

Anti-Racism in Action: Supporting Systemic Change for Integrated Youth Services

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Formation and
Assessment

Making
Meaning

Action and
Change

July 2020–August 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 for Foundry Central Office
- Foundry Central Office data analysis started

WINS

- Trust and relationship building between AROC and Commons Consulting
- High response rate from staff
- IBPOC caucusing trial
- Anti-racism language comfort building

Sept 2021–May 2022

- Presentations to Foundry Central Office and Foundry Abbotsford
- Data collected and analyzed for both
- Meaning making of the data and creating a narrative
- Unconscious Bias training co-design
- AROC Youth Forum Event

WINS

- Co-Executive Director model at Foundry Central
- Human Resources AROC Advisory
- JEDI Communication Advisory
- JEDI budget created
- JEDI Strategy developed

June 2022 Onward – Action and Change

- Positions created to support organization in embedding JEDI and shifting culture (HR, Equity)
- Intentionally hiring people who are skilled and knowledgeable in JEDI in their area of work
- Ongoing funding and support for centres to engage in assessment
- Training in development
- Ongoing leadership development to support restorative practices, accountability and growth when addressing micro-aggressions



JEDI is an acronym for Justice, Equity, Diversity and Inclusion work. Justice refers to social justice, not law.

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People Centred

Design practices and policies that are inclusive and safer when hiring, managing conflict and supporting growth.

- Creating inclusive and safe recruitment and hiring practices
- Orientation that includes commitment to cultural safety, humility and agility as well as highlighting the need for justice, equity, diversity and inclusion
- Safer disclosure, both informal and formal processes
- Supporting IBPOC and youth mentorship pathways



Unlearning Culture

Support a culture that leans into unlearning, reflexivity and cultural humility.

- Supporting learning pathways to increase understanding of colonization, oppression, anti-oppression, unconscious bias and internalized oppression
- Design intentional opportunities to gather and unlearn collectively at Foundry Central Office, centres and alongside youth and families/caregivers
- Creating opportunities for unlearning across the network in ongoing relational ways
- Slowing down and engaging in decolonizing practices as we move away from shame and judgment to vulnerability and humility

Culturally Agile Services

Provide culturally agile services that meet the diverse needs of youth and families across BC.

- Developing reciprocal learning relationships with IBPOC service providers to provide safer experiences for youth across the network
- Supporting reciprocal relationships with youth and family advocates with diverse backgrounds
- Improving equity, accessibility and cultural safety across Foundry network
- Recruiting diverse representation by removing barriers for volunteer participation across network

Reciprocal Relationships and Storytelling

Create safe ways to gather information and share the experiences, expertise and recommendations of youth and families in BC, as well as service providers and policy makers.

- Establish and monitor benchmarks on justice, equity, diversity and inclusion priorities with network, families/caregivers and communities
- Set up a Data Governance process that engages in the OCAP® principles (First Nations principles of ownership, control, access and possession)
- Create pathways to ensure Youth Safety and Accountability in research and data collection
- Create more opportunities for network and youth-led research



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Foundry is hosted by Providence Health Care and supported by the Province of BC and donors to St. Paul's Foundation. Foundry centres operate and service communities on the traditional, ancestral and unceded lands of Indigenous people across what is now known as British Columbia in Canada.