UNPACKING ANTI-RACISM WORKING TOWARD EQUITY IN THE SETTLEMENT & INTEGRATION SECTOR

WHO IS AT THE TABLE?
WHO IS LEADING
THE CONVERSATION?
WHICH VOICES ARE
INCLUDED/EXCLUDED?

INFRINGEMENT & PENIAL

ADEQUATE FOOD & NUTRITION

·HOUSING ·HEALTHCARE ·EDUCATION

OF BASIC NEEDS

EDI & ANTI-RACISM
POLICIES NOT FULLY
REFLECTED IN FUNDING
ALLOCATION &
GOVERNMENT
STRUCTURES

TO SUCCESSFULLY
ADVANCE THIS
WORK IN OUR
SECTOR, WE NEED...

 ONGOING FUNDING TO GUARANTEE SERVICE CONTINUITY FOR ALL

 ADDRESS ONGOING STRATIFICATION THAT PRIVILEGES SOME NEWCOMERS OVER OTHERS

 TRANSPARENCY IN IMMIGRATION SYSTEM

REALITY matching PROMISES & EXPECTATIONS

TO STOP LEAVING PEOPLE IN VULNERABLE & PRECARIOUS SITUATIONS

 TRUE REPRESENTATION IN ALL ORGANIZATIONS & DECISION-MAKING SPACES

EDUCATION OPPORTUNITIES& LEARNING SUPPORT

> FACILITATED ANTI-RACISM CONVERSATION CIRCLE

> ANTI-RACISM INCUBATOR

- > ONGOING, MULTI-YEAR, EXPERT-LED PROGRAMS ACCESSIBLE TO ALL
- > PEER-TO-PEER TRAINING & SUPPORT

WE MUST
RECOGNIZE & ADDRESS THE
POWER IMBALANCE

SILOED & UNEVEN DISTRIBUTION OF RESOURCES

RACISM HAS DEEP ROOTS & IMPACTS ALL ASPECTS OF LIFE

WE MUST CONTINUE TO COME TOGETHER AS A SECTOR TO MAP THE CURRENT LANDSCAPE & ARRIVE AT SOLUTIONS

WE NEED
TIME, SPACE &
CONSISTENT FUNDING
TO ADVANCE THIS
WORK WELL

VE HAVE MADE IT VERY FAR BUT WE STILL HAVE LONG WAY TO GO. WE WILL CONTINUE TO CREATE CHANGE TOGETHER

WE NEED MORE FUNDING FOR RESEARCH,

WE NEED MORE FUNDING RACISM

& ADDRESSING RACISM

OUR ORGANIZATIONS.

WITHIN OUR STARTS AT HOME"

"CHANGE STARTS AT HOME"