

THN Volunteer HIV Core Training

Anti-Racism Anti-Oppression

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Acknowledgements

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 - Black Coalition for AIDS Prevention (Black CAP)
 - Ontario Aboriginal HIV/AIDS Strategy (Oahas)
 - Africans in Partnership Against AIDS (APAA)
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- Rope Exercise contributed by Tony Nobis (Oahas/2-Spirits)

Learning Objectives

To have an awareness and understanding of the impact of stigma, racism and oppression.

To understand and have knowledge of anti-racism and anti-oppression and importance of an ARAO framework.

To understand our role as volunteers, how to apply ARAO to support individuals, and value each other.



THN Group Guidelines

1. **Respect** for diversity; welcome and respect people where they are.
2. Have factual, realistic understanding of the group and **differences** within the group.
3. Be open and **non-judgmental**.
4. Fair and **equitable** treatment towards all.
5. Recognize **power** and **privilege**.
6. Information and process must be **accessible** to all.
7. Group members' **commitment** to participation
8. Respectful attitude and behaviours towards all; this includes good listening.
9. Behaviours should reflect **ethical conduct**:
 - ☐ Acting with honesty;
 - ☐ Flexibility;
 - ☐ The willingness to be self-reflective;
 - ☐ The willingness to be self-critical;
 - ☐ **To learn from others is a way of ensuring our own personal conduct is ethical.**



THN Group Guidelines continued

10. Practice **confidentiality**:

- Inside the trainings and after they are over.
- Take care not to name others in your stories – individuals or agencies.
- Share your own HIV status if you wish; do not share the HIV status of others.
- Do not assume people are out about their HIV status. People may share their HIV status in one setting and not in another, for example, inside a program or agency but not outside of that.

11. Commitment to **learning**.

12. Classism, Racism, Ableism, Heterosexism, and Ageism, Sexism or any other form of oppression will be named and processed by the group and/or individually. In addressing an oppressive incident, we will **identify, act, educate** and **sanction**.



THN Group Guidelines continued

13. All people are **accountable** for their actions, gestures, mannerisms and words. People who cannot follow this ground rule will be asked to leave the session.
14. Cell phones on vibrate, take calls/texts outside of the training space
15. Actively Listen
 - Listen in silence
 - Share the air - give others a chance to speak.
 - Please avoid cross-talk or side conversations.
16. Use "I" statements – Let's each speak for ourselves, not others.
17. Take Care of Yourself
 - Do what you need to do to feel comfortable and participate openly, with consideration for others.
18. Please help us to keep on time – for start time and returning from breaks.



Culture is:

- Totality of ideas, beliefs, values, knowledge, norms, communication styles and way of life of a group of individuals who share certain ethnic, historical, a linguistic, racial, religious and social background.
- Culture is a complex and dynamic organization of meaning, knowledge, artifacts and symbols that guide human behaviour.

