

# Toronto InterLIP

## EQUITY, DIVERSITY, AND INCLUSION FRAMEWORK

### STATEMENT OF PURPOSE

The Toronto Local Immigration Partnerships (InterLIP) aim to incorporate an intersectional, anti-racist lens into our joint work through our Equity, Diversity and Inclusion (EDI) framework.

Our collective vision, shared values and definitions help ensure that our individual LIPs' initiatives and our joint work at the InterLIP level are in alignment with EDI best practices.

Recognizing that each of us as LIPs have our own local context and reality, the EDI framework provides us the flexibility to set our own priorities for change, while still holding us accountable to each other and to our partners.

We aspire for our EDI framework to be practical and implementable, to be able to support positive change in our communities.

### VISION

Welcoming communities where diversity and equity are championed, barriers to inclusion are removed, newcomers are engaged in decision-making and have a sense of belonging, and everyone succeeds.

# VALUES

EQUITY	DIVERSITY	INCLUSION	ANTI-RACISM	ANTI-OPPRESSION	ANTI-COLONIALISM
<p>We further social change by combating historical and structural inequality</p> <p>We do not discriminate based on race, gender, gender identity, sexual orientation, age, disabilities, religion, ethnicity, marital status, immigration status/non-status, language etc.</p> <p>We recognize that equity requires treatment of all based on individual needs, especially those who are marginalized</p>	<p>We regard diversity as a pre-requisite to inclusion and equity</p> <p>We take a holistic perspective and go beyond a check box approach of recognizing different types of discrimination</p> <p>We commit to addressing power differentials experienced by newcomers</p> <p>We recognize and respect the diversity within communities</p>	<p>We commit to building welcoming communities where newcomers have a sense of belonging; feeling safe and accepted for who they are</p> <p>We commit to a participatory, member-led and member-involved approach to our work</p>	<p>We believe that race is a critical factor that affects newcomers' success and systemic racism is pervasive in all structures including funding programs</p> <p>We do not perpetuate racism</p> <p>We work towards fundamental system change that dismantles white supremacy</p>	<p>We recognize systemic barriers are oppressive to newcomers and impede their success</p> <p>We advocate for systems that are free of oppressive practices</p> <p>We acknowledge power differential amongst partners in LIP and commit to ensuring small partners/ organizations have a voice and a say at the decision-making table</p> <p>We recognize the historical injustices and aim to work in solidarity with other communities that are oppressed, as well as towards reconciliation with Indigenous communities</p>	<p>We acknowledge the resilience of newcomers that come from environments with colonial history</p> <p>We recognize that settlement is part of the colonial structure, but we can be deliberate and not be complicit with colonialism by working with newcomers towards reconciliation</p> <p>We apply post-colonial lens to our work and aim to right the wrong of the past in partnership and solidarity with newcomers and other communities</p>

## DIMENSION: PARTNERSHIP CULTURE

SUBDIMENSION	MEASURE OF SUCCESS
Governance and Policy Development	<ul style="list-style-type: none"> <li>• Publicly stated policy commitment to EDI is made including acknowledgement that systemic and direct discrimination exists within LIPs</li> <li>• Clearly defined policy/expectation is in place regarding adoption of EDI framework</li> <li>• Clearly defined EDI values are articulated</li> <li>• Executive level specific responsibility is assigned for overseeing EDI workplan</li> <li>• Accountability mechanisms are in place to monitor EDI e.g., inclusion in LIP Reporting structure</li> <li>• Dedicated resources are committed for implementation of EDI workplan e.g., anti-racism and EDI training</li> <li>• Alternate methods of reaching decisions are in place to reflect diverse experiences with governance structures</li> </ul>
Staff and Resources	<ul style="list-style-type: none"> <li>• All training incorporates equity principles</li> <li>• EDI and anti-racism training is provided to teams</li> <li>• Everyone’s behaviours/practices reflect EDI values and principles</li> <li>• All levels of staffing reflect the racial, gender, disability, and mix of the communities</li> <li>• Opportunities for professional development are widely promoted; criteria for selection are fair</li> </ul>
Staff Engagement	<ul style="list-style-type: none"> <li>• Meaningful opportunities exist for staff to participate in direction setting and program development of LIPs</li> <li>• Staff feel supported by LIP leadership in situations involving racism, sexism, homophobia, transphobia, ableism, and ageism, etc. when working with external partners</li> <li>• A wide range of approaches to respond to diverse realities is in place</li> <li>• Complaints are handled professionally, in accordance with human rights legislation</li> </ul>

## DIMENSION: SERVICE COORDINATION

SUBDIMENSION	MEASURE OF SUCCESS
Community-based planning – gaps/needs analysis	<ul style="list-style-type: none"> <li>• Responsive and accessible approaches exist to engage community members and organizations re: settlement-related needs and program / service planning</li> </ul>
System navigation/cross-referrals	<ul style="list-style-type: none"> <li>• Local resources &amp; information is accessible to all members and newcomers</li> <li>• Accessibility is assured for all newcomers including all racial, linguistic, faith, sexual orientation, disability, and other identities</li> </ul>
Partnership building & collaboration	<ul style="list-style-type: none"> <li>• Relationships amongst diverse community partners in e.g., health, education, employment, settlement, language, social inclusions etc. are in place to support newcomers' needs</li> <li>• Frontline staff are included at LIP tables</li> <li>• A profile of social and cultural resources for ethno-racial and disadvantaged groups in the service area is maintained and made available to clients (e.g., houses of worship, community leaders, community-based networks/organizations)</li> </ul>

