

### OCIC Anti-Oppression Policy Monitoring Framework

Category	Strategies	Indicators and Targets	Actions	Responsible
PERSONNEL	Every employee will be treated without any discrimination, interference, restriction or coercion in hiring, termination, training, upgrading, promotion, transfer, lay-off, recall, discipline and ongoing management.	# of recruitment postings in locations likely to be seen by diverse communities. <sup>1</sup>	Post opportunities widely using a list of websites likely to be seen by members of diverse communities.	Administrative Manager
	OCIC will actively seek and invite applicants for volunteering, employment, board and committee membership from diverse communities and partners.	% of candidates who apply for volunteer, employee or board and committee positions who self-identify as being from a diverse community.	Track % of applicants self-identifying as being from a diverse community	Initial screener of applications (Executive Director or a designate)
	The board of directors will select new staff from a field of candidates with the requisite knowledge and experience in managing or working in a culturally diverse workforce.	% of candidates short-listed for an interview who self-identify as being from a diverse community.		
	Through the annual performance review, all staff will be evaluated on their role in helping OCIC achieve its goals for anti-oppression.	Qualitative feedback from staff performance review questions on anti-oppression.	Ensure that staff performance review templates include the necessary anti-oppression questions.	Personnel Committee
			Follow up on action items from staff performance review feedback.	Appropriate OCIC committee(s)

<sup>1</sup> Postings use this definition, "As an equity seeking organization, OCIC encourages applications from individuals that represent the full diversity of communities in Canada, including complexities of intersecting identities such as ability, age, class, gender, race and sexual orientation."

<p style="text-align: center;">PROGRAMS</p>	<p>OCIC acknowledges that our programs are inherently more accessible to some individuals or groups than to others. Therefore OCIC will work to ensure that, to the extent feasible, all members, volunteers, staff, board members, partners and funders see themselves and their needs reflected in the programming.</p> <p>OCIC will adopt an overall program framework that strives for equity, social justice and an end to all forms of oppression.</p> <p>OCIC will ensure all program materials or practices are assessed for discriminatory bias, stereotyping, marginalization or exclusion, and revised as necessary.</p> <p>OCIC will actively seek collaboration with members, diverse community partners and participants in program development, activities, events, working groups and committees.</p>	<p>% of program sign up forms that solicit feedback about how to make the program accessible to the registrant (e.g. "What special accommodations do you need to access this program?")</p> <p>Frequency of use of checklist of anti-oppression actions in organizing programs and events.</p> <p>% of solicitations for new program collaborators made to individuals from, or organizations representing, diverse communities.</p>	<p>Ensure solicitation of feedback about program accessibility in all sign-up forms.</p> <p>Develop and use checklist of anti-oppression actions in organizing programs and events.</p> <p>New program development is rooted in both OCIC Anti-Oppression Policy, CCIC Code of Ethics and Operational Standards and Istanbul Principles for CSO Effectiveness.</p> <p>On-going review of all program materials and practices.</p> <p>Track outreach for new program collaborators to individuals or organizations representing diverse communities.</p>	<p>OCIC staff</p> <p>OCIC staff with support of Governance Committee as requested</p> <p>OCIC staff and board</p> <p>OCIC staff</p> <p>OCIC staff or volunteers doing outreach</p>
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	<p>OCIC shall provide adequate resources and training to assist all staff to design and use programming effectively in order to promote critical thinking and to challenge all forms of oppression as they engage in their work with the board of directors, OCIC members, volunteers, and those outside of the Council.</p> <p>OCIC shall seek to be an active example to members and to continually highlight good practice with respect to anti-oppression, even where that practice may question privilege and, in so doing, make some uncomfortable.</p> <p>OCIC shall use events and communications as opportunities to challenge bias, discrimination and oppression.</p> <p>OCIC will work, using a consensus-based</p>	<p>% of staff trained in anti-oppression</p> <p>Quality of events and communications which positively model anti-oppression and/or challenge bias, discrimination and oppression.</p>	<p>Ensure that staff and board members receive anti-oppression training as needed</p> <p>Collect and share anti-oppression stories from the year and report them annually at the AGM. This will proactively start discussions about good practice, rather than having to reactively criticize members for their bad practices.</p> <p>Include diverse voices at OCIC events, particularly those willing to name and question privilege.</p> <p>Continually take advantage of opportunities to challenge bias, discriminations and oppression.</p> <p>Provide an introduction to OCIC staff, board and</p>	<p>Executive Director and Personnel Committee</p> <p>OCIC staff</p> <p>Staff and volunteers planning events</p> <p>OCIC staff, board and volunteers</p>
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	<p>approach where possible in program committee meetings, to ensure equal access for all involved in decision-making processes.</p> <p>OCIC will strive to create a positive, safe, inclusive, and physically accessible space for all meetings, orientations, trainings, gatherings, and conferences.</p> <p>OCIC will screen all content submitted for inclusion in any external communications for language or ideas that can be perceived as discriminatory or oppressive.</p>	<p>Frequency of use of consensus-based approach.</p> <p>% of OCIC activities taking place in accessible and inclusive spaces.</p>	<p>volunteers that highlights anti-oppression as a foundational piece for programming, with consensus as the decision-making model.</p> <p>OCIC staff and volunteers work to ensure that activities take place in safe, inclusive and physically accessible spaces.</p> <p>All content for external communications is screened by OCIC staff.</p> <p>iAM Editorial Board signs an agreement that they have read, understood, and will endeavour to work within the Anti- Oppression Policy and values of OCIC.</p>	<p>For OCIC staff and volunteers, OCIC staff. For OCIC board, Governance Committee.</p> <p>OCIC staff and volunteers</p> <p>Communications Coordinator</p> <p>Communications Coordinator</p>
GOVERNANCE	<p>OCIC will identify and strive to overcome barriers that may prevent individuals from diverse communities from becoming board members and/or accessing its services.</p> <p>OCIC's Membership and Nominations Committee will seek to recruit board</p>	<p>% of nominees for the board of directors who self-identify as being from a diverse community.</p>	<p>Ensure that board nomination form includes optional self-identification demographic information and track % of nominees from diverse communities.</p> <p>Seek to recruit board nominees that represent</p>	<p>OCIC staff</p> <p>Membership and</p>

