

## **LEADERSHIP COMPETENCIES THAT INTEGRATE RACIAL EQUITY**

- ❑ Creates mechanisms for community participation that are fully utilized by *all* residents, especially Indigenous and racialized people.
- ❑ Reviews policy and plans to ensure they are consistent with racial equity and the mission of the organization.
- ❑ Develops policies with participation from Indigenous communities and racially diverse
- ❑ Understands the business case for working actively to create racial equity.
- ❑ Knows where to refer Indigenous and racialized clients when the organization's programs cannot meet their needs.
- ❑ Evaluates programs in terms of impact on Indigenous and racially diverse communities, and changes as necessary.
- ❑ Advocates for racial equity as part of the organization's work.
- ❑ Recognizes the benefits of promoting racial equity in the workplace for oneself and the organization.
- ❑ Assesses materials (publicity and program) for bias and revises as necessary.
- ❑ Understands the cultural, racial and other factors which influence communication.
- ❑ Communications (text and illustrations) reflect the Indigenous and racially diverse communities entitled to employment and services.
- ❑ Values, recognizes and uses the knowledge and expertise of Indigenous and racialized community representatives.
- ❑ Communicates structures and decision-making processes clearly to colleagues and community representatives.
- ❑ Works with other members of the management team and/or union leadership to implement the equity commitments of the organization.
- ❑ Experience working and communicating effectively with all staff and service recipients, including Indigenous and racially diverse peoples.
- ❑ Ensures there is a link between job responsibilities and racial equity goals of the organization.
- ❑ Actively participates in discussions about racial equity with staff and clients.
- ❑ Makes the connections between different forms of discrimination and how they impact on members of Indigenous and racialized communities.
- ❑ Understands how discrimination and inequity can influence the systems which organize the organization's work.
- ❑ Demonstrates self-awareness of how one's social identities can affect how one does one's work (i.e. recognizes leadership, develops budgets, interviews employees, conducts performance development, works with communities.)
- ❑ Recognizes the complexity and diversity within each Indigenous or racialized "community."
- ❑ Understands culture is dynamic and created constantly by people.
- ❑ Participates in developing strategies for dealing with resistance to change in an organization or community.
- ❑ Designs programs appropriate for Indigenous and racially diverse groups of people.