

RACIAL EQUITY JOURNEY: WINTER 2021 UPDATE

Calgary Foundation exists to build a healthy and vibrant community where everyone belongs. Working towards this vision, we are committed to creating a culture of racial equity by identifying barriers, removing them, and replacing them with structures that ensure everyone can feel they belong.

Like our perspective on Reconciliation shifted after the release of the Truth and Reconciliation Report, another shift in perspective took place this past year influenced by events around the world and in our community.

Our Reconciliation journey has included relationship building between Indigenous and non-Indigenous communities and organization-wide learning.

Building on our efforts at Reconciliation, we have incorporated a racial equity journey. Recent initiatives undertaken include:

- An organization-wide racial equity audit.
- Racial equity learning sessions for staff, volunteers, and board.
- A Racial Equity Working Group to offer input into the design of our racial equity strategies.
- Spaces for collective learning and healing that include a racialized staff group, a White Ally Circle (non racialized staff) and a Community of Practice (other organizations undertaking similar work).

RACIAL EQUITY AUDIT OVERVIEW

The Foundation would like to share our early assessment of the audit results. The intent of the audit was to identify barriers so that we can replace them with structures that can make Calgary Foundation more inclusive and responsive. It was not intended to provide a report card, with the approach being more relational and qualitative, rather than quantitative. The auditors spent more time in conversation with people than with data or documents.

To gain insights, the auditors held conversations with Calgary Foundation staff and board members, as well as 65 Black, Indigenous and racialized stakeholders. Despite barriers faced by many of the stakeholders, they see potential to open new avenues of belonging through Calgary Foundation's work and believe they can co-create a sense of belonging with the Foundation.

The feedback we received is a gift from the community.

Read more on the audit's results and recommendations below.

READ THE RACIAL EQUITY AUDIT OVERVIEW

OUR RACIAL EQUITY JOURNEY



FEBRUARY 2019

Adapted our grant application process to allow for oral applications, video submissions, and reporting methods and held **Bias and Equity in Grantmaking training** for grants committees

SEPTEMBER 2019

Day one of all staff workshop on equity facilitated by CommunityWise

JANUARY 2020

Day two of equity workshop for all staff and implicit bias workshop for volunteers facilitated by CommunityWise

SPRING 2020

All staff discussion on **“Characteristics of White Supremacy Culture in Organizations”**

SEPTEMBER 2020

First convening of the Racial Equity Working Group, supporting the design of an RFP to conduct a **racial equity audit of Calgary Foundation**

JANUARY 2021

All staff strategic discussions using **'Extractive to Regenerative' spectrums**

WINTER 2021

Racial equity auditors selected and **racial equity audit work begins**

SPRING 2021

Formation of 6-month pilot of the **White Ally Circle of Calgary Foundation stakeholders and racialized staff caucusing launches and remains a crucial part of the work**

JUNE 2021

Difficult Conversations on Racial Equity all staff learning session by Thulasy Lettner, Jordan Baylon, and Erin McFarlane

SUMMER 2021

Board working group began development of an **evolving organizational equity statement**

FALL 2021

Racial equity audit wraps up, identifying recommendations within 15 areas of Calgary Foundation's organizational practice

NEXT STEPS

Staff and board assessing audit recommendations, developing our racial equity strategy, and planning for implementation.