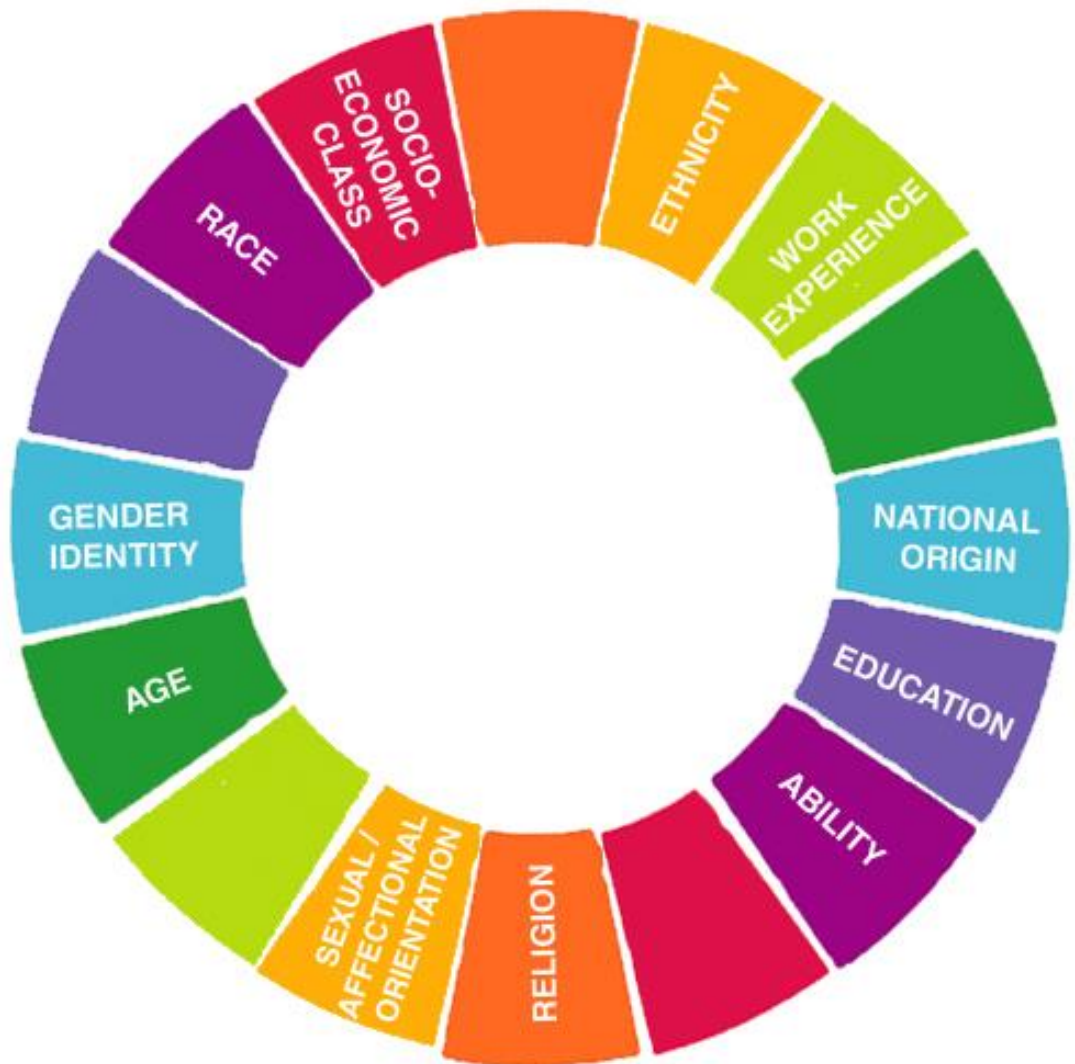
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Understanding Discrimination

- Systemic Racism
- Discrimination
- Prejudice
- Stereotypes

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Dimensions of Cultural Diversity



Breakout Rooms

- What dimensions of **your own** diversity give you social power?
- Where might your social **power may be limited?**
- If comfortable, share a **1 minute story**, experience or thoughts on this subject with each other.

