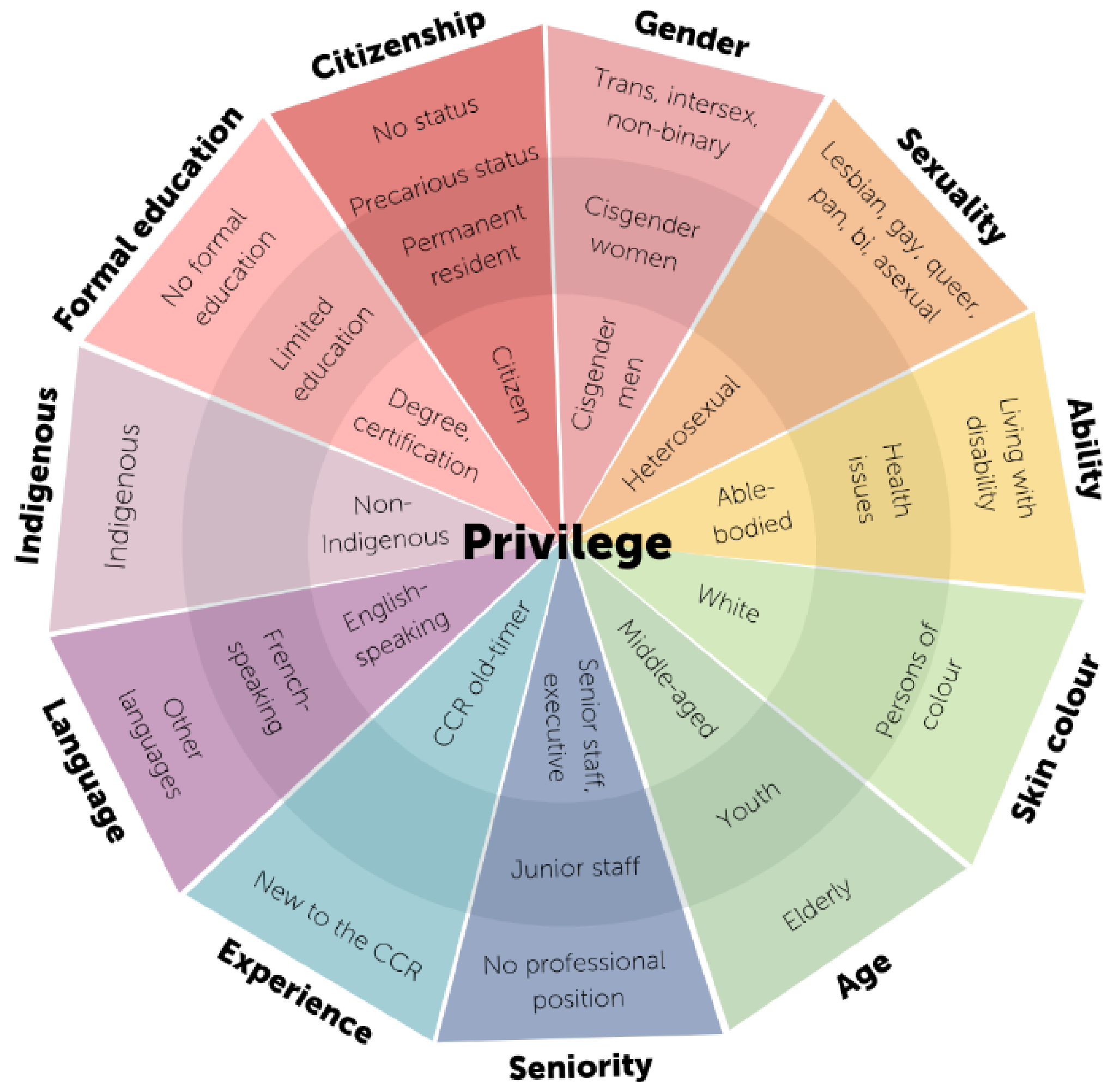
EXPLORING IDENTITY & SOCIAL LOCATION

IDENTITY & PRIVILEGE

Identity: A person's sense of self, established by their unique characteristics, affiliations, and social roles.

