

NORTHERN COUNCIL FOR GLOBAL COOPERATION: ANTI-OPPRESSION POLICY

Preamble

This policy aims to inform and increase our commitment to addressing and confronting oppressive behaviours and systems and to eliminate oppressive organizational structures and personal behaviours, and help erase the grievances of previously oppressed and marginalized people.

Definitions

Discrimination may take two forms - direct or indirect. Direct discrimination refers to unequal or unfavourable treatment on the basis of a prohibited ground and indirect discrimination means equal treatment that has a disproportionate, negative impact on a particular individual or group.

Oppression is the use of power or privilege by a socially, politically, economically, or culturally dominant group (or groups) to disempower (take away or reduce power), marginalize, silence or otherwise subordinate another social group or category.

Systemic Oppression consists of practices, policies, laws and standards that disadvantage a particular group or category of people.

Individual Oppression is demeaning and oppressive behaviour towards and treatment of a particular group or category of people, expressed through individual attitudes, beliefs and values.

Anti-Oppression is the work of actively challenging and removing oppression perpetuated by power inequalities in society, both systemic oppression and individual expressions of oppression.

Policy Principles

NCGC's Anti-Oppression Policy is based on the following principles:

- Actively challenging systemic and individual oppression as a result of power inequality expressed through attitudes, beliefs, values, and actions.
- Putting into practice our belief in the need to eliminate all forms of inequity, exploitation, and discrimination against peoples and individuals based on factors including: age, race, colour, culture, religion, creed, ethnicity, language, disability, socio-

economic status, ancestry, sex, gender identity and expression, sexual orientation, family or marital status, number of dependents, record of offenses (in employment), receipt of public assistance, citizenship, and residency/migratory status.

- Integrating equity, equality, inclusiveness, access and respect in all organizational decision-making processes, day-to-day practices, and programming.

Strategies

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.
- NCGC will actively seek and invite applicants for volunteering, employment, board and committee membership from diverse communities and partners.
- 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.
- Through the annual performance review, all staff will be evaluated on their role in helping NCGC achieve its goals for anti-oppression.

Programs

- NCGC acknowledges that our programs are inherently more accessible to some individuals or groups than to others. Therefore, NCGC 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.
- NCGC will adopt an overall program framework that strives for equity, social justice and an end to all forms of oppression.
- NCGC will ensure all program materials or practices are assessed for discriminatory bias, stereotyping, marginalization or exclusion, and revised as necessary.
- NCGC will actively seek collaboration with members, diverse community partners and participants in program development, activities, events, working groups and committees.
- NCGC 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, NCGC affiliates, volunteers, and those outside of the Council.
- NCGC shall seek to be an active example to affiliates 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. NCGC shall use events and communications as opportunities to challenge bias, discrimination and oppression.
- NCGC will work, using a consensus-based approach where possible in program committee meetings, to ensure equal access for all involved in decision-making processes.

- NCGC will strive to create a positive, safe, inclusive, and physically accessible space for all meetings, orientations, trainings, gatherings, and conferences.
- NCGC will screen all content submitted for inclusion in any external communications for language or ideas that can be perceived as discriminatory or oppressive.

Governance

- NCGC will identify and strive to overcome barriers that may prevent individuals from diverse communities from becoming board members and/or accessing its services.
- NCGC Membership and Nominations Committee will seek to recruit board nominees that represent the diversity of the Northern Territories.
- 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.
- Board members will be accountable for providing leadership in helping the organization fulfill its mission and goals relating to anti-oppression.

Policy

- The development of all NCGC policies will occur within an inclusive and anti-oppressive framework.
- When the Governance Committee conducts its reviews of NCGC policies it will consider the policies' fit within our inclusive and anti-oppressive framework and recommend improvements to policies and practices as necessary.

Sustainability

- NCGC will screen all potential sources of funding for alignment with NCGC anti-oppression model and will endeavour to avoid partnerships with companies and organizations which are known to be discriminatory or oppressive.
- NCGC will share its anti-oppression focus with all donors, funders and supporters.