

Nurturing Equity and Inclusion in Outreach

From: Jodie Glean-Mitchell

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Land Acknowledgement

- The Municipality of Clarington is situated within the traditional and treaty territory of the Mississaugas and Chippewas of the Anishinabeg, known today as the Williams Treaties First Nations. Our work on these lands acknowledges their resilience and their longstanding contributions to the area now known as the Municipality of Clarington.



Dedicated to Lee Maracle

- “I sometimes feel like a foolish young grandmother armed with a teaspoon, determined to remove three mountains from the path to liberation: the mountain of racism, the mountain of sexism and the mountain of nationalist oppression. I tire easily these days ... Sometimes I feel the tiredness is old, as old as the colonial process itself. On those days I am energized by the fact that it is not my fatigue but the fatigue of the oppressor's system which haunts me. On other days the tiredness is deeply personal.”

— Lee Maracle, [I Am Woman: A Native Perspective on Sociology and Feminism](#)



"My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style."

MAYA ANGELOU

Engagement Guidelines

Confidentiality

Speak from the 'I'

Encourage Respectful Dialogue

Take care of yourself

Engage, Embrace, Enjoy!

Jodie Glean

Jodie Glean-Mitchell has dedicated her career to developing educational programming in the field of antiracism, equity and inclusion. In 2011, Jodie attained her Masters of Arts in Educational Studies from Concordia University and is currently completing her PhD degree in Education at York University.

Jodie Glean-Mitchell holds the role of (interim) Executive Director, Equity, Diversity and Inclusion, at the University of Toronto. Jodie is an award winning practitioner who brings more than ten years of experience working in the field of equity and inclusion. In 2020, Jodie was the recipient of the Harry Jerome Award for Diversity and was also recognized by the University of Toronto for her leadership in antiracism initiatives. Jodie is the Principal Consultant at REACT – Race, Equity, Advisory, Consulting and Training Inc. Jodie and her team work with community organizations, government ministries and companies to provide education programming and consultations on topics related to equity, inclusion and antiracism.

