



Ontario Association of Interval & Transition Houses

Policy: MP-1: Intersectional Anti-Racism & Anti-Oppression Policy
Date Approved: June 17th, 2021 By OAITH Membership
Dates Reviewed:
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Policy Statement:

OAITH will continuously work towards ensuring students, volunteers, employees, management, board of directors (board), individuals representing our member organizations and anyone accessing OAITH services experiences an environment free of racism, oppression, violence and harassment.¹

OAITH values the social identities and intersecting identities brought to OAITH through our employees, management, board, individuals working in our member organizations, our stakeholders and those accessing services in our member organizations. A broad range of social identities reflective of race, age, culture, religion, gender identity, sexual orientation, ability and class contribute significantly to OAITH’s work and to our larger community.

OAITH defines lateral violence as a cycle of abuse with roots in: colonization, oppression, intergenerational trauma, ongoing experiences of racism and discrimination. It is a learned behaviour as a result of colonization, white supremacy and patriarchal methods of governing and developing a society.² These acts can include microaggressions that do have a significant impact on the full and inclusive participation of our membership. Continual self-education and reflexivity about lateral violence and social location will help to unlearn these harmful behaviours.

OAITH recognizes the importance of critically examining and engaging in discussions about racism, oppression, violence and power structures creating issues of inequity, inaccessibility and limits to participation for marginalized communities. Furthermore, OAITH recognizes the impact of state-sanctioned violence on Black, Indigenous and People of Color as harmful and detrimental to their social, political and economic outcomes. While examining and engaging in these discussions we understand individuals representing member organizations bring with them complex and multidimensional experiences, social locations and identities-they to require safety, care and respect.

¹ We have amended OAITH AR AO Policy (2006) with adaptations from OCASI’s AR AO Policy (2013)

² For further definitions related to this document, please see OAITH’s AR/AO Definition Glossary via: <http://www.oaith.ca/assets/library/.Anti-Racism-and-Anti-Oppression-Definition-Glossary-List-Final.docx.pdf>

OAITH understands systemic barriers to freedom, equity, safety and non-violence are directly connected to the violent acts, structures, and legislation created through and because of colonization. We endeavor to work towards identifying, deconstructing, and contributing to rebuilding a society to reduce barriers to participation, is equitable, non-violent, and improves social, political and economic outcomes for all.

OAITH will create and cultivate a community of learning and continuous improvement in identifying, addressing and moving through conflict as it relates to systemic racism, oppression, violence and all forms of discrimination. This can include, but is not limited to the impact on individuals, organizations and the ways in which services are delivered for survivors of gender-based violence. We will view this learning through the lens of individuals, organizations and larger systems to create change.

Purpose of The Policy

The purpose of this policy is to foster anti-racism and anti-oppression values, learning, knowledge and practices among OAITH staff, management, board, students, volunteers, workers of member organizations, individuals of our learning community, contractors and consultants, and all people who work on behalf of OAITH.

OAITH expects that member organizations and their representatives will read this policy. Furthermore, it is expected that individuals from member organizations attending OAITH events, working groups, or meetings, either in person or online will bring forth their commitment to fostering continuous learning as it relates to this policy

The board has discretion to suspend or revoke a member organization in its entirety, if an individual representing a member organization violates OAITH's By-Laws. In the case of this policy, this refers to adhering to the Principles and Aims of Membership, as noted in the By-Laws. OAITH's Board of Directors must follow the ByLaws of Suspending or Removing Members if such a violation exists.

OAITH is committed to:

- Continuously reviewing, examining and amending our priorities, policies and practices to ensure compliance with this policy.
- Creating resources and tools rooted in an intersectional anti-racism/anti-oppression framework to guide our work and the work of our member organizations.
- Ensuring our member organizations, staff and board have access to resources and training that applies an intersectional, anti-racist and anti-oppression framework to further foster these values and practices.

- Identifying community work that OAITH employees can participate in that share our anti-racist and anti-oppression values, practice, and continuous learning.
- Developing, maintaining and amending By-Laws, Human Resource Policies, Board Governance Policies, Operational and Membership Policies to address, guide and resolve issues related to anti-racism and anti-oppression.
- Integrating anti-racism and anti-oppression values and practice into our decision making, funding applications, projects, resources, training and strategic priorities.

(Ref: Bylaw 1.1.b.i, Membership Status)

(Ref: Bylaw 1.3.a.i, Suspending or Removing Members)

(Ref: Bylaw 1.3.b, Suspending or Removing Members)

Application of Policy

This policy applies to all individuals representing member organizations of OAITH, employees, board, volunteers, students, contractors, consultants or any other individual, who attend OAITH hosted events, activities, working groups or meetings, either online* or in-person.

Application of this policy requires review and application of HR and Governance Policies as outlined below:

1. This policy requires employees to utilize OAITH's HR Policies

(Ref: OHR-7a, Standards of Conduct, Employee Expectations)

(Ref: OHR7b, Standards of Conduct, Workplace Violence and Harassment)

(Ref: OHR7c, Standards of Conduct, Workplace Conduct)

2. This policy requires board members adhere to the By-Laws and Board Governance Policies:

(Ref: Board Process Policies, BP-9)

3. This policy requires individuals of member organizations to follow the complaint policy should they want to file a complaint.

(Ref: OPS Complaint Policy)

*Online includes but is not limited to video/web conferencing, social media platforms, teleconferences, email, learning management systems, chat services, project management tools, email, websites, web applications and any other form of automation that oaith uses at any given time. What OAITH uses as an online means to deliver goods, services, meetings or events, or how OAITH chooses to communicate, is also subject to change without notice and is included broadly as 'online' for the purposes of this policy.