

RACIAL EQUITY Strategic Framework



Equity Strategy

Context

Calgary Foundation has become increasingly aware that inequities and oppression exist in many of its forms - age, gender, race, ethnicity, sexual orientation, religion, abilities, place of origin, education, and many others. This Equity Strategy is the next step in the Calgary Foundation's journey to address systemic inequity, reconciliation and anti-racism.

We know Calgary is a strong and vibrant community with a rich diversity of people. We believe our community is stronger because of this diversity and we recognize that racism and other forms of systemic inequities exist and must be addressed to make the Calgary Foundation and our community even stronger.

We know that organizations are stronger and the work they do is more effective with a diverse team. We are working to actively seek this diversity of lived experience to create an organizational culture for staff, volunteers, and board.

We recognize that as a foundation we have access to forms of power, such as capital, networks, and influence. As such, it is important for us to be explicit in our commitment to reconciliation and equity.

Calgary Foundation's Commitments

1 We are committed to addressing systemic bias and barriers based on inequities, race and discrimination. We understand that barriers are amplified with intersectionality.



3

We foster inclusive and equitable relationships by working with diverse people, being a diverse organization reflective of the communities we live and work in, and striving to ensure diverse voices and experiences are reflected in our decisions and policies.



2

We understand that achieving reconciliation and equity, overcoming systemic bias and removing barriers can only be accomplished by actively listening, learning, growing, shifting and often being challenged with how and what we learn. We will passionately pursue our commitments with concrete, informed actions, co-developed with those we seek to serve. We understand that this is an ongoing process of learning and informed decision-making with no completion date.



4

We understand that elevating voices and empowering communities ensures a gateway for people to thrive and reach their greater potential.

GOALS

Develop as a learning organization focused on racial equity and anti-racism.

WE CARE. WHY?

RACIAL EQUITY:

- Is a strategy the Calgary Foundation can use to better achieve our vision (of building a community where everyone belongs) and mandate (to address the current and future needs of people in our community).
- Assumes that people who are racially marginalized face barriers to being able to define and achieve their own goals.
- Assumes that if you are not addressing these barriers in explicit and material ways, there will be a gap between your intention and your impact.
- Is the process of identifying those barriers, removing them, and replacing them with structures that ensure everyone's needs are met and everyone belongs.

WHEEL OF CHANGE

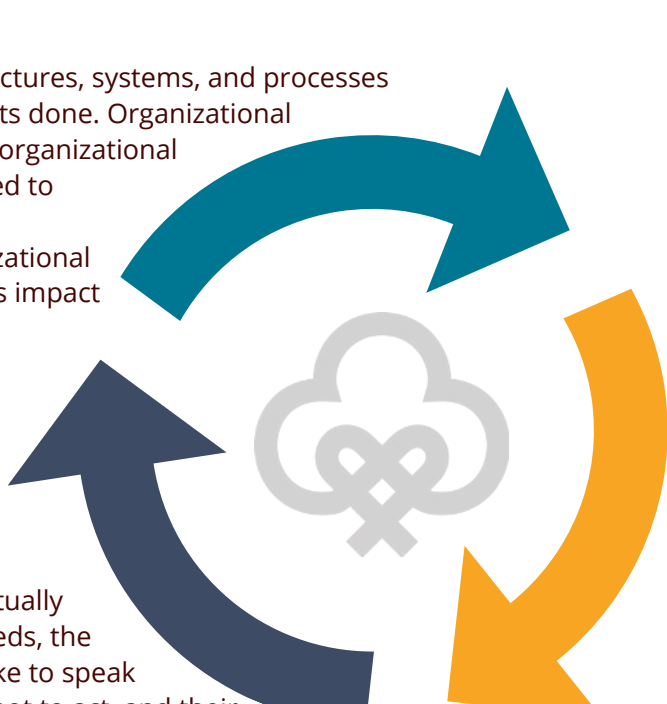
This model informs our racial equity strategy

Structure

The organizational structures, systems, and processes through which work gets done. Organizational structures are the way organizational resources are harnessed to do the work. They are foundational to organizational life and have enormous impact on hearts, minds and behaviour.

Behaviour

What human beings actually do: their words and deeds, the actual choices they make to speak or not speak, to act or not to act, and their habits. Organizational change requires that the people who work there need to act in alignment with equitable practice.



Hearts & Minds

The full range of what people think and feel: their motivations, beliefs, emotions, perceptions, etc. The change process must skillfully engage with people, their hopes and fears, their thoughts, perceptions, beliefs and assumptions about reality.

Any organization that wishes to be "racially equitable" will need to centre voices they are not used to centring, and mobilize what they hear into concrete action. But this is not all: it is critically important to close the loop by reflecting on and learning from the process itself. There isn't a blueprint for or roadmap to "racial equity". There is only a constant, ongoing process of listening, taking action, and learning.



(Calgary Foundation 2021 Racial Equity Audit)



STRATEGIC PILLARS

<p>RELATIONSHIPS</p> <p>Centre the experiences of our stakeholders who identify as Black, Indigenous and racialized.</p> <p>Hearts & Minds</p>	<p>ACCOUNTABILITY</p> <p>Do the things they want us to do (take informed anti-racist action).</p> <p>Behaviour</p>	<p>ONGOING LEARNING</p> <p>Evaluate and reflect on our efforts. Consider where we may need to recover and repair.</p> <p>Structure</p>
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Curious how these strategic pillars tie into our Calgary Foundation Racial Equity Audit?

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