

Becoming Anti-Racist as a Backbone Organization and a Service Centre

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July 2020–Oct 2021

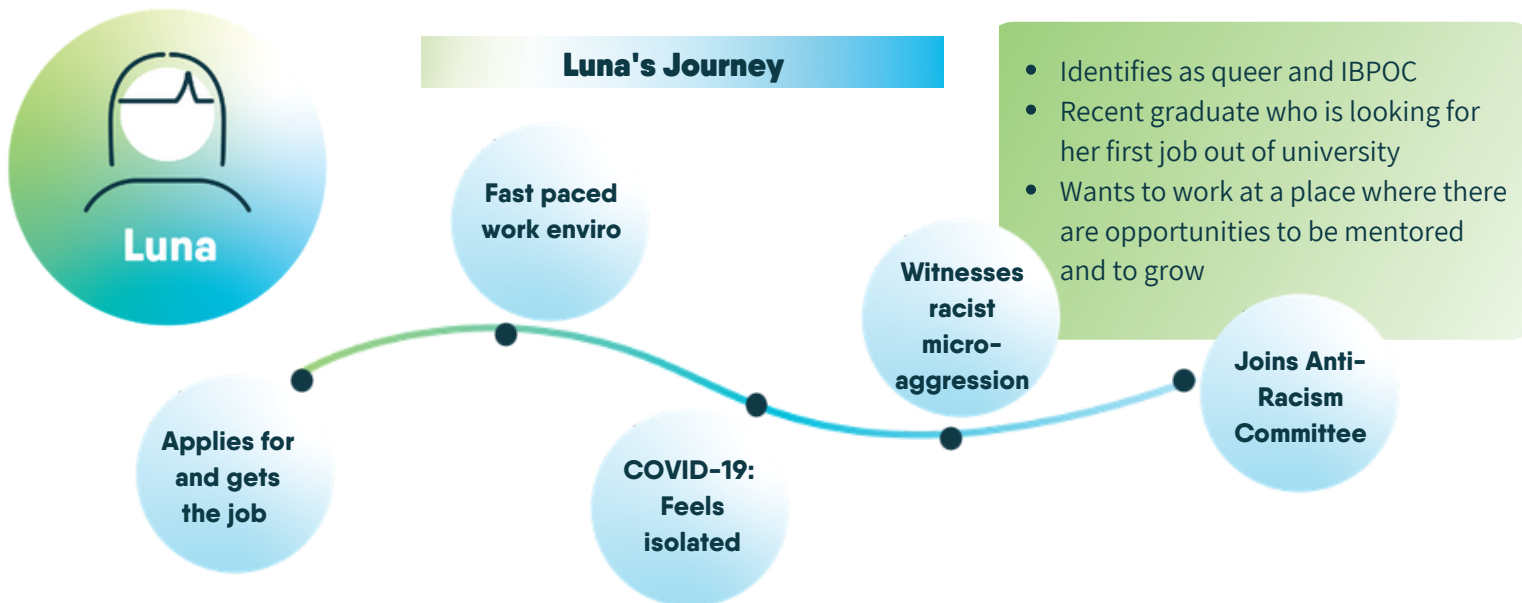
- Anti-Racism Organizational Change (AROC) group formed
- Commons Consulting hired
- Co-design Assessment for Foundry Central Office (backbone) and Foundry Abbotsford (local centre)
- Data collected and analyzed for Foundry Central Office and for Foundry Abbotsford

Nov 2021–May 2022

- Presentations to Foundry Central and Foundry Abbotsford leadership
- Unconscious Bias training co-design
- Co-writing a narrative for the experience of staff and youth in both backbone and service centre
- AROC Youth Forum Event
- JEDI budget created
- JEDI Strategy developed

June 2022 Onward

- New positions to support recommendations from reports
- Ongoing funding and support for centres to engage in assessment
- Training in development
- Co-Executive Director model at Foundry Central Office
- Human Resources AROC Advisory
- JEDI Communication Advisory