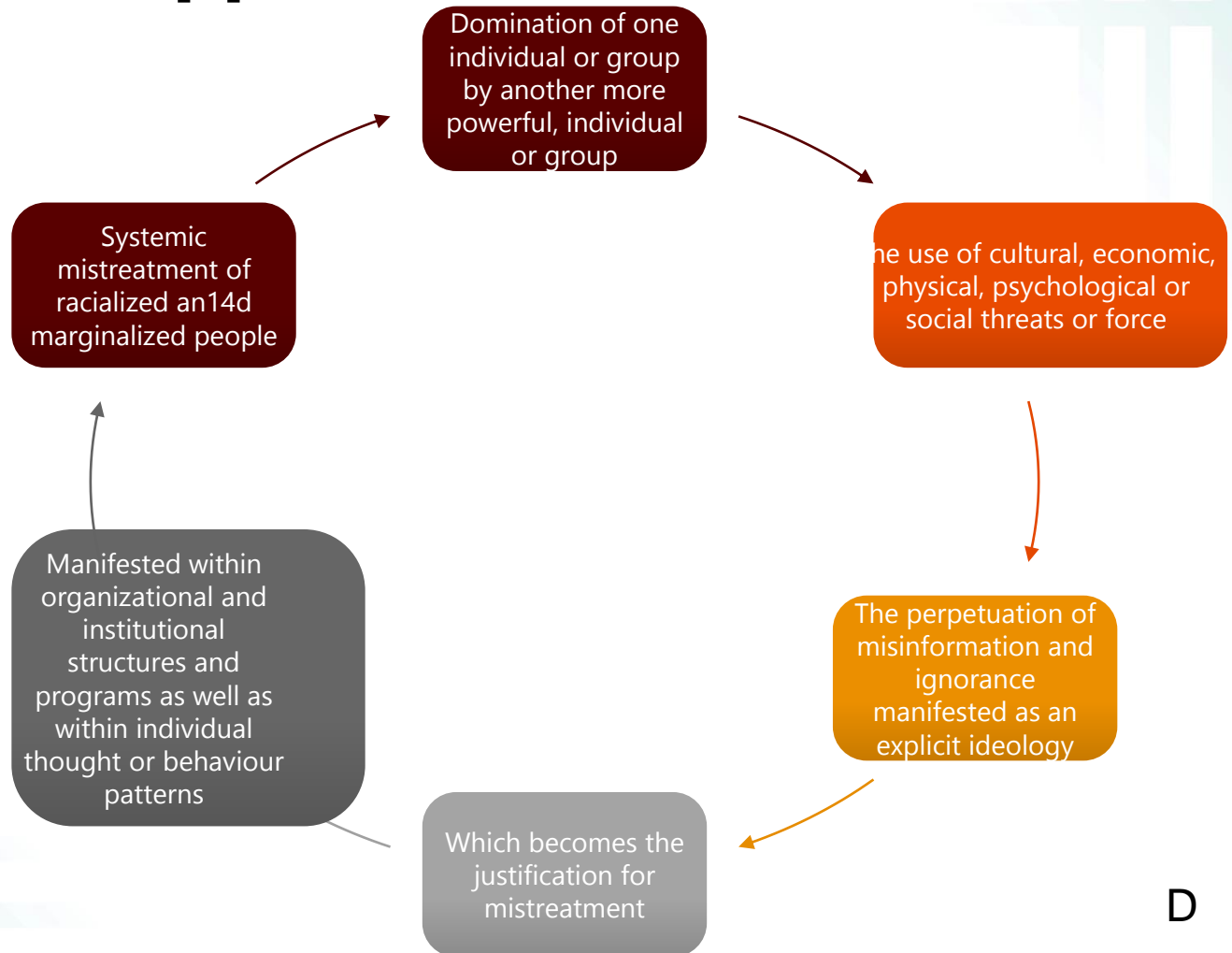




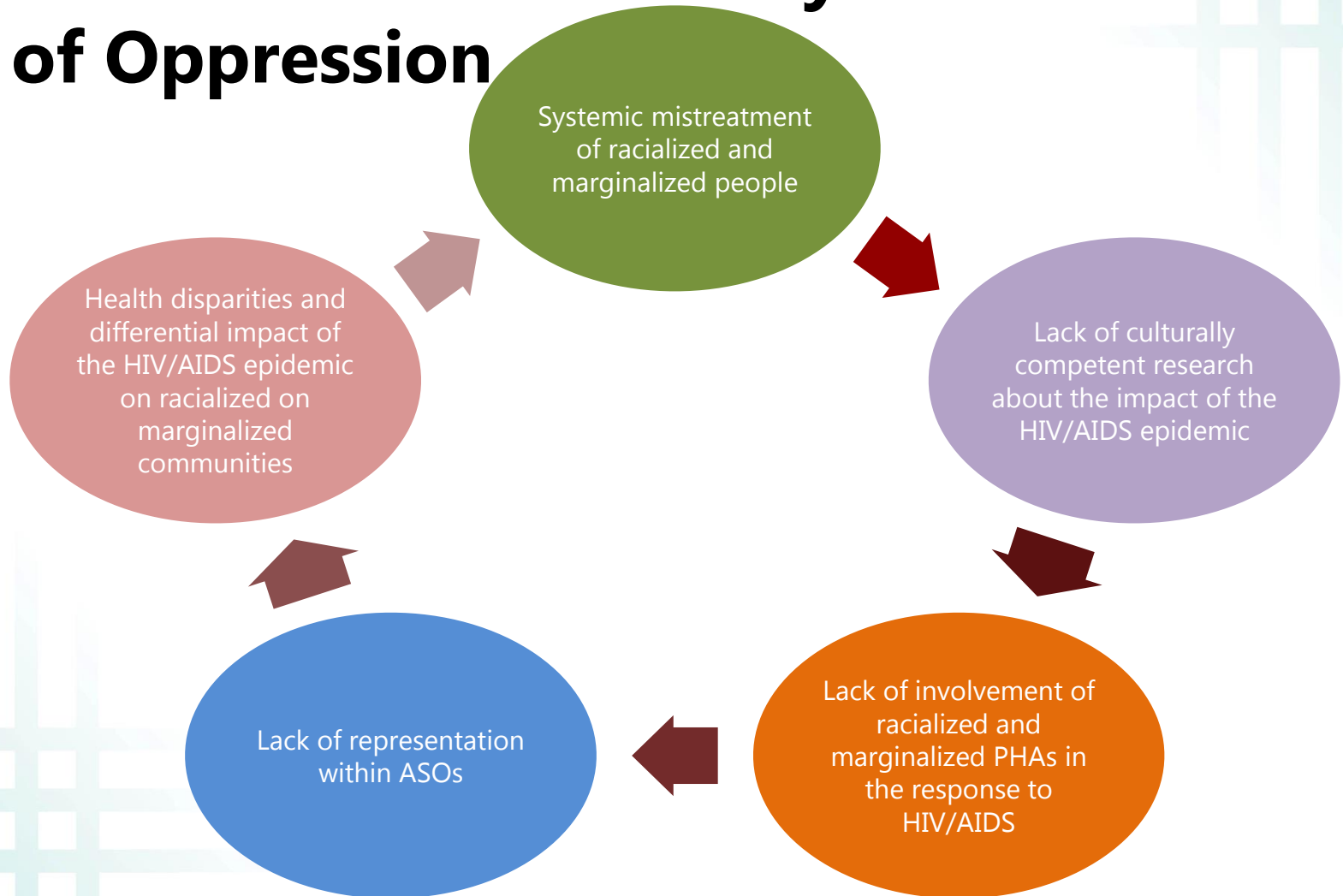
What is an Anti-Racism Anti- Oppression Framework?

- An approach that confronts all aspects of injustice & inequality within society's institutions, structures, systems and practices.
- The approach is intended to help us understand and get rid of racism and oppression in all its forms.
- **Active not passive!**

Cycle of Oppression



Relevance for ASOs – Cycle of Oppression



Where the ARAO Framework Applies

- Policy
- Employment Systems
- Management Practices
- Complaints Process(es)
- Communication (Internal & External)
- Programs and Work with Communities
- Education and Professional Development
- Monitoring and Accountability

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Implications for your Volunteer Role

- Please identify specific actions that **you as a volunteer** can take to ensure that you would interrupt such oppression in your AIDS Service Organization (ASO), support the organization's ARAO efforts, and live the organization's Values/Philosophy.

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Equity (Fairness) vs. Equality (Sameness)

Equality

Equity



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