	<p>nominees that represent the diversity of the province of Ontario.</p> <p>New members of the board of directors will receive an orientation to the mission, vision, policies, organizational goals, board functions and responsibilities with respect to anti-oppression.</p> <p>Board members will be accountable for providing leadership in helping the organization fulfill its mission and goals relating to anti-oppression.</p>	<p>% of new board members oriented to the mission, vision, policies, organizational goals, board functions and responsibilities with respect to anti-oppression.</p>	<p>the diversity of Ontario.</p> <p>Provide anti-oppression orientation to all new board members.</p>	<p>Nominations Committee</p> <p>Governance Committee</p> <p>Board members</p>
MEMBERSHIP	<p>Every member will be treated without any discrimination, interference, restriction or coercion.</p> <p>OCIC will actively seek and invite applicants for organizational and associate membership from diverse communities.</p> <p>The membership committee will seek feedback from members on issues related to inclusion and the removal of barriers to their active participation in the Council.</p>	<p># of active solicitations of diverse communities in recruitment for new organizational and associate members.</p> <p># of members (voting and non-voting) providing feedback on removal of barriers to their active participation in the Council.</p>	<p>During membership drives and other networking events meet with diverse organizations to discuss potential participation in the Council and suggestions for development.</p> <p>Develop and include questions on diversity and inclusion in annual membership survey.</p>	<p>Membership and Nominations Committee and Executive Director</p> <p>Membership and Nominations Committee</p>
POLICY	<p>The development of all OCIC policies will occur within an inclusive and anti-oppressive framework.</p>	<p>% of OCIC policies aligned with the OCIC Anti-Oppression Policy.</p>	<p>Review all policies and this Monitoring OCIC's Anti-Oppression Policy</p>	<p>Governance Committee</p>

	When the governance committee conducts its reviews of OCIC policies it will consider the policies' fit within our inclusive and anti-oppressive framework and recommend improvements to policies and practices as necessary.		document in accordance with OCIC's Policy Review Schedule.	
SUSTAINABILITY	<p>OCIC will screen all potential sources of funding for alignment with OCIC's anti-oppression model and will endeavour to avoid partnerships with companies and organizations which are known to be discriminatory or oppressive.</p> <p>OCIC will share its anti-oppression focus with all donors, funders and supporters.</p>	% of OCIC funding partnerships aligned with OCIC's Anti- Oppression Policy.	<p>Review all proposals for partnership or funding to check alignment with Anti- Oppression Policy.</p> <p>Share Anti- Oppression Policy with donors, funders and supporters.</p>	<p>Executive Director</p> <p>Executive Director</p>