

STATEMENT OF POLICY AND PROCEDURE			
Chapter:	Human Rights, Safety, Responsibilities	PP Number:	
Section:	E	Original Date Approved:	
Title:	Anti-Racism Anti- Oppression (ARAO) Policy	Date Reviewed/Revised	April 2022
Issue to:	All Staff	Date of Implementation:	April 2022
Issued by:	Executive Director	Replaces:	
Cross Reference:			

**Anti-Racism Anti-Oppression (ARAO) Policy**

**Statement of Intent:**

Krasman Centre is committed to equitable and inclusive approaches to mental health and addictions care for historically marginalized communities impacted by oppression and racial disparities. Krasman Centre strives to advance equity, inclusion, access to services and participation for these communities.

The goal of this policy is to ensure that the entire organizational membership will strive to actively create a safe, inclusive, and equitable environment at Krasman Centre that is free from racism and other forms of oppression. Organizational membership encompasses employees, management, board members, contractors, volunteers, students, members, program participants, and visitors.

The values of this policy are aligned with the mission and vision of the organization. They uphold inclusion, choice, and person-centered approaches to support the intersectional lives of people with lived experience of mental health and addiction challenges. This policy ensures consistency with the Ontario Human Rights Code, the Canadian Human Rights Act, the aims and objectives of the United Nations Universal Declaration of Human Rights, and the United Nations Declaration on the Rights of Indigenous Peoples.

The policy is also grounded in evidence from current successful practices, research, and lived experiences that call on Krasman Centre to further cultivate a healing and inclusive environment for those who face racism, exclusion, and other oppressions.

The Anti-Racism Anti-Oppression (ARAO) Policy will uphold and assess commitments in the following key areas to decrease oppression and remain accountable:

**Care for Program Participants and Visitors:** Identifying, preventing, and removing barriers to safe, accessible, and relevant care and/or pathways to care for Black, Indigenous, People of Colour, 2SLGBTQIA+ and other marginalized groups who access Krasman Centre for support. This area will encompass:

- Valuing non-judgement, inclusion, and respectful behaviours within the culture of the organization, and continuously emphasizing these practices at all levels of the organization.
- Ensuring ongoing review of institutional policies, programs, processes, protocols, and outreach (including digital platforms) to embrace inclusion and accessibility. Investing in dedicated resources for the development of organizational infrastructure that will support the success of this policy.
- Reviewing and revising peer support training to address the impact of race and ethnicity as well as gender identity and expression on mental health.
- Ongoing training and mentorship for program participants and visitors in anti-racism anti-oppression to ensure supports reflect sensitivity to complex intersections of identity.
- Reviewing, revising, and documenting/tracking the grievance reporting process that address incidents of racism and discrimination.

**Care for Employees, Management, Board Members, Volunteers, Students, Members, Contractors:** Understanding the histories of systemic discrimination that have impacted Black, Indigenous, People of Colour, 2SLGBTQIA+ and other marginalized groups, to create safe and equitable working environments at all Krasman Centre locations. This area will encompass:

- Preventing and removing barriers in employment caused by institutional racism and unconscious bias by reviewing and revising recruitment, retention, and development practices.
- Collecting and tracking socio-demographic data on employees to measure progress on commitment to an inclusive work environment.
- Ongoing professional development and mentorship opportunities in anti-racism anti-oppression, anti-Black racism, equity, and cultural safety to support the offering of safe care for Black, Indigenous, People of Colour, 2SLGBTQIA+ and other marginalized groups.
- Building on the role of the existing Anti-Racism Anti-Oppression Change Committee (ARAOCC) to advise, share knowledge, initiate learning opportunities, and further embed values of inclusion in the workplace culture.
- Inclusion of mandatory equity and inclusion measures in performance evaluations of employees, management, volunteers, and students.  
Developing a confidential and supported mechanism for reporting and documenting racist and discriminatory behaviours.