## DIMENSION: COMMUNITY ENGAGEMENT

SUBDIMENSION	MEASURE OF SUCCESS
Host communities/ stakeholder engagement	<ul style="list-style-type: none"> <li>• Effective and inclusive working relationships and formal partnerships are in place with a wide range of community organizations including community media (different languages); organizations working with e.g., racialized/ethno-cultural communities, women, LGBTQ2S+ and people with disabilities and other points of access to reach diverse communities</li> <li>• Staff know how to respond to conflict in a consistent and respectful manner, including those situations which may have features of racism, sexism, classism, homophobia, transphobia, discrimination on the basis on disability, etc.</li> </ul>
Newcomer engagement	<ul style="list-style-type: none"> <li>• Newcomers are engaged as partners in service planning and design</li> <li>• Safe space is provided to newcomers for open sharing and support of their lived experiences including racist encounters to inform service planning</li> <li>• Diverse representation of newcomer communities is reflected at all different levels of LIP</li> <li>• Discrimination complaint mechanism is in place for newcomers</li> </ul>

## DIMENSION: RESEARCH AND EVALUATION

SUBDIMENSION	MEASURE OF SUCCESS
Data collection, analysis, management, utilization, and reporting	<ul style="list-style-type: none"> <li>• Stakeholders are engaged meaningfully in the development and planning of disaggregated data gathering to identify potential disparities in access and outcomes</li> <li>• Data is shared with stakeholders</li> </ul>
Methodologies – qualitative (lived experiences), not just quantitative	<ul style="list-style-type: none"> <li>• Barriers to participation in research/evaluation studies for newcomers are removed, such as technology access, language barriers, transportation, etc.</li> <li>• Diverse newcomer communities are engaged to ensure appropriateness of research questions and tools regarding lived experiences with racism</li> <li>• Intersectional lens is applied e.g., experiences of both new and settled immigrants</li> <li>• Honorariums are provided to participants</li> </ul>
Needs assessment/gap analysis	<ul style="list-style-type: none"> <li>• Data analysis reports are collected and reviewed</li> <li>• Deliberate follow up with research results is carried out</li> <li>• Accessible strategies for outreach to places of worship, childcare, and other locations where newcomers gather are in place</li> </ul>
Piloting solutions	<ul style="list-style-type: none"> <li>• Sufficient resources are committed for evaluation of pilots to ensure lessons are learned</li> </ul>

## DIMENSION: CAPACITY BUILDING

SUBDIMENSION	MEASURE OF SUCCESS
Skills Development/Training	<ul style="list-style-type: none"> <li>• Opportunities for leadership development are widely promoted; criteria for selection are fair</li> <li>• Accessible training programs are facilitated</li> <li>• Staff are aware of, and seek to minimize, power inequities in their relationships with key stakeholders and appreciate how their own cultural background and social location (race, class, gender, etc.) can impact upon relations with others</li> <li>• Staff address impact of racism and discrimination on stakeholder health and wellbeing</li> </ul>
Resources Development	<ul style="list-style-type: none"> <li>• Dedicated efforts are made to secure resources for ongoing EDI work</li> </ul>
Knowledge Translation	<ul style="list-style-type: none"> <li>• Mechanisms are in place to facilitate sharing of best practices in EDI among stakeholders</li> <li>• Members, partners, and stakeholders are encouraged to engage in learning opportunities in EDI principles and practices</li> </ul>
Networking/Collaboration	<ul style="list-style-type: none"> <li>• Collaboration &amp; partnerships with other organizations and social justice movements across Toronto are in place</li> <li>• All levels of government on EDI initiatives are engaged</li> </ul>

## DIMENSION: ADVOCACY AND SYSTEM CHANGE

SUBDIMENSION	MEASURE OF SUCCESS
Process for identifying priorities for policy changes	<ul style="list-style-type: none"><li>• EDI framework is applied to identify advocacy priorities</li><li>• Meaningful community engagement is carried out to identify priorities.</li><li>• Input is respected and valued equitably from different communities</li><li>• Newcomers are engaged as partners in advocacy efforts</li></ul>
Public Education & Awareness	<ul style="list-style-type: none"><li>• Stakeholder education on EDI is provided to address discriminatory actions against newcomers, including employers, healthcare, mainstream, and for-profit institutions</li></ul>
Augmenting Collective Impact	<ul style="list-style-type: none"><li>• Joint efforts with other social justice movements are dedicated to creating bigger impact</li></ul>
Government relations	<ul style="list-style-type: none"><li>• Liaison with all levels of government is maintained to keep them informed of Service Provider and newcomer needs</li></ul>



## DIMENSION: COMMUNICATIONS AND KNOWLEDGE SHARING

SUBDIMENSION	MEASURE OF SUCCESS
Knowledge Dissemination	<ul style="list-style-type: none"> <li>• Diverse and accessible dissemination strategies are in place to reach targeted audiences</li> </ul>
Public Education	<ul style="list-style-type: none"> <li>• Partnerships with community organizations are in place to provide public education</li> <li>• Resources are devoted towards knowledge sharing and education on EDI</li> </ul>
Communications between LIP Members	<ul style="list-style-type: none"> <li>• Information on EDI is shared and easily accessed amongst LIP members e.g., templates, tools</li> <li>• Inclusive communication plan is in place to encourage involvement of members in LIP initiatives</li> </ul>
Communications with Newcomer Communities	<ul style="list-style-type: none"> <li>• Sufficient resources are allocated for diverse engagement and outreach strategies (e.g., translation)</li> <li>• Alternative strategies are encouraged to communicate with newcomer communities</li> </ul>