



Anti-Racism and Anti-Oppression Training and Consultation: Consultant Recommendations

In the Fall of 2020, the Canadian Centre for Gender and Sexual Diversity took part in a multi-part anti-racism and anti-oppressive (ARAO) session and consultation process. It was a great opportunity for the whole organization to learn how white supremacy culture manifests within the non-profit sector, while taking an introspective look at our organization. It was identified by the external facilitator that CCGSD still has a long way in its process of being fully anti-racist and anti-oppressive. We agree and are committed to taking the next steps to show up better for ourselves and the communities we serve.

The list below consists of concrete recommendations from the ARAO facilitator for CCGSD to improve its policy and procedures. They are tangible, concrete and will help inform our organization's *Anti-Racism Action Plan* that we intend to develop alongside our new strategic plan. Many of the items are currently being actioned.

In our commitment to transparency and accountability, we are sharing the list of recommendations publicly.

This list of recommendations has been informed by sessions/consultations with various Canadian Centre for Gender and Sexual Diversity staff:

Saturday, November 14th, 2020 (Staff and Board of Directors)

Tuesday, November 17th, 2020 (Staff)

Saturday, November 21st, 2020 (Board of Directors)

ACTIVITY

1. Public accountability from the Board of Directors on their passive role in enabling anti-Black racism, especially misogynoir, and transphobia at CCGSD.
2. Public consultations with former and current CCGSD volunteers and staff, and the broader community, on the creation of an action plan to operationalize anti-racism and anti-oppression at the organization.
3. Development of an intersectional, anti-racist and anti-oppressive organizational code of conduct made available to all staff, board members, volunteers, and the broader community.
4. Mandatory anti-Black racism, Indigenous solidarity, and anti-oppression training for members of the Board of Directors and staff on an ongoing basis.
5. Ongoing anti-racism and anti-oppression learning opportunities for CCGSD staff.
6. The development of standalone HR policies on anti-racism and gender-based violence, including sexual violence.
7. Immediate engagement and utilization of third-party employee advocacy and support mechanisms.
8. Immediate action toward the creation of an HR role within CCGSD.
9. Dedicated funding for anti-oppression and equity training in CCGSD's annual budget.
10. Full-evaluation of CCGSD programs through an anti-racist and anti-oppressive lens.
11. The transformation of the Board of Directors into a governance board.
12. Empowerment of staff through the reduced and limited engagement of members of the Board of Directors in the daily operations of CCGSD.
13. Integration of proper performance measurement system into the HR practices of the organization.
14. Mandatory governance training for the Board of Directors.
15. The engagement of indigenous educators, elders, youth, professionals, and community members from across Turtle Island in the development of an integrated and intersectional Indigenous solidarity and inclusion action plan.
16. Recruitment of Black, Indigenous, and racialized people from diverse 2SLGBTQ+ backgrounds and experiences from across the country to the Board of Directors.
17. The development of a strategic plan with integrated anti-racism and anti-oppression mandate.
18. The establishment and cultivation of meaningful relationships with local, provincial, and national Black, Indigenous, and racialized youth-led initiatives and organizations.
19. Engagement of management and governance consultants to develop organizational procedures and structures.

20. Detailed record-keeping on decision-making and procedures of the organization for the purpose of building organizational capacity.

21. Ongoing public engagement and updates on the advancement of anti-racism and anti-oppression initiatives at CCGSD.

**Several recommendations have not been published to maintain privacy.*