**Care for Community:** Using its voice as a leader in the mental health and addictions sector to strengthen partnerships and advocate for better health infrastructure and systems, equitable access, and treatment outcomes for Black, Indigenous, People of Colour, 2SLGBTQIA+ and other marginalized populations. This area will encompass:

- Supporting, mentoring, and contributing to the work of networks, coalitions and community initiatives that are committed to the elimination of racism and oppression including solidarity with Indigenous peoples.
- Collaborating with cross-sectoral stakeholders to advocate for improvements in racial disparities and gender identity disparities that disrupt access to equitable services. Champion improved health outcomes for Black, Indigenous, People of Colour, 2SLGBTQIA+ and other marginalized populations.

- Strengthening partnerships to ensure meaningful relationships with organizations specifically serving Black, Indigenous, People of Colour, 2SLGBTQIA+ and other marginalized populations.

### **Scope & Application:**

The Anti-Racism Anti-Oppression (ARAO) Policy will apply to all members of the Krasman Centre community, which includes all employees, management, board members, contractors, volunteers, students, members, program participants, and visitors.

This policy applies to all activities of Krasman Centre which take place at the organization offices at all the sites, and including but not limited to off-site meetings, training events, retreats, events, home visits and deliveries, outreach, research, partnership activities, and other related activities. This policy will apply to activities involving the use of the organization's technology or communications systems (including all social media platforms).

All members of the Krasman Centre community are responsible for adhering to the Anti-Racism Anti-Oppression (ARAO) Policy and a violation of this policy will lead to disciplinary action. This policy builds on related organizational policies listed below.

### **Alignment with Related Policies:**

- o Workplace Violence Prevention Policy
- o Workplace Harassment Prevention Policy
- o Safe Home/Community Visits
- o Grievance Reporting

### **Policy Review:**

Krasman Centre will review this policy on an annual basis, or as required, and make necessary adjustments. All changes are subject to board approval. Inquiries about the policy, as well as feedback, can be made with the Executive Director.

### **Definitions:**

**Racism:** Racism is a belief that one group is superior to others performed through any individual action, or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination. There are three types of racism: Institutional, Systemic, and Individual (Canadian Race Relations Foundations, n.d.).

**Racial Discrimination:** Racial discrimination is a legally prohibited act. It may be described as any distinction, conduct or actions, whether intentional or not, but based on a person's race, which has the effect of imposing burdens on an individual or group, not imposed upon others or which withholds or limits access to benefits available to other members of society (Ontario Human Rights Commission, 2005).

**Marginalized Groups:** Refers to groups of people who have historically been discriminated against, oppressed and/or stigmatized (CAMH, 2021).

**Anti-Black racism:** Includes policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African, Black, and Caribbean descent and is rooted in their unique history and experience of enslavement and colonization here in Canada (Black Health Alliance, n.d.; City of Toronto, 2017).

**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 imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada (Province of Ontario, Anti-Racism Directorate, 2021).

**Anti-racism:** An anti-racism approach is a process, a systematic method of analysis and a proactive course of action. The approach recognizes the existence of racism, including systemic racism. This approach actively seeks to identify, challenge, prevent, eliminate, and mitigate the racially inequitable values, behaviours, outcomes and power imbalances between groups and the structures that sustain these inequities (Province of Ontario, Anti-Racism Directorate, 2021).

**Anti-oppression:** An interdisciplinary theory and practise that recognizes multiple forms of oppression can occur simultaneously to create systems of inequity that exist in society. This approach requires an active and conscious choice as well as critical reflection to redress these power imbalances. Anti-oppression provides strategies and tactics to actively dismantle systems of privilege and oppression so that all members of society, regardless of their social location or multiple, intersecting identities, can have the same opportunities to reach their full potential in every aspect of life (CAMH, 2021; Critically Infused Social Work, n.d.).

**Black, Indigenous, Person of Colour (BIPOC or BIPOC):** This phrase/acronym acknowledges that Black and Indigenous peoples have experienced and continue to experience systems of oppression unique to the oppression that non-Black and non-Indigenous people of colour (PoC) face (University Health Network, n.d.). Please note that “BIPOC” is a blanket term that refers to many diverse people who are non-white, so it is critical to understand the unique histories and experiences behind this blanket term (Lucas, H., Canadian Voices Against Racism, 2021).