

Supporting organizational capacities to address systemic and institutionalized racism:

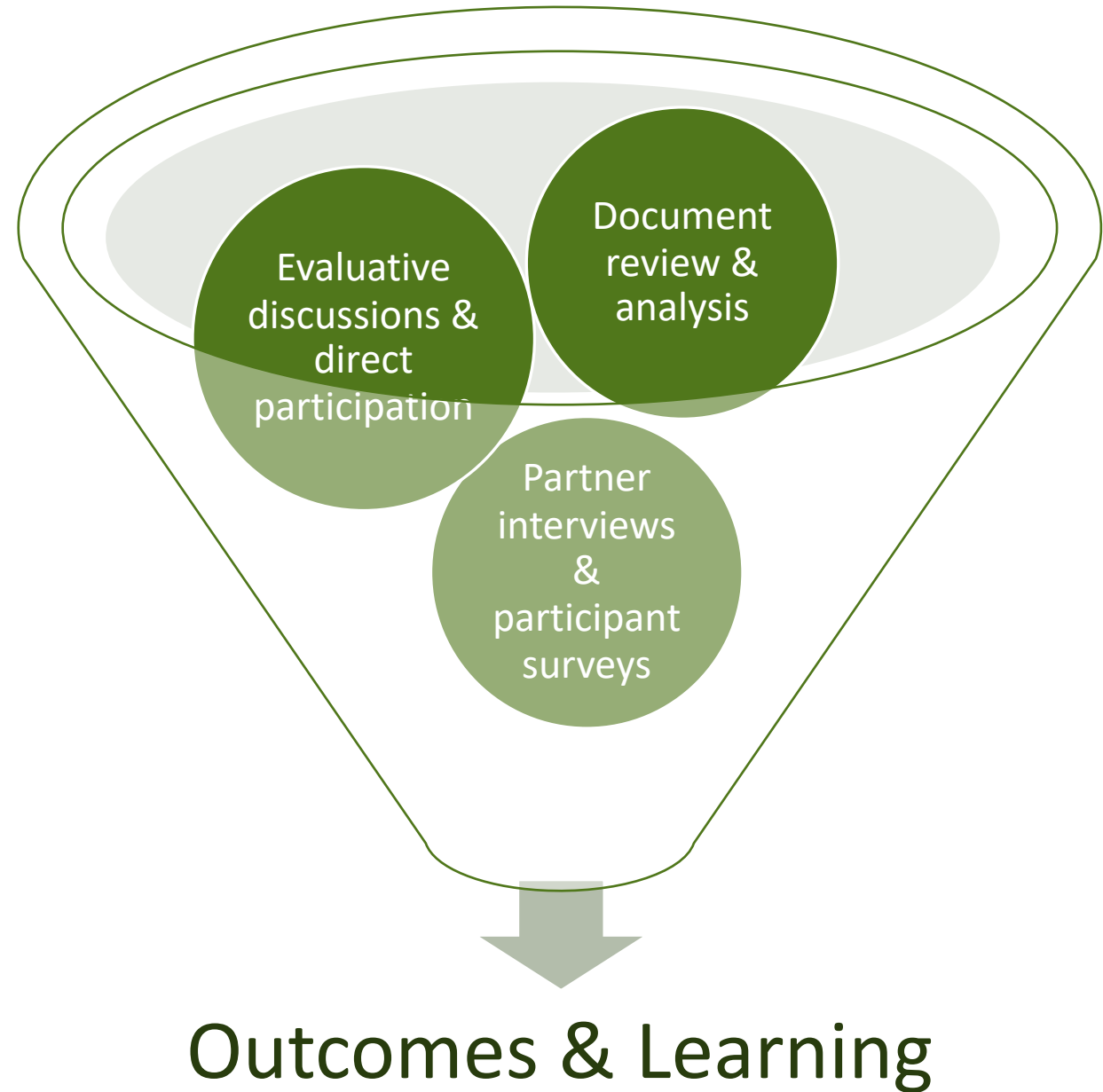
What we learned through evaluation of Equity Ottawa's Phase IV

Ottawa Local Immigration Partnership Workshop: *Equity Ottawa: Institutional Anti-Racism Capacity-Building and Innovative Toolkits*

P2P 2023 National Conference, November 20, 2023

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Evaluation methodology



Outcomes 1



Active Community of Practice+

- Expertise, facilitated reflections
- Direct support
- Forums, webinars, etc.

