



# Anti-Racism Anti-Oppression Organizational Assessment

**Anti-Racism Anti-Oppression (ARAO)** practices work to challenge, prevent, eliminate, and change the values, structures, policies, programs, actions, and behaviours that perpetuate racism and oppression, and in particular Anti-Black racism, in our society.

This assessment tool is designed to evaluate the current application of anti-racism anti-oppression principles and practices at im/migrant and refugee serving organizations through a series of standards across three areas:

- 1. Organizational Accountability:** This section identifies basic standards which demonstrate an organization's commitment and accountability to ARAO.
- 2. Organizational Implementation and Application:** This section identifies specific standards which demonstrate the operationalization of ARAO across the organization in various ways.
- 3. Organizational Principles and Culture:** This section identifies standards which illustrate organizational norms, attitudes, and principles that reflect ARAO.

## Who should complete the assessment?

This assessment can be used by anyone at the organization, including staff, leadership, board members and volunteers. The results should be compiled and used to inform a greater organizational discussion on anti-racism anti-oppression.

## How can the assessment be used?

This assessment tool's purpose is to provide a starting point for the **identification of strengths, weaknesses, and gaps** across the three key areas. It is not a comprehensive evaluation of all areas of the organization, nor do the standards describe all of the different and possible applications and examples of ARAO. Keep in mind that this tool could be adapted to use as a survey or as a series of topics for focus group discussions.

**After completing the assessment, users should consider how the information collected will inform further strategic action to create and sustain anti-racist and anti-oppressive organizational change and development.**

## Section 1: Organizational Accountability

- 1. Our organization's values include a commitment to anti-racism anti-oppression, and this commitment is clearly communicated to all interested groups (i.e. staff, leadership, board members, volunteers, clients/service users, funders, partners, contractors, etc.)**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

- 2. Our organization has an anti-racism and anti-oppression policy and/or action plan.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

- 3. Our organization's anti-racism anti-oppression policy and/or action plan identifies and defines its goals, scope, evaluation and monitoring mechanisms, and the roles and responsibilities of all involved groups.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

- 4. Our organization's leadership demonstrates a strong, clear, and consistent commitment to supporting anti-racist anti-oppressive organizational change.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**5. Our organization has mechanisms to identify and remove racism and oppression from our policies, practices, programs, and services.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**6. Our organization has a defined and clearly communicated process for bringing, managing, and resolving complaints and conflicts within the organization.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**7. Our organization has a committee, advisory group, team, or unit with a clear mandate and decision making power to support anti-racism anti-oppression initiatives across the entire organization.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**8. Our organization is transparent about the objectives, means, decision-making processes and the allocation of resources for upholding and implementing anti-racism anti-oppression at the organization.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

## Section 2: Implementation and Application

- 1. Our organization upholds the fundamental understanding that discrimination and racism overlap and intersect with other factors and characteristics, such as sex, gender, disability, sexual orientation, age, family status, ethnic origin, and other protected grounds in Canadian human rights legislation, and must be seen and treated as interconnected (i.e. “intersectionality”).**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

- 2. Our organization seeks to remove barriers and to create equitable, accessible, inclusive, and quality services to meet the needs and priorities of specific immigrant and refugees populations, such as 2SLGBTQI+ and gender-diverse people; women; Black and/or racialized communities; Indigenous peoples; people living in poverty; children, youth, or seniors; people living with intellectual, physical, mental health and/or other disabilities; criminalized individuals; and people with temporary or without immigration status.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

- 3. Our organization promotes a common understanding of the language and terminology used to describe and promote anti-racism and anti-oppression at our organization, such as in a shared glossary of terms or through training(s).**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**4. Our organization's human resources policies and practices operationalize and affirm anti-racism anti-oppression in employee recruitment, interviewing, onboarding, retention, promotion, and performance development strategies.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**5. Our organization collects data, including disaggregated data when possible, to inform and improve our organizational policies, human resources strategies, program, and service delivery priorities and outcomes.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**6. Our organization provides training, professional development, and other learning opportunities on an ongoing basis to advance anti-racism anti-oppression knowledge and skills.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**7. Our organization consults and involves staff, community members, and clients to identify, implement, and review initiatives and programs to support our commitments to anti-racism and anti-oppression.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**8. Our organization designates staff time and resources for advocating change to social systems, public policy and/or legislation that have a negative impact on the communities that we serve and the work we do.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

## Section 3: Organizational Principles and Culture

- 1. Our organization recognizes the existence and impact of systemic racism and settler-colonialism in reproducing the differential inequities experienced by Black, Indigenous, and racialized individuals and communities in all of their diversity.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

- 2. Our organization actively challenges negative stereotypes, racism, and discrimination, and raises awareness on the systemic barriers facing racialized and marginalized communities.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

- 3. Our organization has authentic and reciprocal relationships with Indigenous communities, leaders, and organizations serving First Nations, Métis, and Inuit peoples.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

- 4. Our organization values and encourages the adoption of new and collaborative ways of producing and utilizing knowledge that center the experiences and expertise of racialized and marginalized communities.**



- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**5. Our organization's staff, leadership, and board reflects the communities that we serve.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**6. Our organization works in solidarity and collaborates with other organizations and community members to best serve and improve the conditions and outcomes for immigrants and refugees.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**7. Our organization creates space for critical reflection, dialogue, and informal collective learning on anti-racism anti-oppression.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown

**8. Our organization examines the broader socio-political and economic trends impacting im/migrant and refugee communities.**

- ☐ Excellent / Area of Strength
- ☐ Fair / Average application
- ☐ Poor / Needs improvement
- ☐ In progress
- ☐ Not Applicable / Unknown