Fast Paced Organizational Culture

Areas of Friction

- Demanding workloads and fast-pace
- Lack of clear growth pathways
- Emotional labour
- Barriers to building relationships
- Need to hold space for JEDI discussions
- Good relationships are crucial for meaningful conversations and feedback
- Need to slow down and shift gears + mindset shift
- Need to build relationships with race-based grassroots community groups

Opportunities for Growth

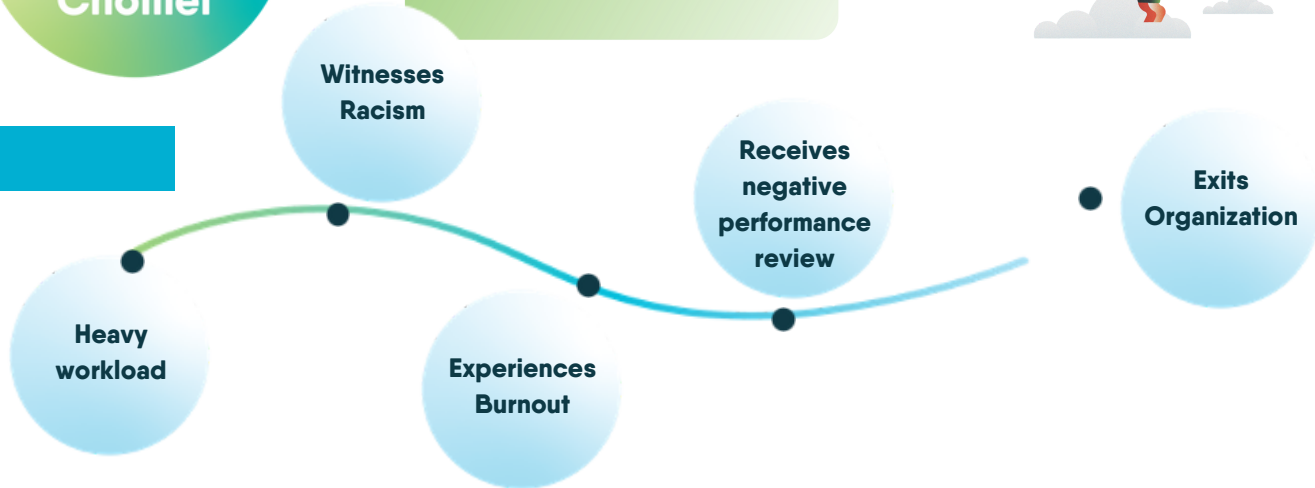
- Mentorship program + pathways to leadership
- Identity-based caucuses and working groups
- Allocate resources to JEDI work
- Create time and space for JEDI-centered check-ins and conversations
- Clear commitment to values around boundary-setting
- Evaluate how current structures and processes impact staff
- Provide JEDI coaching & training to leaders

JEDI = Justice, Equity, Diversity and Inclusion work. Justice refers to social justice, not law.
AROC = Anti-Racism Organizational Change

Chomel's Journey



- Young IBPOC woman, currently employed as project specialist
- Diligent, thoughtful and warm
- Part-time graduate student



Restorative Journey and Accountability

Areas of Friction

- Low awareness of policies or procedures for handling incidents at work
- Onus on person harmed to report
- When reports made, inconsistent response or no action taken
- Lack of resources for leaders to support staff
- Not possible to create safe space for AROC work if lack of support and safe recourse for IBPOC staff

Opportunities for Growth

- Clear policies to ensure there are no reprisals
- Foundry specific, trauma-informed Respectful Workplace Policy
- Mechanism to report incidents anonymously
- Alternative processes for third party reporting
- Training for team leads to support and respond to disclosures and culturally safe investigations

AROC: Anti-Racism Organizational Change working group
 IBPOC: Indigenous, Black and People of Colour; acronym used for ease to discuss issues for racialized people

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