
ANTI-OPPRESSION/ANTI-RACISM

Policy

Dufferin Child and Family Services values inclusion, equity and human rights and believes that services recipients, staff, volunteers, and care providers should be free from discrimination, harassment and all barriers. We respect and uphold the rights of each member in our society and are committed to equity, to removing disparities and disproportionality, to make it possible for all individuals to have access to the opportunities and benefits they need to succeed. Thus, we are diligently committed to providing services and supports that are sensitive to the needs of all service recipients irrespective of their social group membership (e.g. race, ability, religion, sexuality, gender and gender expression).

DEFINITIONS

Dufferin Child and Family Services uses the following definitions for the purpose of this policy statement.

Discrimination is the practice of unequal treatment that disenfranchises particular members of society based on their social group membership (e.g. race, gender, class).

Oppression is understood as systems of domination and power (social, political, economic and cultural) that operate independently and collectively to subjugate, marginalize and disempower certain members of society.

Anti-Oppression is concerned with ending oppression and achieving equity. It recognizes that power imbalances exist within our society and actively seeks to mitigate all forms of individual, institutional and systemic oppression caused by power inequalities.

Anti-Racism is the process of identifying, confronting and eliminating racial oppression. Anti-racism practice uses race as a gateway to analyze the operation of power, oppression and privilege.

Disproportionality refers to the ratio between the percentage of persons in a particular racial or ethnic group at a particular decision point or experiencing an event (maltreatment, incarceration, school dropouts) compared to the percentage of the same racial or ethnic group in the overall population.

PRINCIPLES

In alignment with Child, Youth and Family Services as well as Dufferin Child and Family Services policies and practices, we are committed to anti-oppression and anti-racism in accordance with the following:

Equity

Dufferin Child and Family Services will ensure that each individual has access to opportunities, resources (including information) and benefits in order to promote equality in outcomes. Equity is the benchmark by which all other noted principles are measured.

Inclusivity and Diversity

Dufferin Child and Family Services seeks to ensure that:

- diversity is accepted, respected, and valued;
- there is representation of diversity at all levels of the organization, including the Board Members.
- leaders are committed to equality and that diversity and inclusion strategies are integrated in leadership training, recruitment and performance evaluation.
- policy and practice decisions reflect the voices and realities of diverse service recipients.

Accountability

Dufferin Child and Family Services strives to ensure that all Board Members, staff, volunteers and care providers adhere to anti-oppression/anti-racism policy and practices.

Access

Dufferin Child and Family Services seeks to ensure that all aspects of the organization's internal and external processes are free from barriers so that all people can have access to information, resources and physical inclusion.

Advocacy

Dufferin Child and Family Services strives to ensure that all policies, practices, and services provided serve to remove/reduce systemic and institutional barriers to equity, inclusion and diversity.

POLICY STATEMENT

Dufferin Child and Family Services acknowledges that certain members of society experience oppression and discrimination based on their race, socio-economic class, gender and gender expression, ethnicity, ability, sexuality (including sexual orientation), language, ancestry, religion, colour, family status, nationality, creed and immigration status.

Dufferin Child and Family Services recognizes oppression and discrimination as historical, systemic, institutional, and intersectional. We recognize that as an organization, we are implicated in the perpetuation of power imbalances and therefore, are committed to dismantling all forms of oppression and discrimination.



Dufferin Child & Family Services

children's mental health • child protection • developmental support

Dufferin Child and Family Services acknowledges that our society is hierarchal and therefore, some members of society have more privilege and power while others experience inequalities. We understand that oppression and discrimination often prevent people from participating in society in meaningful ways that reflect their abilities and experiences. At Dufferin Child and Family Services, we acknowledge, welcome and celebrate the different experiences and perspectives of members of our organization and community.

We recognize that working to eliminate oppression and discrimination requires collective efforts and solidarity. Dufferin Child and Family Services is dedicated to working with staff, community members and partners to take action to end all forms of oppression and discrimination through collective leadership, learning, resistance and healing.

DUFFERIN CHILD AND FAMILY SERVICES COMMITMENT

Dufferin Child and Family Services is making a commitment to anti-oppression and anti-racism in all the areas of our operation to bring about sustainable change. This commitment is grounded in our belief that change is difficult, but possible. Dufferin Child and Family Services will work to ensure that:

- We have effective practices in place for addressing complaints related to oppression, discrimination and all forms of inequalities
- Anti-oppression/anti-racism and equity principles are embedded in all areas of our internal and external operations
- We strengthen our capacity among staff, board members and volunteer by providing adequate training related to anti-oppression, anti-racism, equity, diversity and inclusion
- We are responsive to the diverse needs of staff and community through collaborative efforts and in recognition of individuals right to autonomy
- Staff, board members and volunteers are reflective of the community we serve
- Services and information are provided in manners that recognizes that people differ in abilities, resources and benefits
- Equity informs every aspect of institutional policy, practices and mandates

Procedure	Dated:	Approved by:
<input checked="" type="checkbox"/> created <input type="checkbox"/> revised <input type="checkbox"/> reviewed	Date: December 4, 2020	Name: Jennifer Moore, Executive Director
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