PARENTS FOR COMMUNITY LIVING LOGIC MODEL FOR DIVERSITY & INCLUSION INITIATIVES 2021

Long-Term Short-Term Medium-Term Activities Outcomes Outcomes Outcomes (5+ years) (<1 year) (1-4 years)

Training & Education

- **Working Across Difference**
- Reflecting on privilege
- **Anti-Discrimination**
- Train leaders to have difficult conversations
- Ongoing online mini-trainings & exercises

Creating an Inclusive Workplace

- Games & social activities (e.g., cultural competency bingo, sharing stories & perspectives of culture)
- Team meetings
- Celebrating cultural holidays

Processes & Procedures

- Review/modify policies & procedures with anti-racist & anti-oppressive lens
- Train staff on how to respond to issues when raised and how to interact with people we support
- Revise job descriptions
- **Revisit Black Lives Matter** statement

Increased staff awareness of: unconscious bias; one's values and beliefs & how they impact their perspective and actions; what overt & systemic racism is & "looks like"; historical contexts of racism; appropriate language use; & worldviews

Increased

opportunities to

learn about

different cultures

People feel comfortable

in safe spaces to share

backgrounds &

perspectives

Staff are aware of

who they can go to

for reporting issues

Staff are not afraid to

report experiences of

racism or other forms

of discrimination

Zero tolerance for racism in the workplace

Build understandings & relationships among staff

Policies and procedures adhere to the PCL human rights policy

Job descriptions incorporate anti-racist responsibilities

Increased sharing of ideas on how to make the workplace more equitable, inclusive, & anti-oppressive

Increased cultural competencies & open mindedness to different worldviews

Increased reflexivity & understanding of:

- how racism operates in the workplace
- how systemic racism impacts people

Staff feel comfortable discussing equity, diversity & inclusion topics

> Responses to situations are consistent

Increased supportive interactions with staff

Staff are proud of cultural diversity

Staff know how to communicate about tough subjects/issues

Staff knows how to respond when something happens

Long-term working groups are established

Staff & people we support feel empowered to speak up; they know there will be follow-through

Atmosphere of respect is established; culturally-diverse people we support feel supported & respected

Increased diversity of staff & people we support

Staff & people we support feel valued

Working environment is solutions-based

Anti-racist, anti-oppressive, equitable, & inclusive attitudes are embedded in

the organization

Culturally-diverse staff are present at all levels

Policies & procedures are anti-racist, anti-oppressive, equitable, & inclusive

OVERARCHING GOAL

To foster a workplace that is anti-racist as a part a broader culture of being respectful of people from all backgrounds where everyone (staff, those we support) feels valued & supported