Privilege: The unearned rights, advantages, or immunity granted we get being part of a dominant group whose needs have been traditionally prioritized.

Intersectionality: An analytic framework or lens for investigating how social identities are configured by power and oppression.





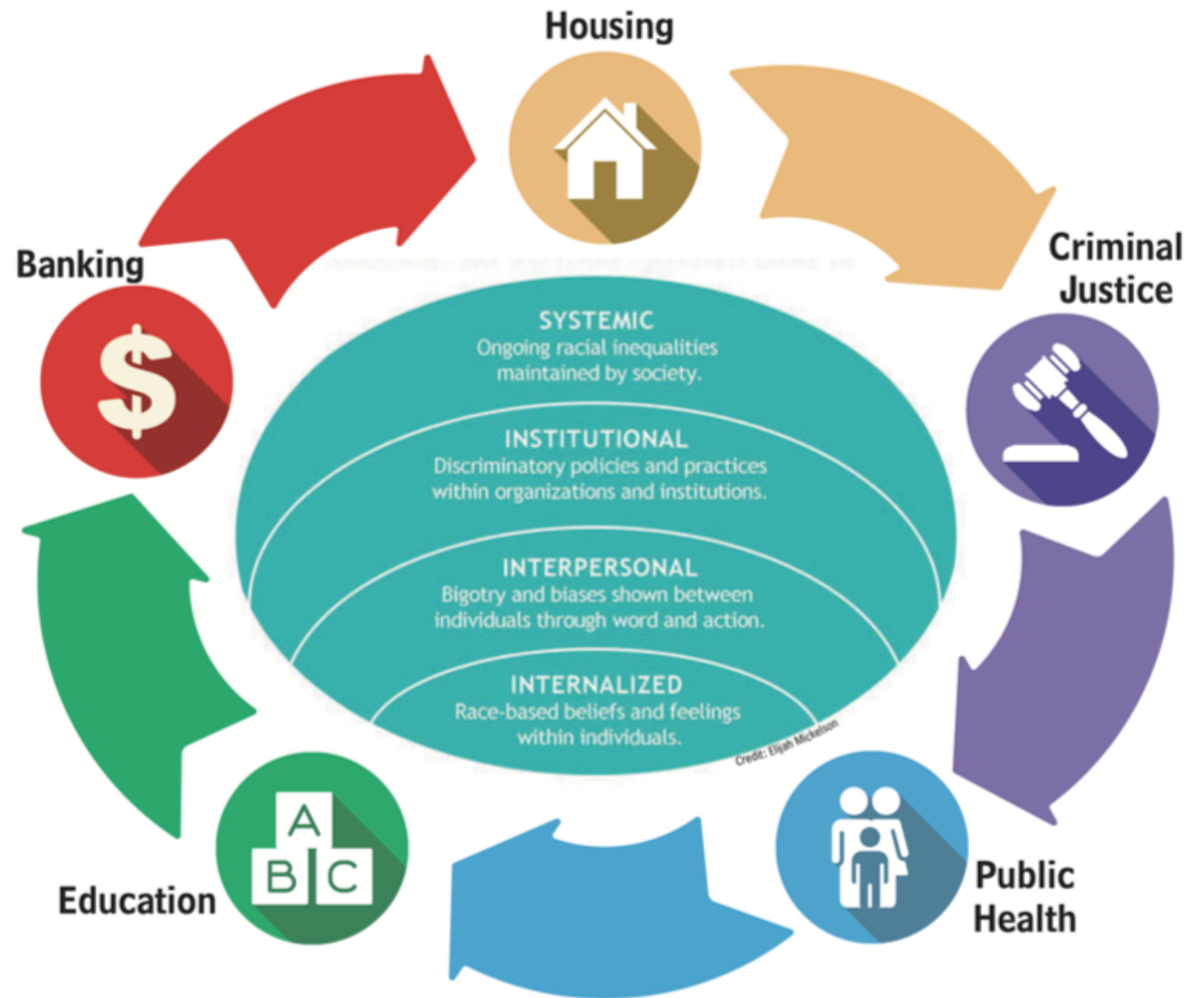
EXPLORING THE "ISMS"

