THE SPCO'S ANTI-RACISM STRATEGY

ASSETS	PROGRAMS	INTERNAL PRACTICES	BRIDGE TO SYSTEMS CHANGE
1.1. The SPCO will make its assets available to racialized community members and organizations, when possible, e.g.: • Data • Video/communications services or video equipment • Office space • Technology (e.g. Zoom, laptops, tablets) 1.2. We will gather data on gaps and needs of communities who are requesting access to assets, such as unmet needs within the community.	2.1. The SPCO will offer services & programs that benefit racialized communities and individuals, including: • Supporting grassroots ethnocultural organizations in a variety of ways • Offering new programs that respond to emerging needs of the racialized communities, developed with leadership from those communities. • Ensuring all existing programming is evaluated through an anti-racism lens[1]. 2.2. Supporting/building capacity for anti-racism leadership in the city. • Co-developing initiatives programs that respond to persistent equity issues. • Sponsoring or supporting emerging anti-racism grassroots groups.	3.1. The SPCO will apply an anti-racism lens to its internal practices including in: • Hiring/HR/volunteer recruitment/leadership roles that reflect the communities we serve • Procurement decisions will support racialized business owners/individuals (catering, translations, etc.) where possible. 3.2. When possible, we will support and develop the capacity of our staff to play a leadership role in anti-racism work.	4.1. The SPCO will serve as a bridge between racialized community members/organizations and mainstream agencies, and between mainstream agencies and decision makers. • Through bridging and other means, we will generate policy and systems change that contributes to a more inclusive city. 4.2. Through research, programming, community capacity building, and education we will contribute towards system change that builds a more inclusive city.

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[1] SPCO's Anti-racism lens: Targets the removal of systemic barriers and leverages the experiences, knowledge, capacities, and talents of racialized people, communities, and organizations in shared leadership at all levels. Anti-racism lens as applied to planning, development, operation, resource allocation, evaluation of policies, services, practice, and spaces with the intent of achieving transformative change.

Evaluated at year-end: How much did we do? Is anyone better off?			
ASSETS	**PROGRAMS**	**INTERNAL PRACTICES**	**BRIDGE TO SYSTEMS CHANGE**
1. Were assets made available and how were they promoted? 2. Were the assets used, which ones, how often, and by whom? 3. Were the assets found to be helpful/effective? 4. How many users accessed the data page/resources on the SPCO website? 5. Has feedback and data gathered relating to gaps and needs in the community been used to inform decision making about other assets and/or programs/resources that can be made available to the community?	1. How many services or programs were provided? Number of people served at each program, event or service? 2. How did our programs support/benefit racialized communities and individuals? 3. Were new programs developed based on the needs identified by the racialized communities? With leadership from racialized community members? • How many new programs were created or sponsored? 4. Was an anti-racism lens applied to our existing programs? Were any changes made as a result? • Immediate/intermediate and at what level? Systemic/structural/local/individual? 5. Did we support capacity building for anti-racism leadership? • Number of events and co-developed programs/activities promoting equity issues? • Number of grassroots groups sponsored	1. Does our staff, board members, membership and other key organizational players reflect the communities we serve? • Hiring based on skill-set and relevant experience, • Interviewing process involving a more diverse panel including racialized community members. 2. Did we procure services from racialized community members and entrepreneurs? • How many racialized entrepreneurs/service providers were supported? • Were they acknowledged publicly? 3. Were capacity building opportunities provided to staff and/or board members or volunteers that support anti-racism work?	1. Did we serve as a bridge between racialized community members & mainstream agencies? Between mainstream agencies and decision makers? What difference did it make? 2. Have we collected data or evidence to support challenges faced by racialized community members? • Has the data gathered informed the SPCO's role? • How has the SPCO supported the community in meeting its unmet need? 3. Did we contribute to any systems or policy change that contributed to building a more inclusive city? • How many organized events related to policy decision making attended or supported this year? • How many decision-making tables has the SPCO attended? • What equity issues has the SPCO championed and supported? • What meaningful change has SPCO contributed towards the above issues?