



Equity Ottawa: Institutional Anti-Racism Capacity-Building and Innovative Toolkits

Pathways to Prosperity Conference

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Government
of Canada

Gouvernement
du Canada

Workshop Panelist

Chair: Muna Osman, Ottawa Local Immigration Partnership

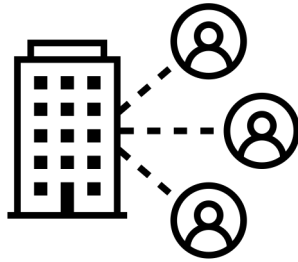
Panelist:

- **Wendy White**, Director of Services, Children's Aid Society of Ottawa
- **Amy Bennett**, Director of People and Culture, Children's Aid Society of Ottawa
- **Naïka Thomas**, Health Equity Specialist, Ottawa Public Health
- **Denise Deby**, Independent Consultant

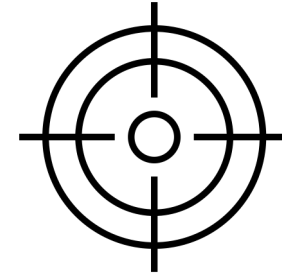
Introduction to OLIP



Multi-sectoral partnership of 60 local organizations in 5 sectors, working together across jurisdictions on common vision and shared priorities



Collaborative governance system (structure & process & norms) allows partners to connect regularly, set shared priorities and plan strategic actions in the implementation of priority goals



Targeted Collective Impact Goals:

1. Economic Integration
2. Seamless continuum of relevant and accessible service
3. Inclusive & Equitable Organizations
4. Fostering a Welcoming Ottawa: Public support for immigration & increased opportunities for connection and civic engagement.



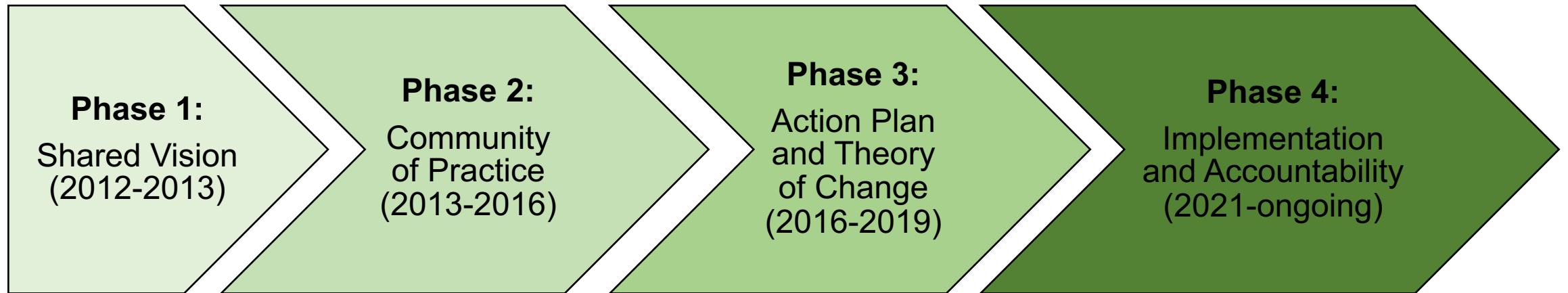
EQUITY OTTAWA PARTNERSHIP: GOALS

1. To cultivate equitable and inclusive organizations where:
 - i) immigrants and racialized populations can access relevant and high-quality services tailored to their needs; and where:
 - ii) immigrants and racialized populations can participate in the leadership and workforce of organizations.
2. To create collective attention on addressing structural and systemic challenges that inhibit progress on equity; and to build together a supportive environment to counter systemic inequities.

