
Making progress on inclusion issues: Developing an anti-racism charter for Francophone organizations in British Columbia

Pathways to Prosperity
Conference



WHY A CHARTER AGAINST RACISM?

The Charter initiative stemmed from the Federation's desire to remedy the lack of representation of racialized groups in Francophone organizations (particularly in decision-making positions) and to contribute to the Province's efforts to fight racism.

Steps



**Establishment of a
working group**
(11 virtual meetings)



Data collection and analysis



Writing



**Community consultation on the finalized
document**

THE ANTI-RACISM PROJECT GROUP



THE ANTI-RACISM PROJECT GROUP

Established for the following purposes:

- Take stock of the representativeness and inclusion of people from racialized groups in Francophone community organizations.
- Develop tools for organizations in the Francophone community to help or encourage them to adopt more inclusive practices in the management of their human resources.

DATA COLLECTION AND ANALYSIS: STATUS



INFORMATION GATHERING

Administration and dissemination of an online questionnaire to engage community members in order to:

- Collect opinions, experiences and knowledge about the factors that contribute to the inclusion of racialized people, as well as the barriers to it;
- Gather ideas on potential actions to build a more inclusive workplace and a more diverse workforce.

Results of the questionnaire on diversity at work in the British Columbia Francophone community

115 respondents

- In various positions (employees, board members, managers, etc.)
- 60% born outside Canada
- 29% belonging to a racialized group, of which 23% say they have been discriminated against in the workplace
- 60% find that people from racialized groups are not or poorly represented at the employee level
- 80% find that people from racialized groups are not or poorly represented at the governance level

RECOMMENDATIONS

- **Educate and raise awareness of** workplace diversity among employees and employers.
- **Equip** leaders and human resource managers with the tools needed for inclusive, non-discriminatory and anti-racist practises.
- **Engage** organizations in a sustainable process of progress on inclusiveness and anti-racism.

THE CHARTER



WHAT IS IT FOR?



The Charter is a roadmap for organizations wishing to commit to implementing sustainable actions and tools to fight racism and promote cultural diversity. It is intended to help employers create more inclusive workplaces.

GOAL

To clearly and concretely affirm **the convictions** and **commitments** of the Francophone community on the topics of diversity and inclusion:

- ✓ Promoting cultural diversity;
- ✓ Fighting discrimination;
- ✓ Engaging all employees and managers for a more inclusive work environment.

BENEFICIARIES

It benefits anyone working in the British Columbia Francophone community (employed managers, interns, volunteers and members of governance bodies).

Benefits to employers:

- Improvement of employee attraction and retention;
- Improvement of the customers' (service recipients) experience and of the ability to reach underserved recipients.

Benefits to employees:

It benefits employees by improving teamwork and commitment.

FOLLOW-UP FRAMEWORK

- Self-assessment tools
- Workshops and resources to raise awareness about systemic racism and anti-discrimination
- Training on inclusive human resource management
- Creation of a Diversity-Inclusion Committee to work on all forms of discrimination that affect the community

COMMUNITY CONSULTATION



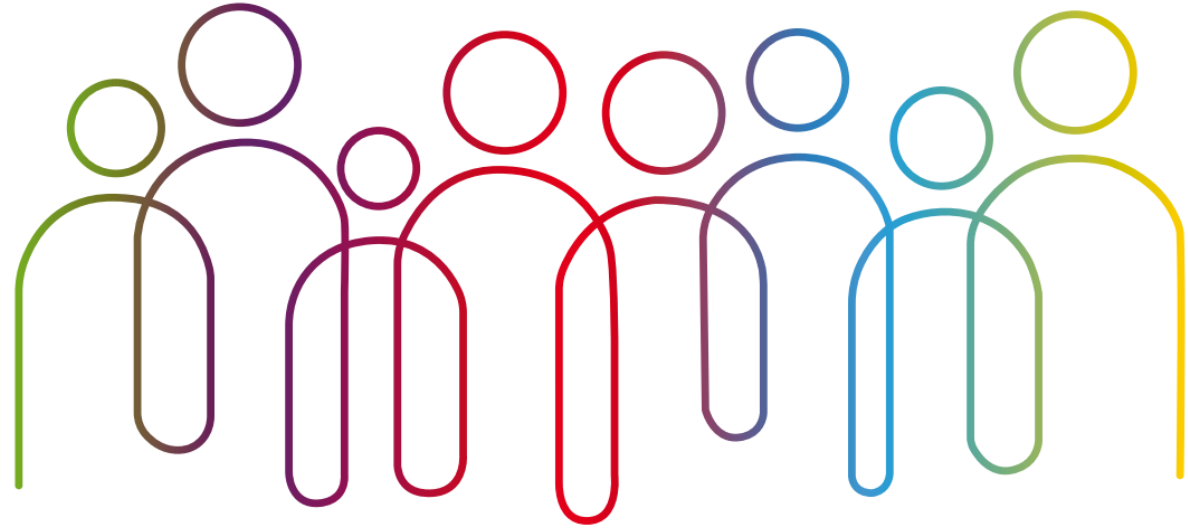
COMMUNITY CONSULTATION

The reactions showed that the community is divided on the topic:

- Difficulty in recognizing the existence of discrimination based on racialized group membership within our organizations.
- A CHARTER FOR DIVERSITY or for THE FIGHT AGAINST RACISM?
- Members have 10 weeks to address the issue at the Board and provide feedback.

TO DATE

- Linguistic revision and renaming of the Charter (“Charter against racism”)
- Official signing of the Charter by the FFCB on Tuesday, November 9 and opening of membership to people who wish to join
- Implementation of training on Inclusive Human Resource Management
- Research of funding for the creation of a diversity-inclusion position at the FFCB



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