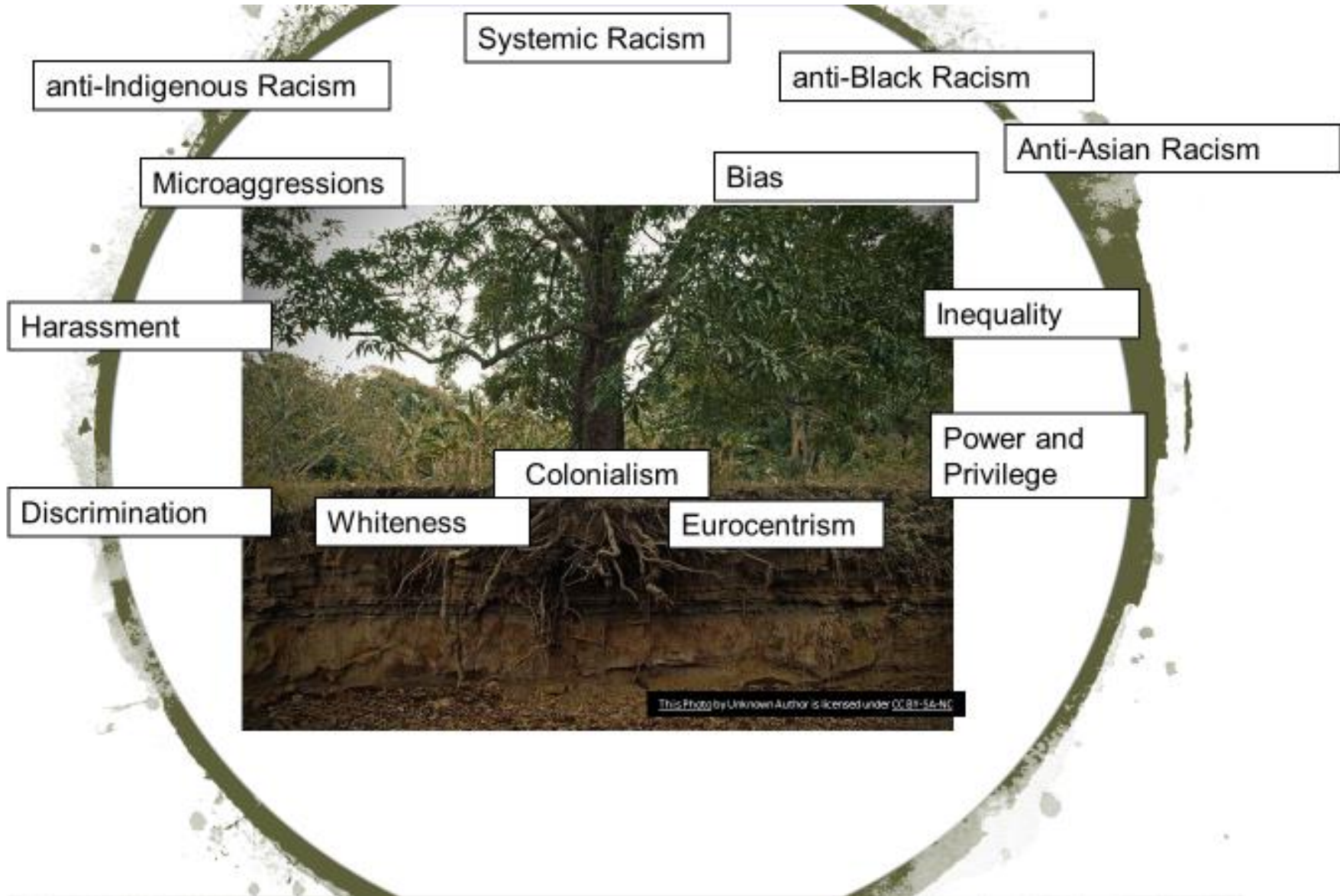


Why are we Gathered Today?

- How can we create meaningful and responsive initiatives in under-represented communities?
- How do we create a sense of belonging and communities of support?

**BLACK
LIVES
MATTER**





Key Terms

Equity: Refers to the ongoing intentional and systemic approach to remove historic and