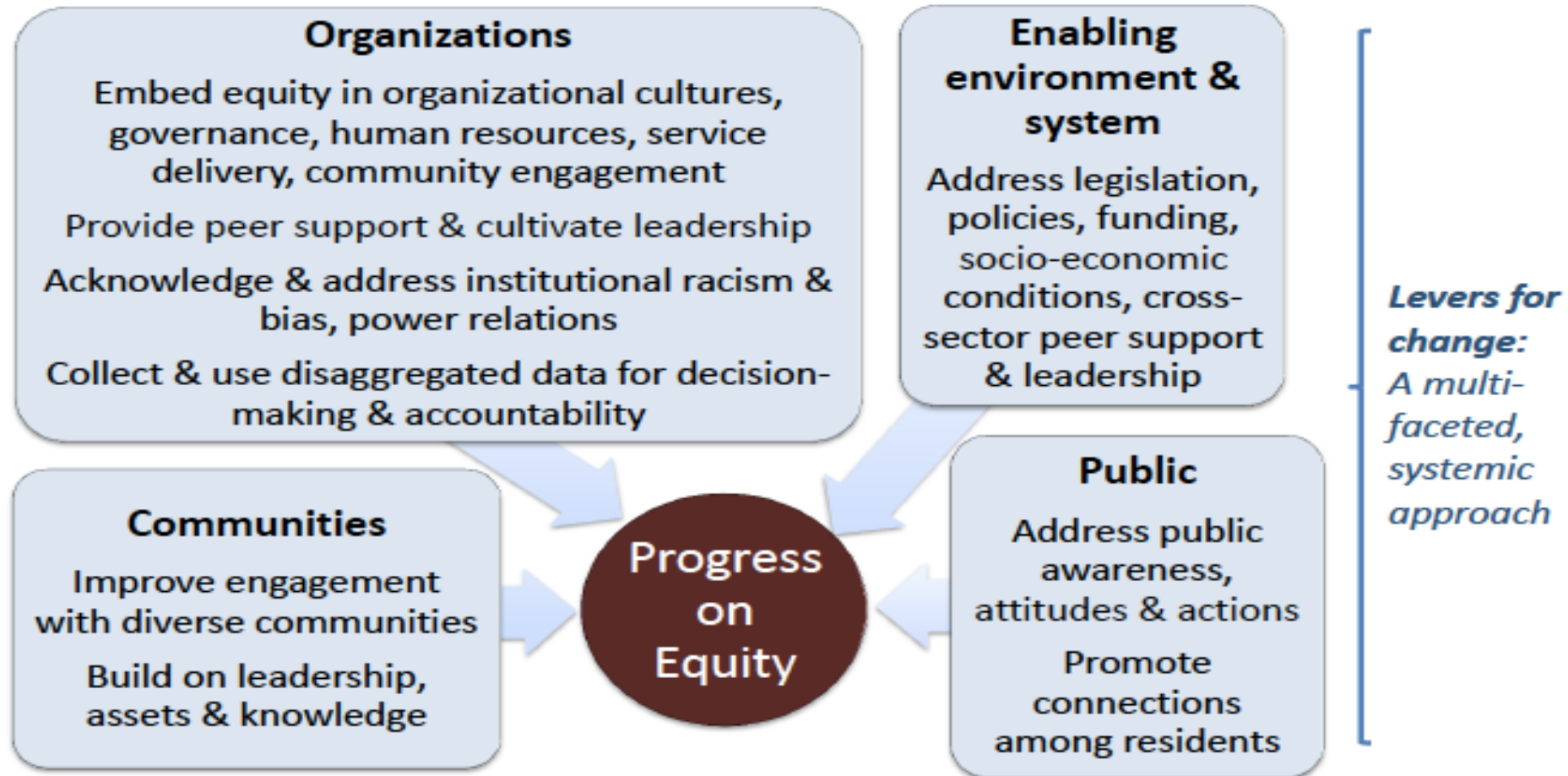




Equity Ottawa Phases - 2012-2023



Theory of Transformational Change





Collective Action Plan - 7 Domains

Organizational Domain and Strategies for Equity

1. Establish the Foundations of an Equitable Organization
2. Sustain Effective Community Engagement
3. Build Equity in Governance and Organizational Leadership
4. Integrate Equity in Human Resources and Employment
5. Ensure Equity in Service Planning and Delivery
6. Strengthen Equity Outcomes Through Monitoring and Accountability
7. Contribute to an Enabling Context for Equity



