

Anti-Racism (Including Anti-Black, Anti-Indigenous, and Anti-PoC Racism) Policy

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Revision Date	

Policy

In addition to the circumstances discussed in Policy B-02, Fontbonne Ministries is committed to dismantling institutional racism by identifying, preventing, and removing barriers to delivering support, services, programming, employment, and volunteer opportunities. This policy identifies Fontbonne Ministries' commitment to understand the histories of systemic racism and discrimination resulting in unequal access for the Black, Indigenous and People of Colour (BIPOC) communities.

All Fontbonne Ministries management, staff, volunteers, student placements, contractors and persons conducting business on behalf of Fontbonne Ministries are required to commit to and follow this policy. Anyone found to have discriminated against or harassed any person on the basis of their race will be held accountable.

Application

This policy:

- Applies to all staff, volunteers, students, participants and community partners engaged in Fontbonne Ministries initiatives.
- Aligns with and adds to all existing Fontbonne Ministries policies that promote equity, fairness and inclusion for everyone receiving support, services and programming, engaged with community initiatives, and working, learning, or participating at any Fontbonne Ministries site or in any Fontbonne Ministries program.
- Addresses race-based discrimination or harassment that includes patterns of behaviour, policies and practices, trends or unequal treatment in the social or administrative structures toward BIPOC at Fontbonne Ministries.
- Applies to all Fontbonne Ministries activities that take place on Fontbonne Ministries property or elsewhere, including online.

Responsibilities

Fontbonne Ministries staff, volunteers and student placements are responsible for:

- Complying with all applicable Fontbonne Ministries policies, including this one, to create service, support, programming, employment and learning environments that are free of racism.

- Demonstrating respectful and inclusive behaviours in accordance with Fontbonne Ministries' vision, mission and values statements.
- Never behaving in ways which marginalize, isolate, demean, humiliate and/or subject a person to microaggressions or hostility, and/or undermine or make it difficult for a person to access opportunities because of BIPOC identity. These actions will not be tolerated.

Confidentiality

Due to the sensitive nature of the information, an individual's race will be kept confidential unless disclosure is required by law. Confidentiality applies to all records relating to the strategy, including the contents of meetings, interview data, and information related to the strategy and engagement process.

All data related to this work may only be collected, used and disclosed at the direction of the Executive Director. All reports from this work will use de-identified data that will not link racial identity to specific individuals.

If someone reports an incident involving racism at Fontbonne Ministries, information on racial identity will be shared with the sites/programs involved *only* when the individual gives consent and when consistent with the provision of the Fontbonne Ministries Privacy Policy then in force. If the individual does not give consent, their racial identity will not be shared with the site/program.

Complaint Resolution

For any race related concerns see Fontbonne Ministries Freedom from Workplace Discrimination, Harassment, Abuse & Violence Policy (B-02) for both an informal and formal complaint resolution processes.

Definitions

Anti-Black Racism

The policies and practices rooted in Canadian institutions, such as education, healthcare, and justice, which mirror and reinforce beliefs, attitudes, prejudice, stereotyping, and/or discrimination toward people of African, Black, and Caribbean descent.

Anti-Indigenous Racism

The ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous peoples within Canada. It includes ideas and practices that establish, maintain, and perpetuate power imbalance, systemic barriers and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada.

Anti-Oppression

An anti-oppression approach recognizes the power imbalance with society that attributes benefits to some groups and excludes others. This approach seeks to develop strategies to create an environment free from oppression, racism, and other forms of discrimination. It acknowledges the intersections of identity and diversity including race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex (including pregnancy), sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, and disability, and aims to promote equity between the various identities.

Anti-Racism

An anti-racism approach is a systematic method of analysis and a proactive course of action. The approach recognizes the existence of racism, including systemic racism, and actively seeks to identify, prevent, reduce and remove the racially inequitable and power imbalances between groups and the structures that sustain these inequities.

Black People

People with African ancestry and who are racialized as Black, regardless of their cultural identity or where they were born (such as, but not limited to, Africa, Canada, Caribbean, South America).

Black, Indigenous, Person of Colour (BIPOC or BIPoC)

This phrase/acronym acknowledges that Black and Indigenous people have experienced and continue to experience systems of oppression unique to the oppression that non-Black and non-Indigenous people of colour (PoC) face.

Discrimination

The denial of equal treatment, civil liberties, and opportunity individuals or groups with respect to education, accommodation, healthcare, employment and access to services, goods and facilities. Behaviour that results from prejudiced attitudes by individuals or institutions, resulting in unequal outcomes for persons who are perceived as different.

Differential treatment that may occur on the basis of race, nationality, gender, age, religion, political or ethnic affiliation, sexual orientation, marital or family status, physical, developmental or mental disability, includes the denial of cultural, economic, educational, political and/or social rights of members of non-dominant groups.