current barriers for equity-seeking groups. It requires organizations to apply specific programs, policies and practices to support fair and just outcomes for all.

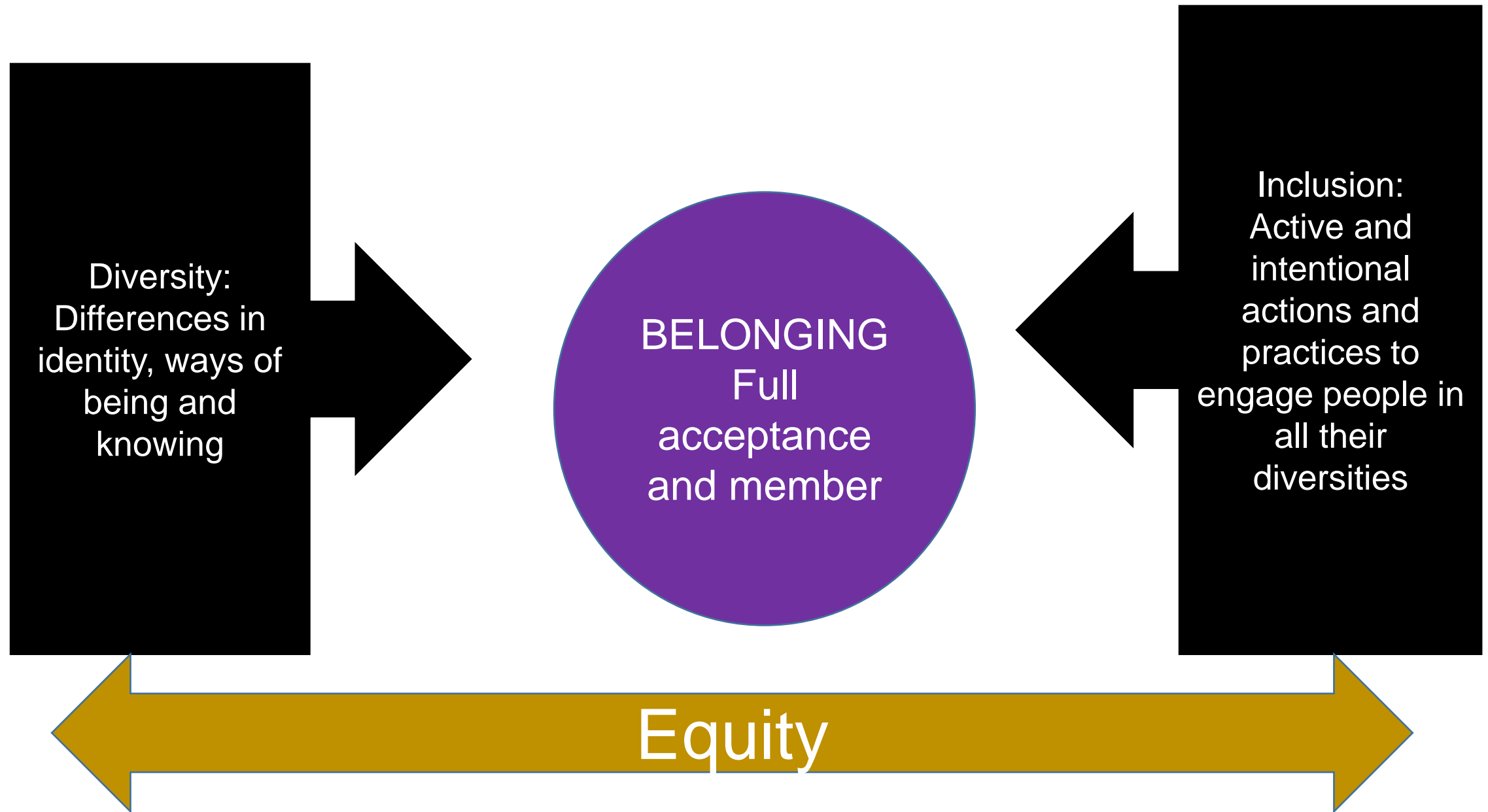
Diversity: Refers to the different social, cultural and political identities of individuals and their worldviews, knowledges, practices, and experiences.



