

Organizational Standard: Our organization is committed to anti-oppression, equity and accessibility.

Goal: Our organization is guided by an anti-oppression policy and implementation plan

Measures of Success:

1. An anti-oppression policy that is relevant for our agency has been developed, reviewed and adopted.
2. A detailed implementation plan is in place, people know what they are responsible for, and progress is being monitored
(Note: This step has a separate action plan).

Activities	Timeline	Person Responsible	Inputs/Resources
<ul style="list-style-type: none"> • Working group of staff, board and management is convened <ul style="list-style-type: none"> ○ Send out invitation, set first meeting 	March 2010	Janet	Staff time
<ul style="list-style-type: none"> • Working Group meets regularly throughout development of policy 	March 2010 to March 2011	Janet	Book meeting room
<ul style="list-style-type: none"> • Consider who else should be involved <ul style="list-style-type: none"> ○ Do we need outside advice, consultation? ○ Who should be involved in policy development? 	March 2010	Working Group	Staff time
<ul style="list-style-type: none"> • Monitoring implementation of this action plan 	March 2010 to March 2011	Alma and Angela	“ “

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<p>1. <u>Anti-oppression Policy</u></p> <p>a) Look at sample policies posted on OrgWise</p> <p>b) Gather input on what should be included in our policy</p> <ul style="list-style-type: none"> ○ From the working group, and from others in the organization via survey <p>c) Draft policy</p> <p>d) Circulate draft policy for comment and input</p> <p>e) Incorporate feedback and finalize</p> <p>f) Take policy to the board for adoption</p> <p>g) Distribute to staff, etc.</p> <p>h) Hold agency-wide orientation to policy</p>	<p>April 2010</p> <p>April – May 2010</p> <p>June – July 2010</p> <p>August 2010</p> <p>September 2010</p> <p>November 2010 Board Meeting</p> <p>By January 2011</p> <p>February 2011</p>	<p>All working group (WG)</p> <p>All WG Paula – create simple SurveyMonkey survey for people to give input; send to agency email</p> <p>Myriam & Alma</p> <p>Joseph</p> <p>Myriam & Alma; WG</p> <p>Joseph to print; WG to make presentation.</p> <p>Office administrator to print and circulate.</p> <p>Alma to lead management team</p>	<p>Staff time</p> <p>Staff time; Access to SurveyMonkey (free). Make sure Paula knows how to use it.</p> <p>Staff time</p> <p>Staff time. Means for people to give anonymous input – comment box? Online form?</p> <p>Staff time, office supplies</p> <p>“ “</p> <p>Staff time; budget for snacks; meeting space</p>
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