

# Impact Summary

## Anti-Oppression Change Lab

### Where it Started & How It Evolved

The Black Women's Leadership (BWL) Change Lab experienced oppression that manifested in many ways, and on many levels, in their first year (e.g. lateral violence, racism). From this experience, women of colour came together in the West Hub to support discussions around anti-oppression and active healing. What emerged from the BWL Change Lab was the Anti-Oppression Change Lab and the Women of Colour breathing space. The Women of Colour space preceded the BLW, but was re-ignited when an intimate healing and connection space was needed. Both of these spaces are addressing the issues that were brought up through the BWL Lab experience.

### Impact

The Anti-Oppression Change Lab developed a curriculum for facilitators that develops key understanding around critical concepts and skillsets. These learnings are intended to support the capacity of members and the organizational development of Righting Relations Canada. Having these tough conversations, sitting with discomfort, and self-reflecting on how we have been impacted by and perpetuate oppressions is at the core of the sessions.

The curriculum is made up of the following courses:

- Anti-oppression and intersectionality
- Racism and settler-colonialism
- Whiteness
- Anti-racism
- Environment and intersectionality
- 2STQLGBIA+ and intersectionality
- People living with disabilities and intersectionality
- Leadership, care, and mutual aid

### Learnings

The Anti-Oppression curriculum provides a framework for RR to address and work through issues of oppression. This model of education is one step to realizing, knowing, and creating change. It builds on the lessons from the past, aims to reduce harm, and addresses critical issues that inevitably come up. It is usually not easy, but being able and willing to address issues as they arise and finding ways to deal with issues upfront is a critical part of doing work together.

The willingness of the RR leadership in hosting these workshops for members is a critical part of the implementation and pathway to success for this Change Lab. Without humble acknowledgement of challenges and buy-in on offered solutions, such a program could not exist.

### **Where to Now?**

The Anti-Oppression curriculum is intended to be offered every year to core members of Righting Relations, including all National Steering Committee (NSC) members and hub/circle coordinators. The sessions began in early 2024 and will continue with external facilitation. Righting Relations has offered support for four additional sessions focused on co-creating policies and mechanisms to ensure anti-racism and anti-oppression accountability. Learnings are being applied iteratively as the curriculum is delivered and will be assessed as a whole at the end of the program.