

	SECTION: 01 Administration	Pages: 3	Policy Number: 01-27
	Subject: Anti-Racism and Anti-Oppression Policy		

POLICY:

Banyan Community Service (Banyan) recognizes that certain people in our society face oppressive experiences because of individual and systemic unequal power related to race, colour, culture, ethnicity, language and linguistic origin, ability, socio-economic class, age (children, youth, seniors), ancestry, nationality, place of birth, religion or faith or other forms of conscientiously held beliefs, sex, gender (including gender identity and expression), sexuality (including sexual orientation), family status (including marital status), and residency/migratory status in Canada and types of life experiences. Banyan is committed to a policy of anti-racism and anti-oppression and will strive for equity, inclusiveness and diversity in all aspects of its operation and at all levels of the agency. All systems, policies and practices shall promote barrier-free access to client services and employment, as well as employment and volunteer opportunities. We will work towards confronting and eliminating discriminatory or racist incidents and behaviour at the individual, organizational and societal level.

PURPOSE:

The Anti-Racism and Anti-Oppression Policy provides a list of guidelines to ensure that policies, procedures, practices and programs of Banyan Community Service are consistent with the anti-racism and anti-oppression principles.

A. DEFINITIONS

Racism is overt, covert, intentional and/or unintentional behaviour by individuals to other individuals based on their membership in a racial group.

Discrimination is the treatment or consideration based on class or category rather than individual merit and that can be used to privilege (special treatment in favour of) as well as disadvantage (special treatment against) a particular group or individual.

Oppression is the use of power or privilege by a socially, politically, economically, culturally dominant group (or groups) to disempower (take away or reduce power), marginalize, silence or otherwise subordinate one social group or category.

Systemic Oppression consists of practices, policies, laws and standards that disadvantage a particular group or category of people.

Individual Oppression is demeaning and oppressive behaviour towards and treatment of a particular group or category of people, expressed through individual attitudes, beliefs and values.

Anti-Oppression is the work of actively challenging and removing oppression perpetuated by power inequalities in society, both systemic oppression and individual expressions of oppression.

B. PROCEDURES

1. Governance

Banyan is committed to achieving representation of the diversity of the community on its Board of Directors by ensuring that it has an equitable and transparent nomination process that this process is communicated to all members and that members are committed to outreach beyond the current membership if necessary to achieve this goal.

2. Accommodation of Client Needs

- 2.1. Every effort shall be made to ensure cultural sensitivity to client needs and to meet, wherever possible, cultural, language, spiritual and other such needs. No member of the organization shall accommodate a client request that is based on bias or is racist by nature.
- 2.2. All displays, signs, pictures, reports, brochures, training calendars will be assessed to ensure they are culturally sensitive.

3. Employment Practices

- 3.1. Banyan will develop, initiate and maintain bias-free recruitment, hiring and human resource policies and practices.

4. Education

- 4.1. Banyan is committed to ensuring that those involved in the delivery of services and program have the knowledge, understanding and skills to work with and provide services to members of diverse communities, particularly equity-seeking communities.
- 4.2. All Banyan staff and volunteers shall receive anti-racism and anti-oppression education. All new staff and volunteers shall receive orientation to the policy.

5. Evaluation and Monitoring

- 5.1. Incidents and/or complaints of racism, prejudice or any form of discrimination either real or perceived shall be identified and brought forward for review through the Banyan Quality Management Program. This will ensure a proper monitoring and review at both the senior management committee and the Board of Directors through the Quality Management Committee of the Board.
- 5.2. The CEO or designate will work to integrate equity, equality, inclusiveness, access and respect in all organizational decision-making processes, day-to-day practices, and programming.
- 5.3. The CEO or designate will develop action plans with a time frame to incorporate the Anti-Racism and Anti-Oppression Policy in all aspects of the agency.
- 5.4. The CEO or designate will monitor all systems, including employment and administrative policies and practices, training programs annually, or more frequently as required, with a view to the identification and removal of systemic racism and oppression and barriers to employment, opportunities for advancement.

C. REFERENCE SOURCES:

1. Accessibility for Ontarians with Disabilities Act
2. Canadian Human Rights Act
3. Ontario Human Rights Code

D. CROSS REFERENCE

- 01-22 Accessible Customer Service (AODA and Ontario Human Rights)
- 03-1 Anti-discrimination and Anti-harassment
- 03-1-1 Anti-discrimination and Anti-harassment procedures
- 03-6 Recruitment and Selection

E. REVIEW DATE: This policy is to be reviewed annually. The next review date is February, 2017.

Endorsed by	Date
Human Resources	January 2016
Approved by	Date
Senior Management Team	January 2016