

Equity Lens – An Introduction

AMAPCEO
ONTARIO'S PROFESSIONAL EMPLOYEES

Presentation to the Activists and Leaders Forum
Jennifer Harewood & Cynthia Watt May 4, 2021

Today's Agenda

- Equity Lens Presentation
- Break
- Break-out Session
- Report Back to the Whole Group
- Closing Remarks

Why is Equity important to AMAPCEO?

- Important we recognize, support and understand diverse constituency groups within AMAPCEO's membership
- Continue to work on AMAPCEO becoming a more diverse organization
- Advancing equity and inclusive representation in our governance structures and throughout all aspects of our union

History of Equity in AMAPCEO

Before achieving status as a bargaining agent, AMAPCEO appointed a central committee of members focussed on advising the Board of Directors on equity matters:

Originally the **Human Rights and Equal Opportunity Committee**, which was reorganized as the **Diversity Committee**, and is now **AMAPCEO's Equity Committee**.

Nine Caucuses/Circle

- Asian, Arab and Latinx Caucus
- Black Caucus
- Disability Caucus
- Francophone Caucus
- Indigenous Circle
- LGBTQ+ Caucus
- Retirees Caucus – a stand alone Committee
- Women's Caucus
- Young Workers Caucus – a stand alone Board Committee as of 2018

AMAPCEO's Equity & Inclusion Practices

- Affirmation of the AMAPCEO Equity Statement, which includes a commitment to eight guiding principles
- Reading of an Indigenous land acknowledgement
- AMAPCEO Equity and Social Justice Calendar recognizes a number of equity and social justice dates to bring awareness into the workplace.

Equity & Inclusion: Education

- Equity and Inclusion: Activate Your Power! –Mandatory online course for some activist roles
- Equity at the Table: Activate Your Power! – Delivered at 2019 WPR conference and the 2019 ADC
- March 2021, Board approved recommendations of Education Committee on evaluating our Education Program, including measuring representation within AMAPCEO's activist base

Development of the AMAPCEO Equity Lens

How we got Here:

- In 2016-17, Board's Equity Committee identified the need for an Equity Lens
- Lens was developed through collaboration of the Board, Equity Committee, and member-driven Equity Lens Working Group
- Draft approved by Board in September 2018
- Final version and two-stage implementation plan was approved June 2020
- Roll out with staff included facilitated discussions among AMAPCEO's staff units on ideas for adopting the Lens
- Roll out with Activists is underway...this is our third audience

About the AMAPCEO Equity Lens

Purpose:

- To ensure AMAPCEO continues to build equity within our union and ensure the equitable delivery of services to our diverse membership.
- To help us be more inclusive in our interactions with members and each other.

About the AMAPCEO Equity Lens

How it Works:

- Think of the Lens as a filter through which we manage words and actions, so we are more inclusive in our daily work
- Consider/ask key questions when planning/carrying out union-related activities, to ensure not excluding others
- Questions help us diagnose barriers and identify, measure, and evaluate best practices

Equity Lens Document

- Includes three checklists that are useful as a guide:
 - ✓ Planning
 - ✓ Execution
 - ✓ Evaluation
- Reviewing checklists may help avoid equity gaps (note: not every question applies to the activist work being done)
- Explore resources (provided/available) to learn about the experiences of others

Equity and You – Getting Started

Let's review the key equity and inclusion concepts.

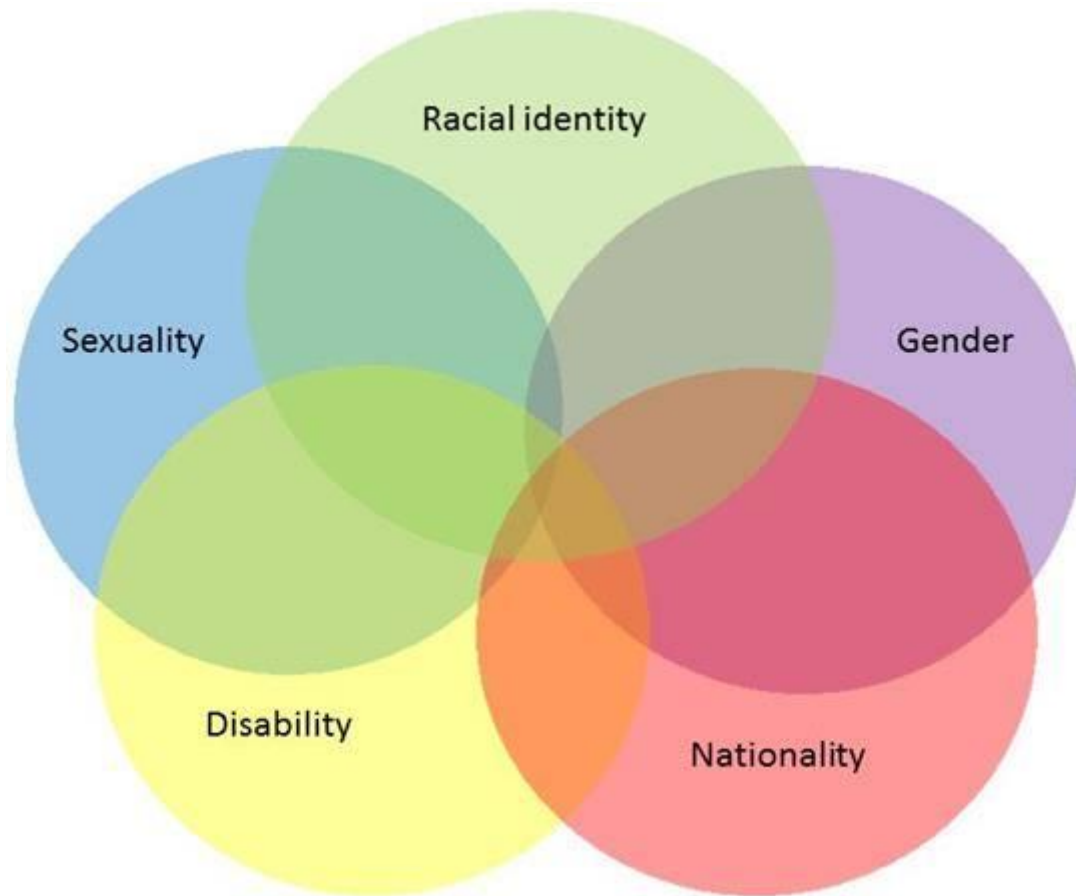
Consider Your Diversity and Diversity of Others