- Racism
- Anti-Black Racism
- Homophobia
- Transphobia
- Islamaphobia
- Classism
- Femmephobia
- Fatphobia
- Misogyny
- Misogynoir
- Misogyny
- Misogynoir
- Transmisogyny
- Sexism
- Cissexism
- Ableism
- ModelMinority Myth
- Slut-shaming
- Xenophobia

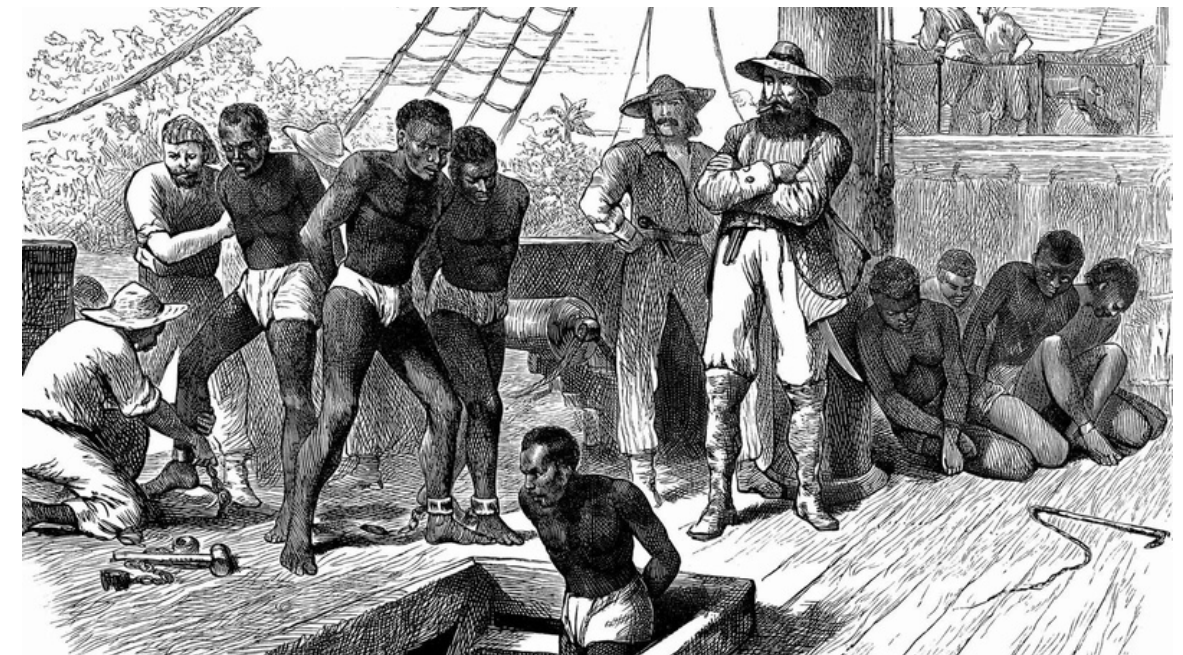
UNPACKING SYSTEMIC RACISM

“SYSTEMIC RACISM OCCURS
WHEN AN INSTITUTION OR SET
OF INSTITUTIONS WORK
TOGETHER, (THROUGH POLICIES
AND PRACTICES), TO CREATE OR
MAINTAINS RACIAL INEQUITY”

- ONTARIO ANTI-RACISM DIRECTORATE, 2017



COLONIAL HISTORY OF ANTI-BLACK & INDIGENOUS RACISM



The Impact Of Racism On Mental Health:

Feeling disconnected / lonely

Increase risk of
depression and anxiety

Second-guessing things

Decreased hope
(in the future, justice,
the government etc.)