“I have to say that...a lot of my inspiration, encouragement came from this committee.”
- CoP participant



Generated & shared knowledge

- Strategic research
- Curated & tailored resources & tools
- Co-created progress monitoring plan

“I’m finding it really helpful just to hear some very practical tools and ideas.” - CoP participant

Outcomes 2



Strengthened awareness, understanding, capacities

e.g.

- ✓ Articulated changed understandings of equity work, challenges, opportunities
- ✓ Brought insights to colleagues
- ✓ Used in their work what they had learned
- ✓ Sought expertise

“We had started with looking at the diversity audit, but that’s just the tip of the iceberg; you might have diversity in your organization, but what does it really mean in terms of the culture changing, and that’s where we want to do the deeper work through this, and this is where this committee has been so helpful.” - CoP participant

Outcomes 3

“This table was really instrumental in getting us to pursue a diversity audit. ...A manager is going to be coming into the organization...and a whole service area....the conversations at this table and the leadership has really influenced our direction.” - CoP participant





Actions

e.g.



- ✓ Equity & anti-racism audits, strategies, policies, action plans
- ✓ Changed organizational structures, staffing; governance & leadership, HR, services, community engagement, organizational foundations/cultures
- ✓ Equity data collection & use
- ✓ Strengthened connections with others

Learning about strengthening organizational capacities for equity and anti-racism: Equity Ottawa's approach 1

	<p>Knowledge-informed, facilitated reflections</p> <p>“Insightful,” “energizing” discussions “challenge our thinking” and “enhance what we do.”</p>
	<p>Forum for addressing challenges, uncertainties</p> <p>A “safe,” “helpful,” “unique” space. Practice of acknowledging complexities, naming “tensions.”</p>

“We’re in this box, and we started off thinking that we’re going to tweak a few things, EDI-wise...and what we’re hearing is, this box does harm to people, and we actually...have to dismantle the box.”
- CoP participant

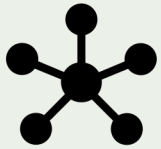
Learning about strengthening organizational capacities for equity and anti-racism: Equity Ottawa's approach 2

	<p>Peer support</p> <p>“Wisdom around the table” reinforces experiences and offers ideas.</p>
	<p>Peer accountability</p> <p>CoP a mechanism for “pushing us to go further” (e.g. beyond performative), and holding each other accountable for progress.</p>

“I think this group will not be ‘ok’ with words-only change and I believe this accountability is critical for meaningful progress.”

- 2023 participant survey respondent

Learning about strengthening organizational capacities for equity and anti-racism: Equity Ottawa's approach 3



Collective effort

Influence each other and contribute to system change beyond individual organizations.





Multi-strategy and multi-domain

Strategies reinforce each other and together help sustain change.

*“[Equity Ottawa’s] vision of a collective equity journey is a good, transformational city-wide vision.”
- CoP participant*

Learning about strengthening organizational capacities for equity and anti-racism: Equity Ottawa's approach 4

	<p>Long-term 10+ years of capacity supports for organizations' "journeys" of organizational change.</p>
	<p>Expertise and leadership Experts, facilitators, OLIP leadership and team, and peer supports appreciated.</p>

"This is work that is ongoing and not something that you address one time and think that the work is done."

- 2022 participant survey respondent

Learning about strengthening organizational capacities for equity and anti-racism 5



“There is a lot of lived experience, carrying the voices of many harmed (staff or community members), and expectation that a select few within an organization can reverse generations of racism, colonialism, and systemic oppression.” - CoP participant

“You have the strength of a community of knowledge and practice.” – Expert/facilitator

Looking forward

“This is hard work.... The only way to get there is through really courageous and real and honest conversation, and that's what's been accomplished at this table. And we've been able to have those very real conversations in a way that forces us to grow, to reflect, to learn from each other. And so this community has been...quite empowering. ...We stand on each other's shoulders, we're never alone...and so let's continue to support each other in that.” - CoP participant