- **Recognize** the many factors and experiences in our personal and professional lives that influence the way we provide services, design programs, or interact with others.
When have we felt included or excluded?
- Access the resources to **self-educate about the lived experience of others** unlike yourself (see Appendix in Equity Lens)

Check Assumptions

- **Recognize that you may** have certain ideas or assumptions before interacting with certain groups of people. Consider whether your ideas or assumptions **exclude some people due to what you say, write, or how you act.**
- **Reflect** on the situation from the perspective of those **who risk exclusion** and identify what they may be experiencing.
- **Consider what assumptions** are being made and whether they **create inequities.**

Considering Intersectionality



- Different aspects of a person's identity overlap to create interdependent systems of advantage or disadvantage
- Everyone has their own unique life and work experiences

Think about Inclusion

Ask yourself these three simple questions at any time in all the work you do:

- Who is not included?
- What could contribute to this exclusion?
- What can be done differently to ensure inclusion?

Objectives of Equity Lens Implementation

1. Educate all members, starting with Activists, on diversity, equity and inclusion
2. Stimulate awareness, understanding, acceptance of the Lens
3. Share ideas on how you can apply the lens
4. Continually assess and improve the application approaches through lessons learned and/or the development of best practices
5. Evaluate the application and use of the Lens

Break-out Session – Ground Rules

- Use inclusive language, not exclusionary language
- Respect boundaries and be thoughtful about topics that may be emotionally triggering
- Do not make assumptions about identity, experiences, or pronouns
- Speak from your own experience instead of generalizing ("I" instead of "they" "we" "you")

WHEN you DEBATE A PERSON about something that AFFECTS THEM MORE than it AFFECTS you, REMEMBER that it will TAKE A MUCH GREATER EMOTIONAL TOLL ON THEM THAN ON YOU. FOR YOU it MAY FEEL LIKE AN ACADEMIC EXERCISE. FOR THEM, it FEELS LIKE REVEALING their PAIN only to HAVE you DISMISS their EXPERIENCE and SOMETIMES their HUMANITY. THE FACT that you might REMAIN MORE CALM UNDER THESE CIRCUMSTANCES IS A CONSEQUENCE of your PRIVILEGE, NOT INCREASED OBJECTIVITY ON YOUR PART. STAY HUMBLE.

Words: @happyvulcan Art: @hayleywelsh

Break-out Room - Exercise

1. List the key steps to completing the work in the scenarios
2. Identify relevant parts of the Equity Lens to apply at each of the key steps to ensure equitable access and inclusion to the event for members
3. Record why group feels the identified parts of the Lens are relevant
4. Identify how to determine if the event was equitable and inclusive after it has taken place?
5. Document what worked and did not work to inform planning the next event.

Break-out Room - Introducing Facilitators

- Suzanne Conquer – Director - Western Ontario
- Angela Freeman – Director – University-Toronto South (Board Chair)
- Jason Gartshore – Director – Eastern Ontario (Board Vice-Chair)
- Kevin Giddings – Director – GTA North
- Jennifer Harewood – Director - Front
- Glynn Robinson – AMAPCEO Secretary

Session Wrap Up

- We will hear back from each of the break-out rooms
- Please type into the chat:
 - Key takeaway from this exercise, and
 - How to incorporate this approach in different groups (District, Caucus/Circle, BPS Unit).

Next Steps – Call to Action

- Labour Relations Reps will have a detailed session at the WPR/HS&W conferences in June related to those roles
- In the meantime:
 - Think of ways you have already incorporated equity-based considerations in your activist work, and share!
 - Adopt approaches to put into practice on your own, or with other activists.
- Please ask questions or discuss any thoughts/suggestions with your Executive