

**Equity Ottawa  
Équité Ottawa**

**Cultivating diverse and inclusive organizations  
Cultivant des organismes diversifiés et inclusifs**

# **Phase II : Accomplishments & the Way Forward**

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# Outline

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1. Accomplishments
2. Developments in course
3. Ideas going forward

# 1. Accomplishments

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- ✓ Increased awareness & commitment
- ✓ Feasible strategies for action developed

# ✓ Increased awareness and commitment

- Trust between CoP participants allowed for candid reflections on experiences, gaps, barriers & one's own biases
- Perceiving colleagues' support encouraged bold ideas and experimentation; and motivated & validated good practice
- Experience-based dialogues, strengthened by academic insights, helped bring greater clarity on shared challenges
- Knowledge events allowed for deeper look into specific aspects of organizations' experience

*"I feel tremendously sad to hear my colleagues' personal experiences of racism. Something has to be done – I have to do something."*

*"For the first time in my life, I saw how serious and prevalent racism is, for so many people. I will pay closer attention to how this may be playing out in my organization."*

*"Hearing someone say '[...] everyday oppression feels like a thousand cuts a day [...]' was one of the impactful aha moments in my entire professional life."*

*"I feel validated and supported in continuing to push for change in my organization and in our community."*

*"I feel compelled, encouraged, and I care."*

*"I am impressed by what can come out of this concrete work."*

## ✓ Feasible ideas for collaborative action developed

- Nuanced, experience-based awareness coupled with partners' commitment created a strong foundation for action – both individually & in partnership.
- Cross-pollination of ideas implemented in different sectors stimulates out-side-the-box thinking and promotes formation of concrete action ideas.
- Examples of shared action strategies now in formation include:
  - Collaborative initiative on employment
  - Building francophone organizations' capacity
  - Knowledge transfer & social marketing to avail CoP learning to benefit Ottawa's social service sector
  - Building relationships with immigrant communities

*Every organization wishes to be inclusive and equitable, but there is no space for learning, testing, verifying, and validating these experiences, knowledge, and strategies. What I value most is that the EP CoP provides a unique opportunity for us to have that."*

*"I am able to bounce ideas off others, hear some of their experiences, apply ideas to our own organizations."*

*"It's great to have different sectors who are on the same journey. We can see the similarities and differences in our experiences, making our diversity come alive, learning from that."*

*"I am impressed by what can come out of this concrete work."*

## 2. Developments in Course

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- Knowledge packaging and dissemination
- Sustainability of CoP
- Leadership, consensus, and community-ownership

*“This made me realize ‘I need to get moving’. I’ve been focused on awareness-raising within my organization – but maybe it’s time to introduce more concrete action.”*

*“Our organization recently decided to remove our Anti-racism policy. Perhaps this was part due to our discomfort with dealing with the issue of race. But racism keeps creeping up, so I may need to revisit this and reintroduce Anti-racism as part of our policy framework.”*

# 3. Ideas Going Forward

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1. Continuation of current Community of Practice
2. Identify support to implement the first 3 shared strategies emerging for E&I CoP:
  - i. A pilot collaborative employment equity initiative to assist organizations to develop and implement plans that will help them recruit and retain immigrant talent
  - ii. CoP for E&I for francophone organizations
  - iii. Knowledge transfer – i.e. packaging, disseminating, and marketing knowledge created via CoP dialogues to benefit Ottawa social service sector

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Thank you