Key Terms

Inclusion: Refers to the active and intentional engagement of people in all their diverse social, cultural and political identities that fosters a sense of belonging. This engagement is grounded in respect, and all members of the organization are recognized as valued contributors.

Belonging: Refers to acceptance as a member or part of an organization. A sense of belonging is a basic human need, just like the need for food and shelter. Belonging is a psychological lever that has broad consequences - Our interests, motivation, health and happiness are inextricably tied to the feeling that we belong to a greater community that may share common interests and aspirations.



Key Considerations for your Equity, Inclusion and Belonging Journey

- The Self
- The Work
- The Community



The Self: Your Foundation

Antiracism Approach

Multiculturalism;
Diversity and
Inclusion discourses
do not adequately
address systemic
racism

Centering
of Race

Challenge the
myth of
meritocracy; “No
need to see
color” narrative

Racism is deeply
embedded and
pervasive in our
systems, institutions,
socialization

Racism is
normalized, not a
rare occurrence

Overview of Key Theoretical Frameworks and Model

Decolonization
Theory

Antiracism
Theory

Critical Race
Theory

Organization
Theory

Social
Disability
Justice Model

Queer Theory

'Crip' Theory

Anti-
Oppression
Theory

Whiteness
Theory

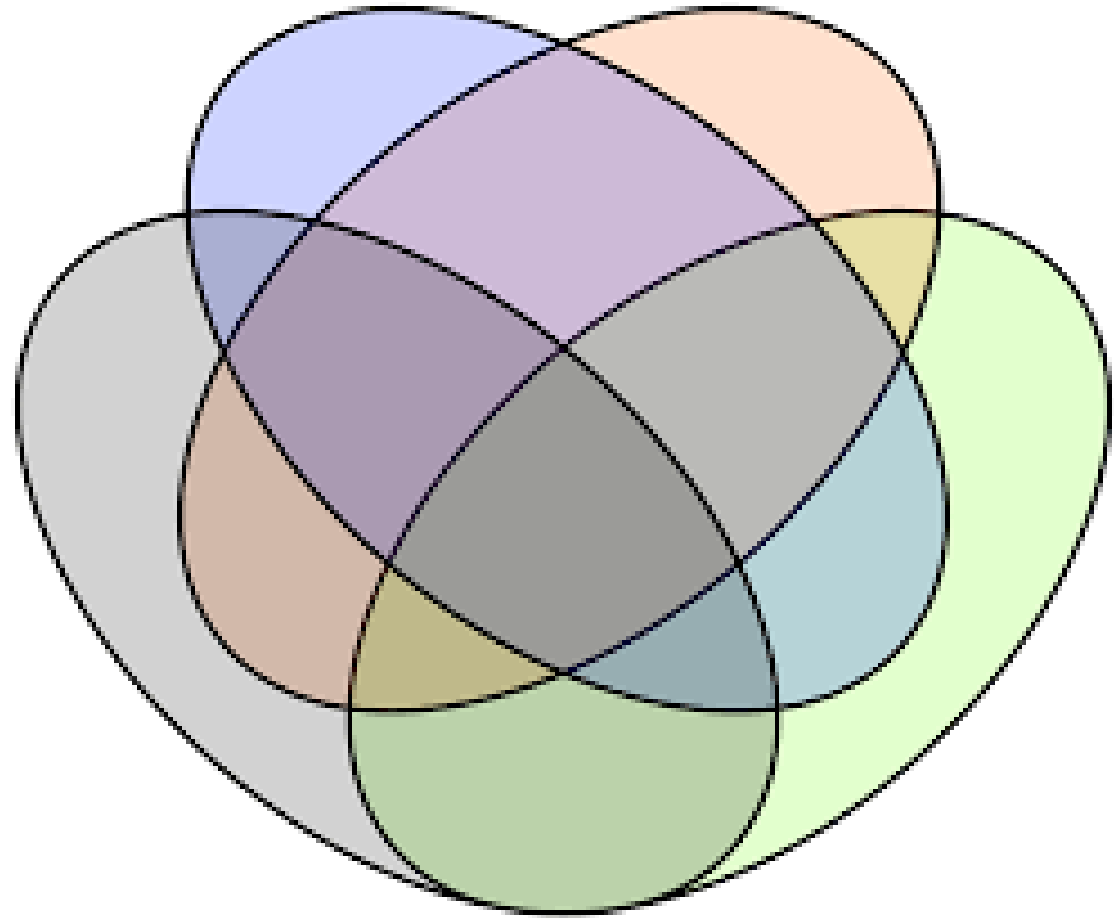
The Self

What Are the Qualities/ Traits of an Anti-racist Leader?

- Acknowledges race (identities) and racism – systemic, individual and subtle forms
- Engages in ongoing education – conferences, professional development, self-reflection, healing/restoration (for racialized leaders)
- Can locate their sites of power and privilege – then commits to using them responsibly
- Takes a stand - All members of the department/organization must be clear that discrimination and harassment has no place within your department/company (policies, statements) – must be backed with intentional action.
- Encourages (responsible) dialogue with the team; promotes and supports antiracism initiatives (internal and external)

Intersectionality

- Refers to socially constructed identities that are interconnected, interlocked and impacts the simultaneous experiences of discrimination.



What is Intersectionality?

- [Video](#)

Differences that Make a Difference

- **Race**
- **Athleticism**
- **Criminal background**
- **Disability & Health status**
- **Economic class**
- **Educational level**
- **English proficiency**
- **Family**
- **Gender identity/expression**
- **Geographic region**
- **Hierarchical level**
- **Housing/Food Security**
- **Immigration status**
- **Job function**
- **Marital/relationship status**
- **Mental health status**
- **National origin**
- **Parental status**
- **Age**
- **Religion/spirituality**
- **Sex assigned at birth**
- **Sexual orientation**
- **Size/appearance**
- **Skin color; phenotype**
- **Transportation status**
- **Working style**
- **Years of experience**
- **More...**

As you Plan...

- Employ an accountability checklist to your work
 - How do you define the community members you are serving?
 - Do we know the histories/journeys of the members of the community you serve?
- Integrate an Inclusion lens throughout the strategy and action plans for the work you do. Ask yourselves...
 - How might this advantage members of privileged groups?
 - How might this create barriers and obstacles for members of the corresponding marginalized groups?
 - What would create more equity and inclusion?

Tools for Outreach spaces and Efforts

- **Be intentional in creating a space that will allow for critical discussions**
 - No such thing as a “safe” space
 - Do not raise the discussion casually. Give adequate time to unpack feelings and emotions
 - Where possible – set the space with engagement guidelines
- **Words/Language Matter**
 - Use inclusive language (gender identity, different abilities)
 - Be alert – inappropriate/problematic language may be used as people share, be prepared to call-in
- **Be prepared** – Go beyond the headlines – pull out key themes; research the historical context; identify key terms and be ready to define
- **Activate readiness and hope** – Shift from **helplessness to hopefulness**; Identify actions that can be taken

Resiliency:
The capacity to
recover from
difficulties; the
process of adapting
in the face of
challenges



What are some critiques of the notion of “resiliency” within the context of addressing racism?

The ‘tough’
narrative

Focus on the person
navigating the
racism and not the
causes of racism

Focus on
‘survival’

How do you shift from Helplessness to Hopefulness? What strategies do you employ to keep going?

