



Est. 1990



Punjabi Community Health Services

Leading with Conviction & Care



RDR Conference

**Envisioning inclusion through the
application of ARAO Framework**

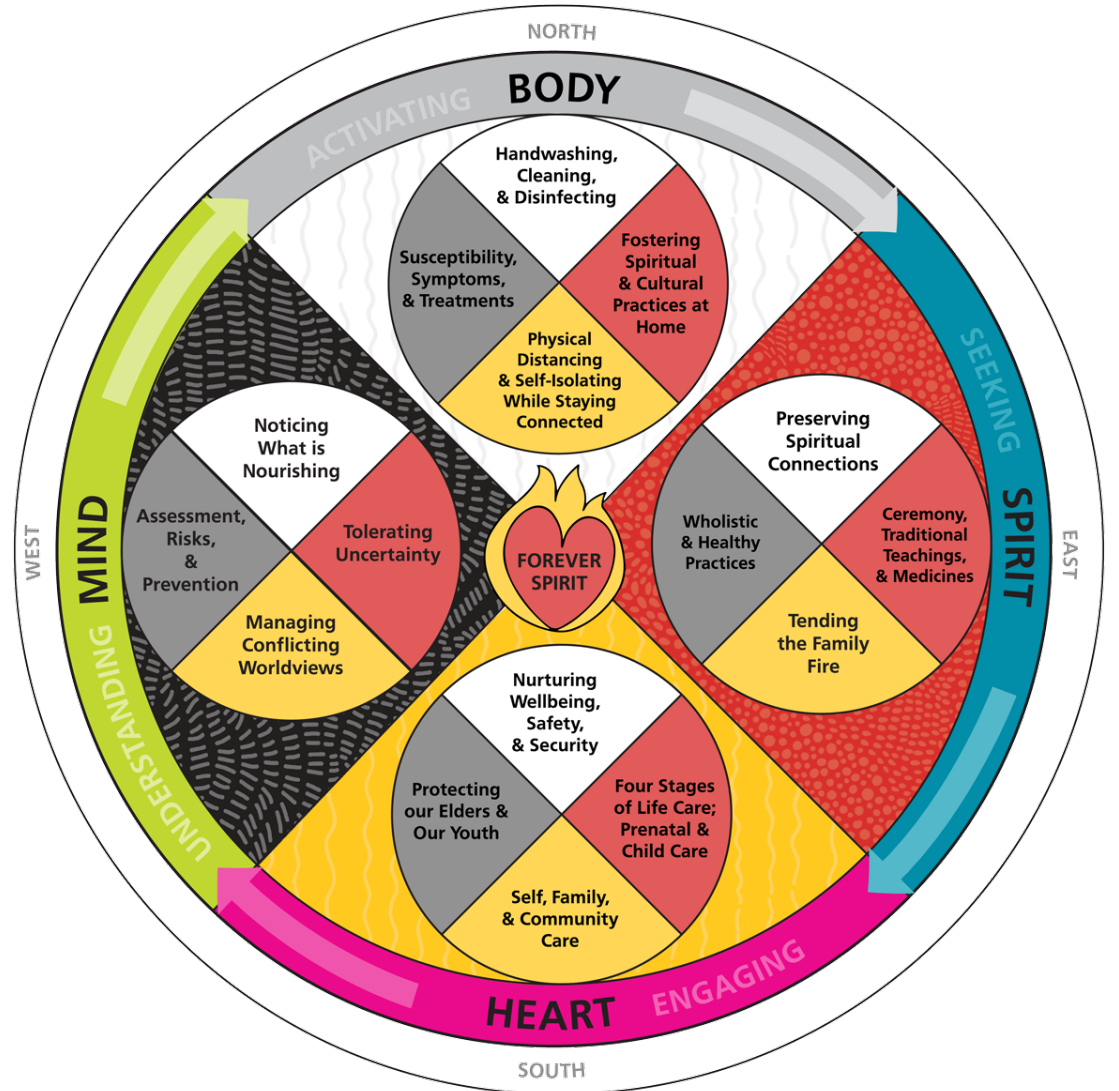
Wednesday, June 16, 2021

Punjabi Community Health Services

PCHS

Land Acknowledgement

“In the Spirit of Truth and Reconciliation, Punjabi Community Health Services (PCHS) acknowledges that we are gathered today on the customary and traditional lands of the Indigenous Peoples of this territory.”



