

**August 2020**

## **Commitment to Anti-Racism, Equity, Diversity & Inclusion**

Stella's Place is taking clear action to embed anti-racism and equity practices across the organization. We are committed to becoming a practice leader with inclusion, diversity, equity and accessibility as our core cultural norms and organizational values. We are forming an Anti-racism Task Force, undergoing an organizational review and engaging in restorative mediation. Please check back here for regular updates on our progress.

### **OVERALL GOALS:**

- **Inclusive, accessible, high quality young adult engagement and support delivery**
- **Organizational structure and HR policy framework reflect anti-racism, inclusion and equity principles**
- **Staff have the skills, support, resources and training to deliver quality, effective, inclusive services**



## **1. Anti-racism Task Force (ARTF): July - October 2020**

We have engaged Human Rights and Equity Specialist, Nicole Bernhardt, to facilitate this task force with a team of frontline staff, management & Board members. The goals are to:

- Recommend to the Board a roadmap that enhances the workplace culture, policies and practices of anti-racism, inclusion and equity;
- Recommend to the Board a structure and initial work plan for continued work;
- Improve and monitor anti-racism, equity and inclusion practices at Stella's Place on an ongoing basis; and
- Review recommendations related to human resource practices and organizational structure that align with enhancing equity-based practices.

## **2. Workplace Review: August - September 2020**

A Workplace/Organizational Review is being conducted by an external team with knowledge and experience regarding effective organizational and workplace practices to address anti-Black racism and equity. In addition, the team will examine human resource, policy and procedural and structural issues that impact on the experiences of staff at all levels. The Review will produce recommendations that will support a Stella's Place workplace culture that leads in anti-oppressive and anti-racist practice, openness, equity, respect and transparency.

## **3. Restorative Facilitation/Mediation: August 2020**

Our failure to reflect on the impacts of anti-Black racism and to develop a thoughtful strategic anti-oppressive practice and antiracism plan that centers the voices and experiences of BIPOC staff has created tensions in our staff team. We have engaged restorative mediators from the Neighbourhood Group, Natalie Johnson and Karen Arthurson, to help us restore working relationships to support effective service delivery, staff supervision and staff wellness as we move forward to address racism and inequity.