Trauma
(both from the present and
triggering past instances /
generational trauma)

Increased
"Survival Mode"

Decreased trust



Existential
questioning
"How can the world
be so cruel?"

Worry

Feelings of powerlessness
(You can do the right thing and still
end up with a horrific outcome)

Panic

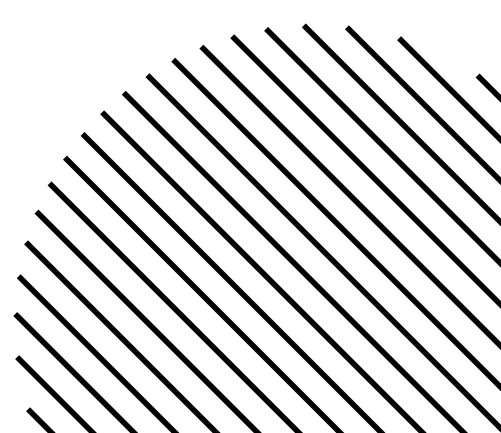
#BlackLivesMatter

@RealDepressionProject



THE IMPACT

Understand how this uniquely impacts
the mental health of diverse Indigenous
and ACB youth and communities





THE DIVERSITY OF INDIGENOUS & AFRICAN HERITAGE

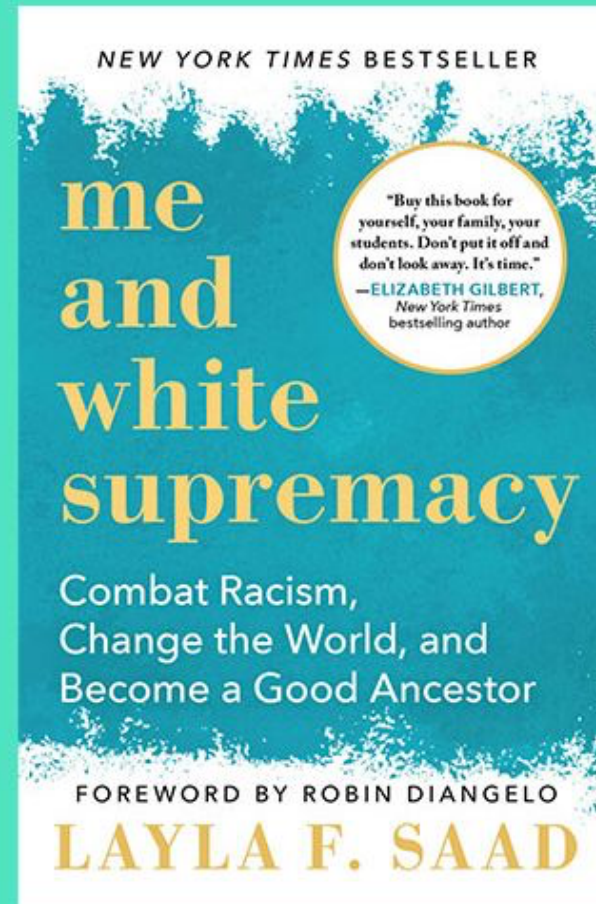
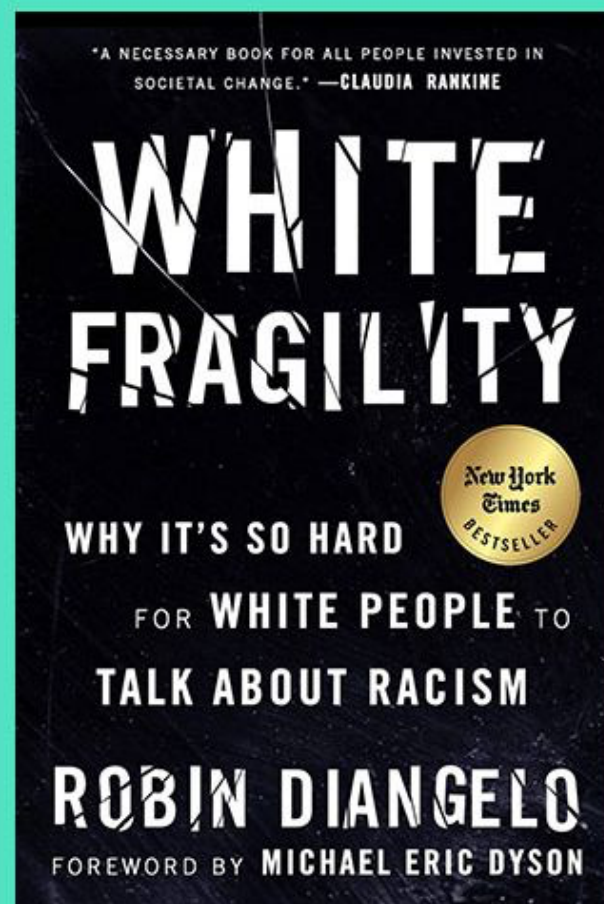
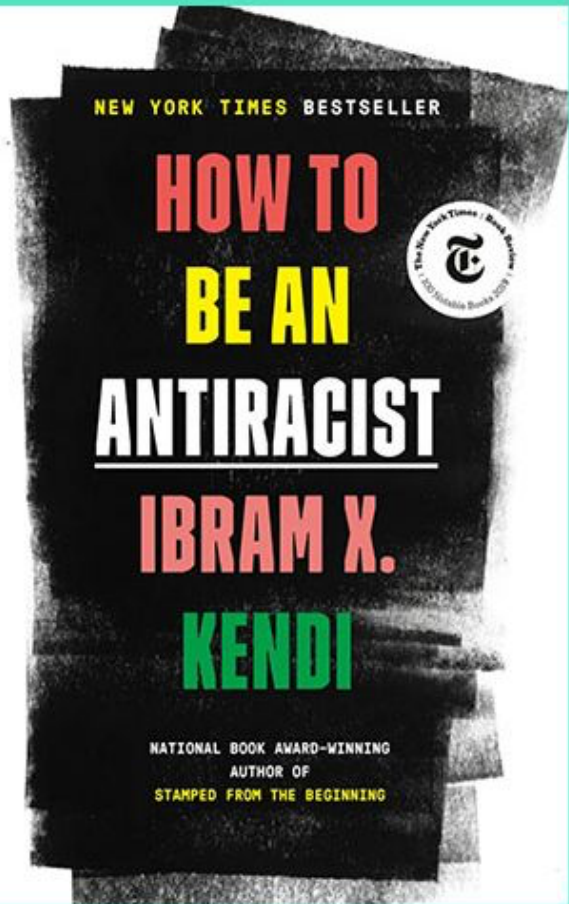