Activating Your Power

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graph TD; A(Activating Your Power) --- B(Build/maintain relationship as a team); A --- C(Hold yourself accountable); A --- D(Get creative!); A --- E(Leaders - Speak up, advocate); A --- F(Give room for mistakes - they will happen); A --- G(Deposit in the relationship bank - invest time in one another);
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Build/maintain
relationship as
a team

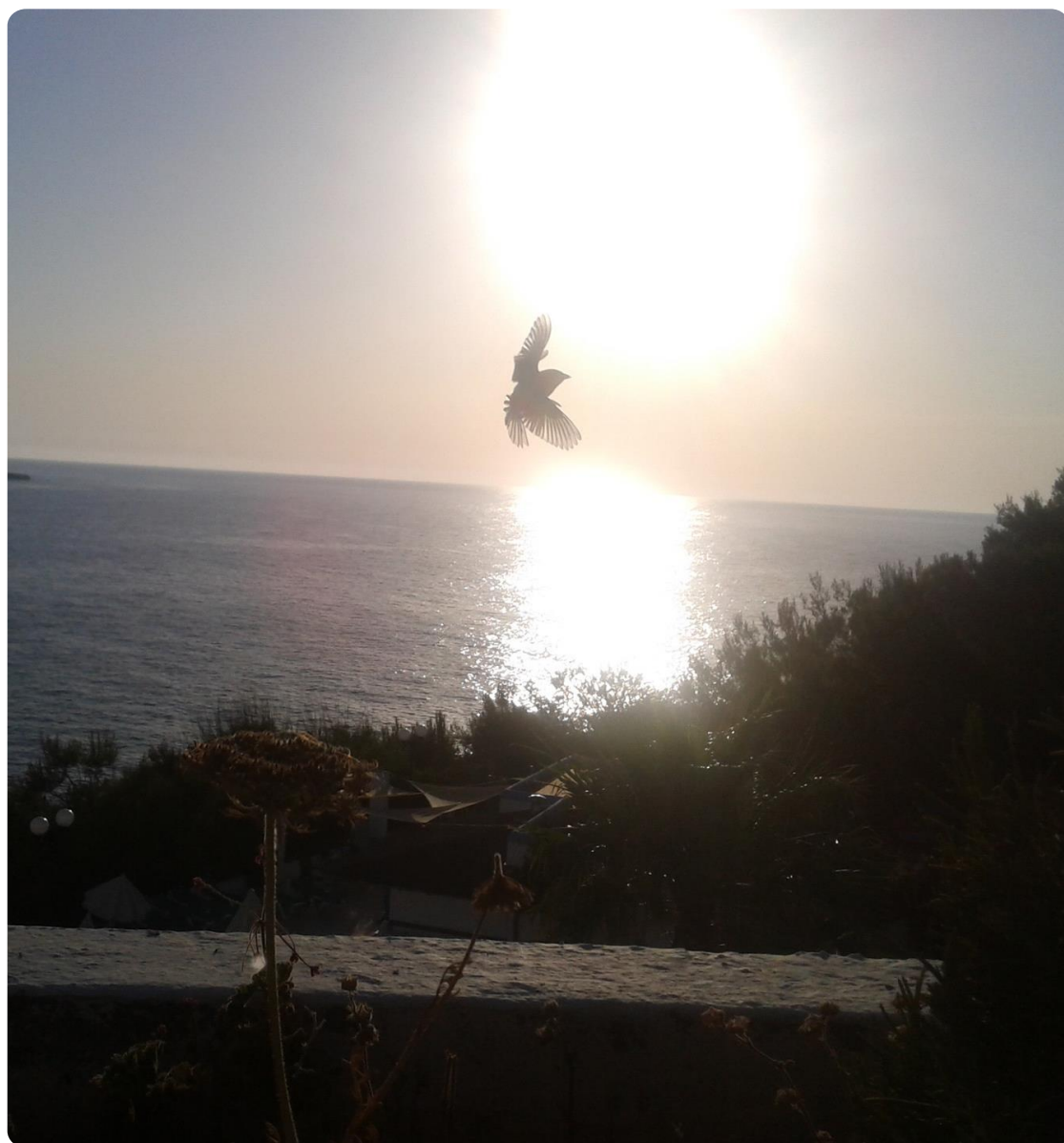
Hold yourself
accountable

Deposit in the
relationship bank
– invest time in
one another

Get creative!

Give room for
mistakes –
they will
happen

Leaders –
Speak up,
advocate



...liberation is an
already existing and unfinished
and unmet possibility, laced
with

creative labour, that emerges,
from the ongoing collaborative
expression of humanity
and livingness.

- McKittrick (2019)





Where do we go from here?

Thank You!