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November 1999

Canadian Catholic Organization for Development and Peace



A DEVELOPMENT AND PEACE

DIVERSITY POLICY

Revised version adopted by the National Council

November 27, 1999

A DEVELOPMENT AND PEACE DIVERSITY POLICY

GOAL

To contribute to building a more diverse social movement, by improving the access and participation of young people, First Nations people, and people of diverse cultures, colours and ethnic origins in the work of CCODP.

ASSUMPTIONS

- 1 For us as persons of faith, and as members of an international solidarity movement, the struggle against exclusion and oppression and the commitment to help build a more just and democratic society grow out of our preferential option for the poor and is central to the vision and mission of Development and Peace.
- 2 One of the fundamental goals of CCODP's work is: To combat the social, economic, political and cultural exclusion of the poorest populations by reinforcing the democratic processes of development based on participation, equity and social justice. This overcoming of exclusion needs to happen within our organization and our network, as well as in our work overseas.

APPROACH

- 1 CCODP has begun to challenge itself concerning diversity.
 - a. CCODP is a Canadian organization based on regional representation, and bilingual (an in some cases, multilingual) functioning.
 - b. CCODP implements a gender equality and equity policy through different programs and actions.
 - c. CCODP has invited Southern Partners to join us in program development through participation in the Solidarity Committee and the Triennial Orientation Assembly.
 - d. The Education Sectors have developed a recruitment strategy which has a strong focus on inclusion of youth a persons of minority cultural backgrounds.
 - e. Most recently, at the Triennial Orientation Assembly, members requested that Development and Peace involve more young people, and people of colour in our organization and that they be more fully represented at the next such Assembly.
 - f. Training activities have taken place at different levels of the organization, including the National Council.
 - g. Diversity is part of the criteria guiding nominating and hiring processes in Development and Peace.
 - h. The collective agreement governing work relations includes a clause on gender equity and a clause on diversity.
2. To further address the challenge of diversity, we need to address *barriers*. In order to understand the barriers, we need to understand racism. Racism, like sexism, is based not on biology, but on a "social construct", an ideology which fosters exclusion. (In the same way, in order to understand how women have been excluded, we have to understand that societies have created the notion of gender, which is the foundation for sexism).

3. We need to ground such a critical analysis in our own experience and personal reflections. This will give us a solid foundation for action.
4. Training, personal and institutional growth, and diversification of membership are the key strategies which CCODP will follow to attain the goal of the present diversity policy.

COMMITMENT:

1. We will develop a *shared analysis* of exclusion: how it works in society in general, and how it might affect our organization and our work.
2. We will name the specific kinds of change we are looking for in Development and Peace.
3. We will create action plans through which we can continue to build *more inclusive and equitable relations within our organization and our membership*.

ACTION:

1. CCODP will work towards more diversity in its volunteer base, membership, staff, and governing structures.
2. In order to do this, CCODP will explore systemic barriers to full participation of diverse people in all aspects of CCODP's work.
3. CCODP will then set in place a plan to remove barriers - in order to promote involvement in CCODP reflective of the diverse composition of Canadian society.

PROCESS:

An ad hoc working group of the National Council will guide the implementation of this policy including further National Council formation on this issue, and will present to the Nov. 2000 National Council meeting an implementation plan proposing specific objectives, actions and timelines.

Carried unanimously by the National Council on November 27, 1999.

The National council set up a working group to oversee the implementation of this policy. The group will submit a first preliminary report to the National council in June 2000 and a second one in November 2000.