Disparities

The lack of equality or similarity, especially in a way that is not fair.

Diversity

The range of visible and invisible qualities, experiences, and identities that shape who we are, how we think, how we engage and how we are perceived by the world. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical or mental abilities, religious or spiritual beliefs, or political ideologies. They can also include differences such as personality, style, capabilities, and thought or perspectives.

Inclusion

Inclusion recognizes, welcomes, and makes space for diversity. An inclusive Fontbonne Ministries capitalizes on the diversity of thought, experiences, skills and talents of all Fontbonne Ministries employees.

Indigenous Peoples

Indigenous peoples identify as being descended from the Original Peoples of what is currently known as Canada. In this context, Indigenous peoples include people who may identify as First Nations (status and non-status), Metis, and/or Inuit and any related identities.

Microaggression

Brief and common daily verbal, behavioural, or environmental indignities, comment or action that subtly and often intentionally or unintentionally expresses a hostile, derogatory, or negative slight and/or insult toward a member of a marginalized group (such as BIPOC, LGBTQ2S+, disability). “Microaggression” is also referred to as casual or everyday racism.

People of Colour

A term which applies to non-White racial or ethnic groups; generally used by racialized peoples as an alternative to the term “visible minority”.

Power

Access to privileges such as information, knowledge, connections, experience and expertise, resources, and decision-making that enhance a person’s chances of getting what they need to live a comfortable, safe, productive and profitable life.

Privilege

Unearned power, benefits, advantages, access and opportunities that exist for members of the dominant group(s) in society. Can also refer to the relative privilege of one group compared to another.

Race

A term used to classify people into groups based principally on physical traits (phenotype), such as skin colour or other apparent differences perceived as “inherent” or “unchanging”. For example, a social group’s culture or religion may sometimes be treated as unchanging and inherent.

Racial categories are not based on biology but on differences that society has created (i.e., “socially constructed”), with significant consequences for people’s lives. Racial categories may vary over time and place, and can overlap with ethnic, cultural and religious groupings.

Racial Equity

The systemic fair treatment of all people resulting in equitable opportunities and outcomes for everyone. It contrasts with formal equality where people are treated the same without regard for racial differences.

Racial equity is a process (such as meaningfully engaging with Black, Indigenous and people of colour regarding policies, directives, practices and procedures that affect them) and an outcome (such as equitable representation of Black, Indigenous and people of colour at all levels of the organization.)

Service Equity

Promotes health, safety, and independence for everyone by adapting services and policy to eliminate discrimination and disparities in the delivery of services.

Structural Racism

A system in which public policies, institutional practices, cultural representations, and other norms work in ways to reinforce and perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed white privilege and disadvantages associated with “colour” to ensure and adapt over time.

Structural racism is not something that a few people or institutions choose to practice; instead, it has been a feature of the social, economic and political systems in which we all exist.

Systemic Anti-Indigenous Racism

This is evident in discriminatory federal policies such as *The Indian Act* and the residential school system. It is also manifest in the over-representation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being and health. Individual lived experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous peoples.

Systemic Racism

Organizational culture, policies, directives, practices, or procedures that exclude, displace, or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, practices and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.

References

Anti-Racism Directorate

<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

Black Health Alliance

<http://blackhealthalliance.ca>

Canadian Human Rights Commission

<https://www.chrc-ccdp.gc.ca/eng>

Catalyst

<https://www.catalyst.org/topics/ergs>

City of Toronto, Anti Black Racism

<https://www.toronto.ca/community-people/get-involved/community/toronto-for-all/anti-black-racism-2/>

Ontario Black History Society

<http://blackhistorysociety.ca>

Ontario Human Rights Commission

<http://www.ohrc.on.ca/en>

Urban Alliance on Race Relations

<https://urbanalliance.ca/about-us>

Appendix A

Fontbonne Ministries Vision

Building welcoming, supportive communities and pursuing social change.

Fontbonne Ministries Mission Statement

We are a welcoming community where you are not alone, and everyone belongs. As an inclusive social service organization our programs foster personal well-being and creativity and respond to food and housing insecurity, social isolation and loneliness.

Fontbonne Ministries Values Statements

Respect: We value each person as a distinct expression of God's love and invite each other to discover and to celebrate our unique gifts.

Advocacy: We respond to society's evolving needs and mobilize positive change through transformational leadership.

Community: We work together with neighbours and partners to build strong relationships that are mutually supportive and collaborative.

Compassion: We give our full attention to each person and show understanding, empathy and sensitivity to their needs.

Accountability: We use the resources entrusted to us with care, and make sustainable choices that will benefit future generations.