

## ActionDignity Anti-Racism Plan

### Purpose of this document:

1. **Commitment:** We hold a “commitment to anti-racism anti-oppression, and this commitment is clearly communicated to all interested actors in our organization and projects (i.e. staff, leadership, board members, volunteers, clients/service users, funders, partners, contractors, etc.” (OCASI, n.d.). This Anti-Racism Plan is grounded in understandings of systems and systems change, critical race theory, and decoloniality.
  - i. **Systems-lens:**
  - ii. **Critical Race Theory:**
  - iii. **Decoloniality:**
2. **Goals:**
3. **Evaluation and Monitoring Mechanisms:**
4. **Role of Leadership Team:**
5. **Role of Systems Leaders:**
6. **Responding to Complaints:**
7. **Transparency:** We will be transparent about the objectives, means, decision-making processes and the allocation of resources for upholding and implementing anti-racism anti-oppression at the organization (OCASI, n.d.).
8. **Intersectionality:** We uphold the “fundamental understanding that discrimination and racism overlap and intersect with other factors and characteristics, such as sex, gender, disability, sexual orientation, age, family status, ethnic origin, and other protected grounds in Canadian human rights legislation, and must be seen and treated as interconnected” (OCASI, n.d.).
9. **Removing barriers:**
10. **Mindful of Power Dynamics:**
11. **Common Language-**
12. **Data Collection:**
13. **Life-Long Learning:**

### Reference:

OCASI (n.d.). Anti-racism anti-oppression organizational assessment. *Ontario Council of Agencies Serving Immigrants*. <https://ocasi.org/ocasi-anti-racism-anti-oppression-policy>