



Wellbeing Waterloo Region

Transformation: Challenging Systemic Barriers to Equity

www.wellbeingwaterloo.ca

What we heard during consultations



No matter what topic or group...

- Oppression in the forms of racism, classism, homophobia, ageism, sexism, ableism, etc. is getting in the way of wellbeing.
- Despite good intentions in the community, we still see negative health outcomes for specific marginalized groups.
- Through training, we wanted to challenge the systemic barriers that impact all three big idea areas and WWR's wellbeing work.
- After screening several trainers, a presentation was ultimately developed for the WWR network with KOJO Institute.

Purpose of workshops

- To further WWR's vision of "a community where everyone thrives and no one is left behind."
- To implement WWR's Social Inclusion actions:

Develop and implement cultural and bias awareness training for the Wellbeing Waterloo Region working groups to impact and address health and social inequities.

Bring together people and groups together including the community and organizations to develop a common language to help us work toward equitable actions.



We deliver innovative solutions that achieve equitable outcomes, improve culture, and produce transformational results.

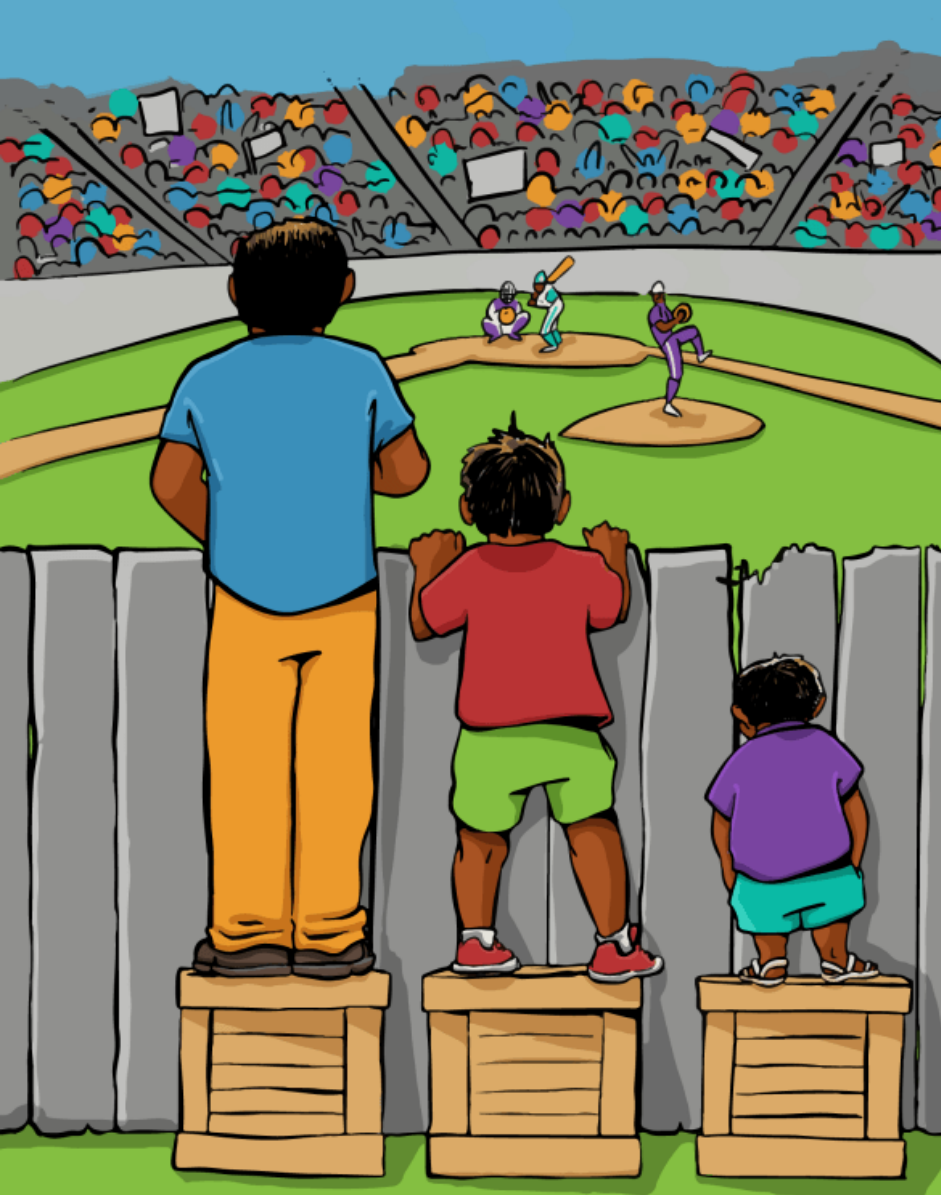
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Training summary points

- The Amygdala Hijack – emotional vs. intellectual responses.
- Challenging inequities as a "practice" (yoga metaphor).
- Unsafe vs. uncomfortable conversations.
- Inequity as disproportionality and disparity.
- Powerful Unexamined Ideas – how/where these get constructed and reproduced.
- Boys on boxes: equality vs. equity vs. building a new fence.
- Aggregated and dis-aggregated data.



EQUALITY



EQUITY

Training summary points (cont.)

- The Legacies
 - Colonialism
 - Slavery
 - Patriarchy
 - Religious Universalism
 - Capitalism
 - Theft and Conquest of the Americas
 - Imperialism
- Which Legacy is at the root of each of the 'isms' (Racism, Ageism, Sexism etc...)

Key outcomes

From March – June, 2019...

- Over 300 members from the WWR network and community attended 1 of 10 training sessions (3.5 hours each) together.
- This training helped foster widespread shared understanding of equity issues so that the community can speak the same "language" around inequity.

Key insights

Key insights revealed by participants through feedback surveys include...

- A new appreciation for, and perspective of bias and equity issues in the community.
- A new urgency to disaggregate data around equity.
- A new understanding of what it means to be safe "enough" to have difficult conversations.
- A drive to hold each other accountable.
- A shared focus on outcomes and results, acknowledging that if we continue on the same path, we will get the same results.

Next steps

- 30 Day Challenge: A Daily Practice Challenging Barriers to Equity
 - a continuation of daily "practice" until a second round of training can be designed and implemented.
- Additional training opportunities are being developed in partnership with groups that have experienced exclusion, as confirmed by survey data:
 - Indigenous training (October, 2019)
 - Disabilities training (November, 2019)
 - Other groups with trainings in the works: 2SLGBTQ+, low income folks, ACB community, women (March, 2020)

Additional resources

- Local wellbeing data: [Waterloo Region Community Wellbeing Survey](#) (2019)
- WWR's Social Inclusion Forum: [Feedback Summary](#) (2018)
- Ontario Association of Children's Aid Societies: [Anti-Oppression Framework for Child Welfare in Ontario](#) (2010)