Equity Ottawa:

Innovative Approach to Cultivating Inclusive & Equitable Organizations

Supporting Partners' Actions on Equity to build inclusive & equitable organizations, through peer support, expert knowledge, community engagement, and collaborative progress monitoring

Community of Practice

- Safe space for reflection & shared learning
- Peer support
- Community engagement

Expert Knowledge Events

- Guest experts at CoP & learning events
- Good practices development in selected domains

Action Support Tools & Resources

- Custom tools and resource
- Validation of good practices
- Progress Monitoring support



Resource and Toolkit Development

Resources & Toolkits Focusing on 3 Domains of Organizational Change:

- Three experienced consultants leading the development of tools on service delivery, HR management and employment, and inclusive leadership and governance

DOMAINS OF INTERNAL ORGANIZATIONAL CHANGE

TO CULTIVATE EQUITABLE & INCLUSIVE ORGANIZATIONS

(4) COMMUNITY CONNECTIONS

Strong relationship with constituents including immigrants and racialized populations. Sharing knowledge & power with racialized populations. On-going listening, co-creation of goals and narratives, responsiveness to expressed needs,

(3) SERVICE PLANNING & DELIVERY

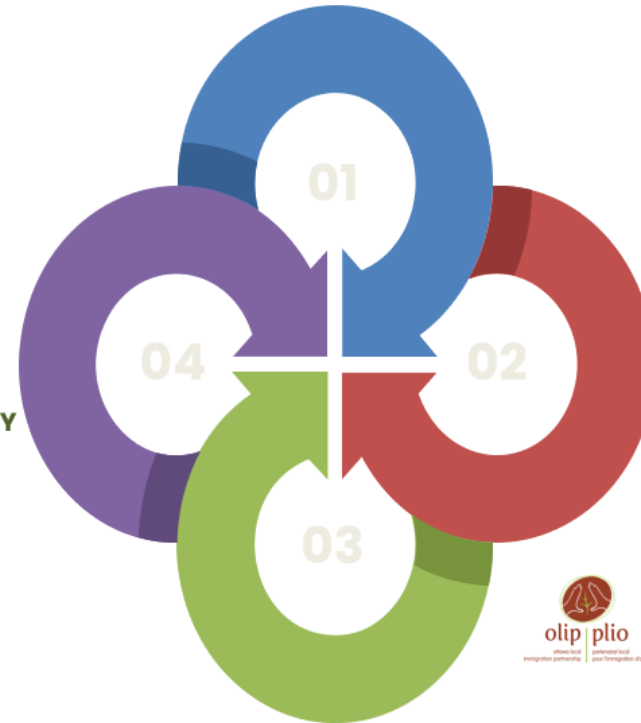
Responsive service planning grounded in knowledge of needs and challenges. Disaggregated service access & satisfaction data, equity impact assessments of service planning and decisions, and disaggregated data &

(1) GOVERNANCE & LEADERSHIP

Diverse leadership, equity accountability metrics for leaders, inclusive governance practices, equity coherent policies, and inclusive organizational culture.

(2) HR MANAGEMENT

Equitable HR policies, equitable HR planning and practice, HR goal setting and capabilities to affect equitable hiring, promotion, and representation at all ranks. HR systems audits, disaggregated data collection & use to monitor progress



Thank you!



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OLIP Partners' Shared Vision & Approach

Vision

“Working across jurisdictions to build a more vibrant, prosperous, and inclusive national capital, strengthened by the contribution of immigrants”

Approach

- Collective & collaborative
- Two-way street
- Transformational; not transactional
- Long term priorities, medium-term strategy, and short time plans
- Disciplined in pursuit of impact