GROUP REFLECTION

Take a moment to reflect on your unique combination of identities.

Think of the ways that it may impact how you navigate your work.

**Resources for Continued Personal Reflection and Self Learning*





INTEGRATING DIVERSE VOICES

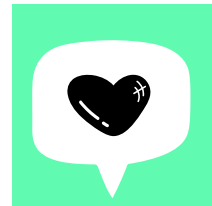
STRATEGIES TO INTEGRATING DIVERSE VOICES



Diverse hiring practices and representation



Community led and centered approaches



Community Consultation - But remember: *"Consultation is not Consent"*



Integrating Africentric and Indigenous worldviews and models



Expanding your network to include Black and Indigenous professionals or elders



GROUP REFLECTION

Take a moment to reflect on one strategy you can use in your work to integrate diverse voices and experiences into the design and delivery of your work.



EVALUATING YOUR IMPACT



TIPS ON EVALUATING



ANONYMOUS SURVEYS

PARTICIPANT FEEDBACK FORMS

COMMUNITY ENGAGEMENT - FAMILIES, PARENTS AND PARTNERS

STAKEHOLDER INVOLVEMENT

RECOGNIZE PRIVILEGES + POWERS AS AN ALLY AND DISCUSS IT OPENLY

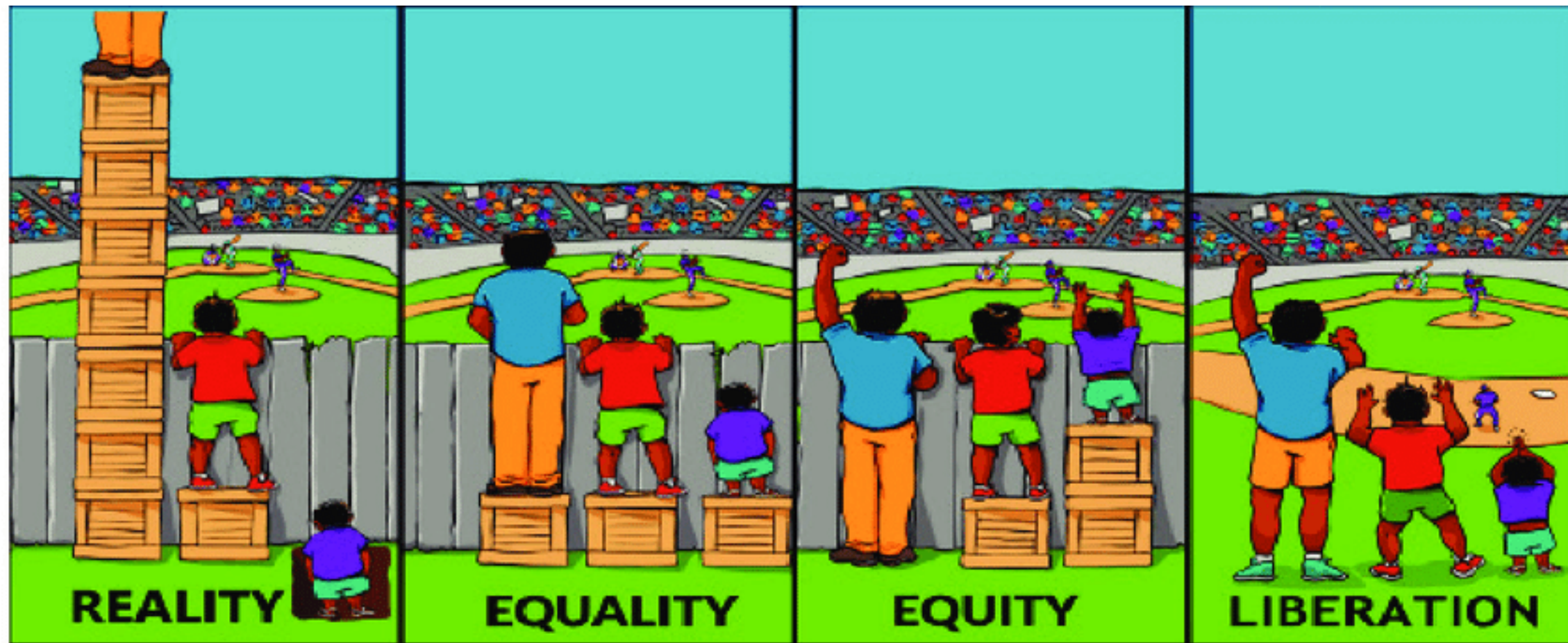
BE PREPARED TO SHARE DECISION MAKING POWER AT ALL LEVELS

A SPECIAL EFFORT TO BUILD YOUR NETWORKS WITHIN DIVERSE COMMUNITIES

TAKE ACTION! - IT STARTS WITH YOU FIRST

KNOW THAT IT IS A LIFELONG JOURNEY

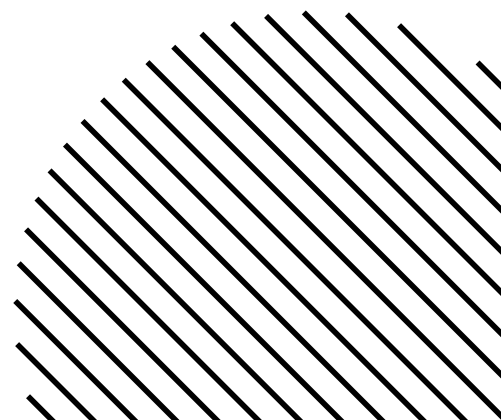
USING AN EQUITY LENS



USING AN EQUITY LENS IS LIKE WEARING A PAIR OF GLASSES THAT ALLOWS YOU TO SEE THE WORLD IN WAYS THAT:

1. Identify where there are power imbalances
2. Understand how they impact specific groups of people
3. Explores how to equalize the power dynamic
4. Works to prevent it from happening again

"Equality is giving everyone a shoe; Equity is giving everyone a shoe that fits their foot."



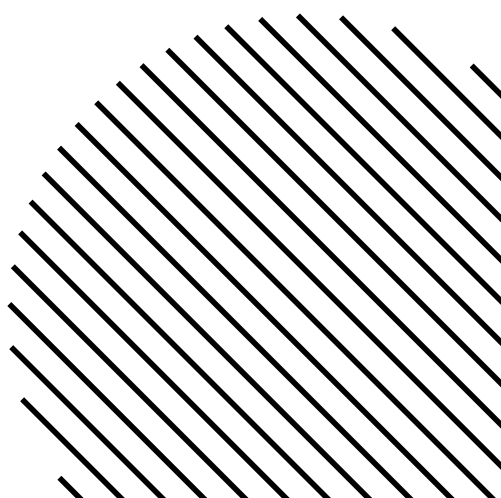
Resources for Continued Learning:

- YOUTHREX: RESEARCH AND EVALUATION EXCHANGE
- MAAMAAWISIIWIN EDUCATION RESEARCH CENTRE

GROUP REFLECTION

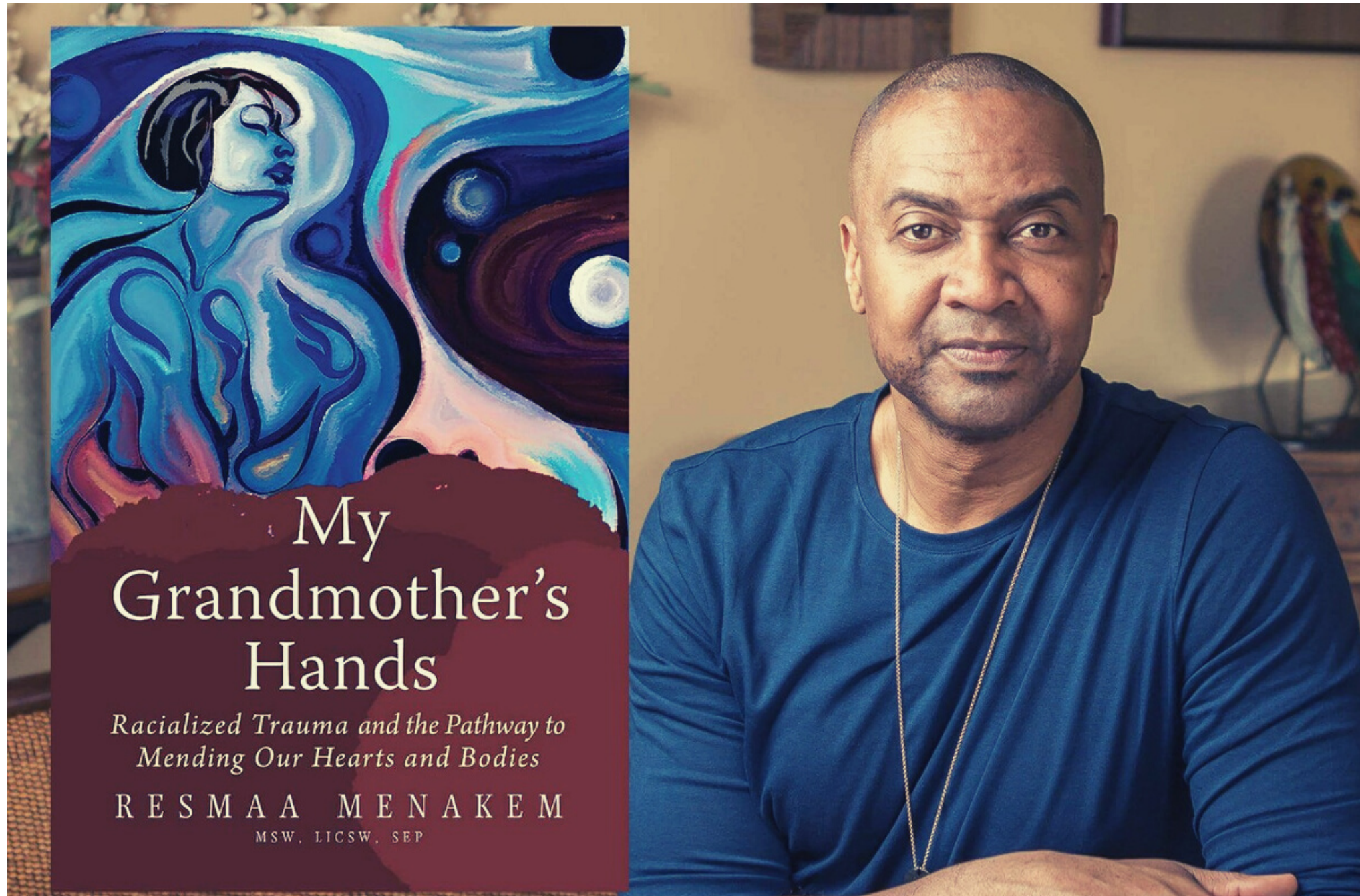
Take a moment to reflect on the ways your agency, program and services are creating open, safe-and encouraging places to receive feedback.