Agenda for the today's workshop

Why
Inclusion

Our
struggle
for
Inclusion

One step
forward
two step
back

What
works

Our History the not so glorious past

- Not respecting treaties
- Genocide against the indigenous communities (Residential Schools)
- Slave like conditions for the Black community in Canada
- The Head Tax – Chinese Community
- Internment Camps – Japanese Community
- Kama Gata Maru – South Asian community

Understanding Systemic Barriers

- Understand how systemic oppression works
- Some examples:
 - PDSB and hiring
 - RCMP and sexual harassment of female officers
 - PRP and promotion of BIPOC staff
 - Cities (Brampton and Mississauga) – what is the composition of their senior leaders? The people who have the decision making power.
 - No water at Indigenous communities for the last 25 years
 - Catholic Church fail to apologize for the atrocities they committed against indigenous children



Anything elseexcept ARAO framework

1990
NDP ARAO
framework adopted

2000
Cultural competency
Systematic negation
of ARAO

2010
Diversity, Equity and
Inclusion

2020
Anti-racism
Anti-black racism
Anti-indigenous
racism
Anti-oppression

Afraid of dismantling systems of oppression

Board of Directors

An organization cannot change if the ‘governing body’ doesn’t believe in the dismantling racist and oppressive barriers

Board of Directors

- What do they say, think, and how do they react on ARAO issues?
- What direction/marching orders are they giving to the CEO/ED?
- What resources are they allocating towards these changes?
- Will this be embedded into the Strategic Plan?

The CEO or the ED

Is the CEO committed to the ARAO framework?
Does the CEO believe that changes are necessary?
What is the risk taking ability of the CEO?

Some suggestions:

1. Is the CEO participating at the ARAO tables in the community?
2. What is the advocacy history of the organization?
3. What is the organization known for?
4. How will the CEO mobilize directors, managers and supervisors to participate in the change process?
5. Is the CEO assigning or leading by example?

10 Step Model

1. Seek buy-in from board and form a committee
2. Organizational Self-assessment Survey to be designed and implemented
3. The survey results are evaluated and a report written. The report is approved by the Board of directors.
4. Dismantling of barriers
5. Creating new structures, policies and procedures
6. Training and implementation – new operational and business plan
7. Short successes celebrated
8. Transparency - Internal communication strengthened
9. Identify three levels of acceptance (have a plan to bring everyone to one goal)
 1. Early adopters
 2. Vacillators
 3. Resisters
10. No going back
 1. Changes will be made and deeply entrenched into the culture and fabric of the organization

01

Seek buy-in & Form a committee



02

Self - Assessment

Prepare the organization

Implement Organizational Self-assessment Survey

03

Analysis and Report

Share the results with all staff including the board

04

Identification and Dismantling

- The barriers are identified and dismantled
- (policies rewritten and procedures developed)
- (trainings to management provided)
- (trainings to staff provided)

05

New structures created

New policies and procedures developed

06

Training and Implementation

New operational plan and Business Plan

07

Short successes celebrated

Organize celebration and recognize champions

08

Transparency

Internal communication strengthened

09

Three Levels of Acceptance

1. Early adopters
2. Vacillators
3. Resisters

10

No Going back

Changes will be made and deeply entrenched into the culture and fabric of the organization

Let's discuss Q/A



Contact



9:00 AM -5:00 PM
Monday –Friday



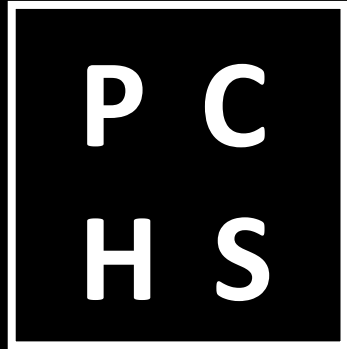
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Thank You