

Justice, Equity, Diversity and Inclusion Strategy

Our commitments to organizational justice, equity, diversity and inclusion to improve cultural agility, safety and humility at Foundry



People Centered

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.

- ◇ Support 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, centres, and alongside youth and families
- ◇ 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 judgement 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
- ◇ Recruit 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, family and communities
- ◇ Set up a Data Governance process that engages in the OCAP principles
- ◇ Create pathways to ensure Youth Safety and Accountability in research and data collection
- ◇ Create more opportunities for network and youth-led research



Principles for the Implementation of the JEDI Strategy

We recognize that we are the system, and thus we are committed to our inner work to support systems change.

- We will be self-reflective and strive to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. This also means that we are committed to creating safer workplaces for those who experience the most harm.
- We acknowledge the deep-rooted history and present-day reality of colonialism, racism and cultural genocide faced by Indigenous Peoples in Canada. Racism is real, past and present. Anti-oppression work needs to embed the living experience of Indigenous People.
- We believe it is important for communities and systems that cause the most harm, to work collaboratively with Indigenous Peoples towards a shared vision of Justice, Equity Diversity and Inclusion.
- We believe the most effective way to tackle issues of privilege and systemic bias is to name them, talk about them, and take personal and collective responsibility to change them.
- We recognize that forms of oppression are socially constructed and embedded in systemic structures, and they are not simply matters of individual prejudice.
- We know that an intersectional lens must be used to understand how individuals experience the world.
- Recognizing that systemic oppression and discrimination affects communities differently over time, we will be consciously inclusive to address the different realities of each community.



Cultural Agility, Safety and Humility (CASH) Skills

CULTURAL SAFETY

Definition: Cultural safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in colonial systems that provide care, education and service. It results in an environment free of racism and discrimination, where people feel safe when receiving care. Safety is determined by youth and families in our centres and network¹.

Our Commitment: We strive to create safer spaces for everyone, and recognize that youth and care-givers in BC have different experiences in accessing care and we all have a personal and collective responsibility to address biases, discrimination and oppression.

CULTURAL HUMILITY

Definition: Cultural humility is a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another's experience².

Our Commitment: We are not the experts in the many ways of knowing. We approach our work with humility and curiosity as learners when it comes to understanding another's experience. We practice self-reflection and name our personal and systemic biases when working with youth, families, and partners.

CULTURAL AGILITY

Definition: Cultural agility is the ability to work respectfully, knowledgeably and effectively with people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is examining one's own culture and worldview and the culture of Foundry, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of people who's experience differs from one's own³.

Our Commitment: We notice and readily adapt to cultural uniqueness in order to create a sense of safety for all. As researchers, policy advisors, service providers across BC, we seek to incorporate policies, procedures and structures that reflect cultural and social diversity. We know there are multiple lived experiences and shifts are needed in personal and organizational perspective. We are open to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity, appreciation and openness.

¹ Adapted from First Nations Health Authority: Creating a Climate for Change

² Sic

³ Adapted from Province of BC. Competencies Dictionary: Aboriginal Relations Behavioural Competencies. 2012.