Kindly share in the chat!





TRANSFORMATIVE HEALING



TRANSFORMATIVE HEALING

RESMAA MENAKEM
AUTHOR, THERAPIST, HEALER

Focusing on the ways Black, White and Police bodies can heal from the wounds of the past, and build mutually respectful relationships across racial and ethnic lines that honor and value each person's humanity. Shares strategies to building trusting inter-generational and diverse community relationships that better reflect our common humanity.

IF YOU HAVE COME HERE
TO HELP ME, YOU ARE
WASTING YOUR TIME.
BUT IF YOU HAVE COME HERE
BECAUSE YOUR LIBERATION IS
BOUND UP WITH MINE, THEN
LET US WORK TOGETHER.

- LILLA WATSON
Indigenous Australian visual artist,
academic, activist

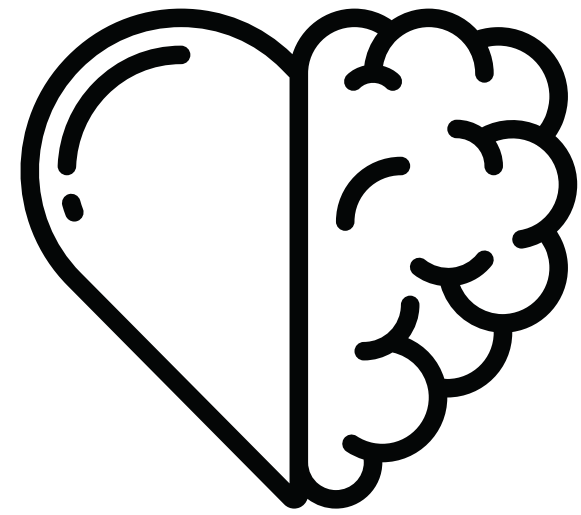
#FEMINISTFRIDAY



CLOSING THOUGHTS

IN THIS WORKSHOP WE GOT TO COVER CONCEPTS LIKE:

- Personal reflection and analysis around identity and privilege is KEY!
- Strategies to integrate diverse voices to enhance our work
- Ongoing evaluation approaches for ongoing service delivery improvement



THANK YOU!

Contact Info:

Wendy De Souza

Email: wendy.desouza444@gmail.com

