

<b>CATEGORY:</b>	<b>CULTURE</b>
<b>SUBJECT:</b>	<b>Integrated Anti-Oppression/Anti-racism Practices</b>
<b>POLICY NO.:</b>	<b>#35</b>
<b>Approved:</b>	<b>June 9, 2022</b>
<b>Reviewed/Revised:</b>	<b>NEW (language updates July 2023)</b>

## POLICY

Equity, Diversity and Inclusion (EDI) are core tenets of our service philosophy, strategic plan and organizational culture. Children's Centre Thunder Bay (CCTB and/or the Centre) is committed to creating an environment and culture in which all people are safe, respected, included and equal. To accomplish this our Centre acknowledges the following facts:

- First, to achieve and protect our core tenets of EDI and to ensure fair access to our services, we must support and advance integrated anti-oppression principles, knowledge, and practices.
- Second, we acknowledge that many systems of oppression can occur concurrently at multiple levels that impact diverse groups of people. If we do not address and challenge locations of power within our organization and community, we uphold oppressive practices.
- Third, we know that the people we work with – staff, students, volunteers and others are at different points on the continuum of learning about racism, colonialism, white supremacy and oppression; and we recognize that, within that continuum we are all learning together and in practice.

To this end, we believe in the following principles that guide the integrated anti-oppression model<sup>i</sup>:

- Society operates within a socially constructed hierarchy of difference where some people are valued and privileged, and others are marginalized and exploited.
- People do not belong in just one category or social location. Our identities are complex and multiple, fluid rather than fixed.
- The ideas, thoughts and beliefs of people who “belong’ to groups that are highest on the social hierarchy create ‘dominant culture’.
- People who are members of privileged groups have the power to control access to resources and information.
- Not everyone from the same social group has the same experiences; people have many different lived experiences.
- Integrated anti-oppression work requires that individuals accept responsibility for their role in perpetrating oppression both interpersonally and systemically.

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## **PROCEDURE**

1. The Centre's Senior Leadership shall openly support the implementation of integrated anti-oppressive (IAO) practices across its services, operations and employment practices.
2. The Centre will promote and support IAO/Anti Racism learning and capacity building that will be facilitated by training, feedback, and on-going dialogue.
3. The Centre shall formally recognize our role and responsibility in addressing and eliminating systemic racism within our organization and the systems we operate within.
4. Senior leadership, on behalf of the Centre, will address and speak out against all acts of oppression and racism.
5. Staff will work hard to recognize, acknowledge and confront racism and other oppressions that create barriers to access, equity and inclusion for clients and colleagues.
6. The Centre will encourage and support staff to be critically reflexive in their interactions with colleagues and with clients.
7. Staff will advocate with and for clients, in order to address systemic barriers to justice, equality, equity, inclusiveness and access, recognizing their role as ally.
8. All staff will take responsibility to address injustice and oppression that may be present in the workplace, bringing forward concerns to any manager.
9. Within our work including services, training and advocacy, we will strive to partner with equity seeking groups to co-create the material and present the programs. Examples might include involving parents, youth, Indigenous and Francophone people in the development of population specific services.
10. As per our Declaration of Commitment to Indigenous People CCTB will:
  - a. Adopting a Two-Eyed Seeing approach that recognizes and honours the strength of Indigenous and Western ways of informing our work.
  - b. Embarking on a self-reflective journey of humility, openness and learning.
  - c. Creating culturally safe spaces, as defined by Indigenous people to learn, heal, grow, and evolve.
  - d. Eliminating Indigenous-specific racism and the power structures and unconscious biases that support it.

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11. The Centre shall provide the opportunity for staff and clients to voice comments or concerns about diversity and inclusivity through a variety of processes, including but not limited to informal and formal complaints processes, meetings, engagement efforts, continuous quality improvement, program evaluation and experience surveys.

### **Definitions:**

#### **Anti-oppressive Practice**

Anti-oppressive practice promotes equality and power sharing for all people. It challenges existing social relationships in which powerful groups maintain power and influence over less powerful groups. It includes specific practice behaviours and relationships that minimize power imbalances and promotes equity and empowerment for users of service. (*Corneau & Stergiopoulos, 2012*).

#### **Anti-racism**

Refers to engaging in work that challenges social structures and social institutions to bring about systemic change with respect to racism and racial oppression. This work is intended to empower racialized individuals, while also encouraging white people to become aware of and begin to challenge power and privileges afforded to them.

#### **Advocacy**

Advocacy here refers to ensuring both internally and externally, policies and services seek to eradicate systemic barriers that support oppression.

#### **Ally**

Ally is someone who advocates for groups or individuals who do not come from the same place of privilege as the ally. Being an ally is considered one of the first steps in race and social justice work. The term accomplice encompasses allyship but goes beyond to advocacy.

#### **Intersectionality**

Intersectionality is a framework that describes how our overlapping social identities relate to social structures of racism and oppression. Intersectionality merges many identity markers, including race, class, gender, sexual orientation, age, ethnicity, religion, disability and more, to create a more truthful and complex identity.<sup>ii</sup>

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## Systemic/Institutional Oppression

Systemic mistreatment of people within a social identity group, supported and enforced by society and its institutions, solely based on a person's membership in a social group.<sup>iii</sup>

### Cross References:

[Declaration of Commitment to Indigenous People](#)  
[Equity, Diversity and Inclusion - Committee Terms of Reference](#)  
[Children's Centre Thunder Bay Principles of Behaviour](#)  
[CCTB Mission and Values](#)

<sup>i</sup> Springtide Resources Inc. :An Integrated Anti-Oppression Framework for Reviewing and Developing Policy (2008) as retrieved from <https://www.google.com/search?client=firefox-b-d&q=Springtide+resources+inc%2Bintegrated+anti-oppression>

<sup>ii</sup> <https://vpfo.ubc.ca/2021/03/intersectionality-what-is-it-and-why-it-matters/>

<sup>iii</sup> Adapted from "Institutional Oppression," Tools for Diversity, © TACS.