

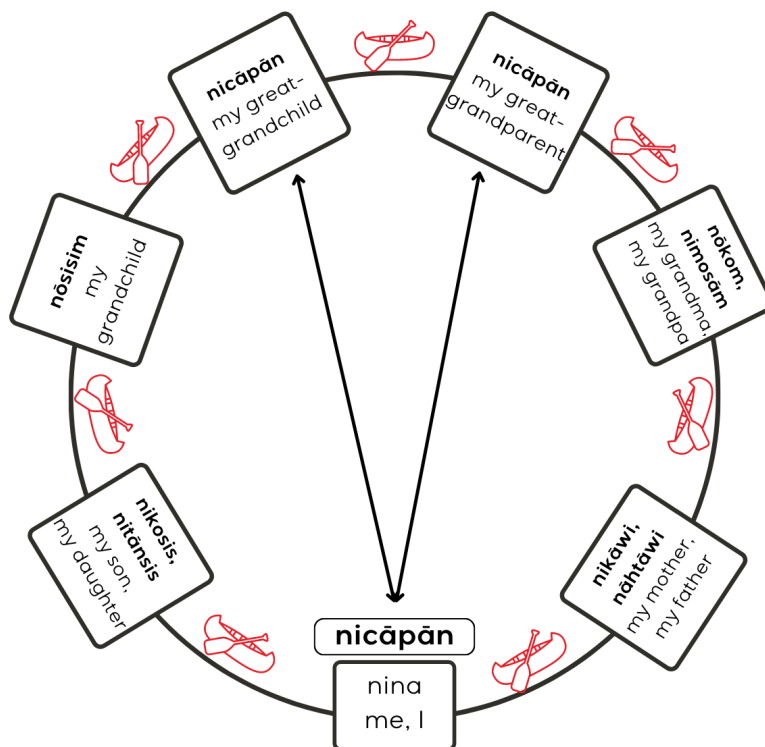
Righting Relations Canada

Our Oath to Turtle Island

We commit to protect, respect and honour Mother Earth and the natural laws of the creator, That we will be respectful and bear true covenant to the First Peoples of this land. We will seek their guidance and place the grandmothers at the centre of our circle of humanity and wisdom. I fully acknowledge that I am stepping into covenant as a treaty person of Turtle Island. I accept my responsibilities to steward the land and waters and to ensure there is enough for all of life and for generations to come.

Our Governance

Righting Relations is heart-led, with a commitment to uphold love and good relations while remaining centred on the seven generations.¹ Righting Relations is devoted to making the matriarchal worldview visible in which every individual is valued. We strive for balance within our own lives, families, communities and nations. We work to manifest harmony and respect for all life, including the sacred mother earth. Love is the binding glue of Righting Relations.



Over the past five years, Righting Relations has built a network organized into regional hubs and local circles that are actively working together to influence change. These hubs initially centred around three key communities - Indigenous, immigrant/refugee and low-income populations – however our members represent other groups who are underrepresented in the work including people living with disabilities and 2STLGBQA+ individuals.

¹ Ron Cook, Ininiw, Educator, Misipawistik Cree Nation (Grand Rapids) says: “In the Cree language, our responsibility to the seventh generation is explained. I call my great grandparent and my great grandchild by the same name, “nicāpān.” In return, they also call me “nicapan.” In effect, they are reminding me of my responsibility to them....When my great grandparent or great grandchild call me “nicāpān,” they are in effect telling me that I am the vehicle that carries the knowledge of my great grandparent forward to ensure that my great grandchild receives it. When I call either of them “nicāpān,” I am acknowledging my commitment to them. When I fulfil my responsibility, I link them together and complete the circle and our way of life continues.”



The National Steering Committee

(Comprises the Board of Directors for Righting Relations Canada Inc.)

Governance is held by the National Steering Committee, which works within the circle model of governance, using a cooperative and consensus-building² approach to guide strategic direction and decision making in a process that centres women's diverse insight and experience. Our governance includes teachings of the Longhouse from grandmothers from the Wabanaki homelands, and is an ongoing conversation with the aim of intentionally challenging and decolonizing traditional models of nonprofit governance.

The NSC includes equitable representation of each of the regional hubs. Each member is part of a hub and brings the concerns and issues of their members to the table; they come as representatives of their hub and not as individuals. The NSC also includes representation from the Catherine Donnelly Foundation, our primary funder and founder. These representatives are nominated by the regional Advisory Councils and then appointed by the NSC; they come together to strengthen and build the larger nation of Righting Relations.

The guidance of the NSC is based on regular reporting by Hub Coordinators in the East, West, Central region, and Quebec, and on National-level coordination meetings with local coordinators, which take place monthly. The NSC also meets monthly, where it reviews Hub and Circle reports, operational support needs, and assesses the financial and human resources, activities, direction, and outcomes of the organization as a whole.

The Hubs and Anchor Organizations

In addition to the guidance of the NSC, Righting Relations Canada (RR) is supported by a network of regional Hubs across Canada, each of which receives support through partnership with a local anchor organization. The East Hub is anchored by Wapna'kikewi'skwaq - Women of the First Light (WOFL), supported by Tri-County Women's Centre; the West Hub by the John Humphrey Centre for Peace and Human Rights (JHC); and the Central Hub by both the City for All Women Initiative (CAWI) and Educonnexion.

Each Hub has developed operational models and coordination teams that respond to the unique needs of that particular group. Some have adopted a circle method of governance, while others draw from international cooperative principles. All centre agency, equality, equity, solidarity, and community. Each Hub maintains its sovereignty and autonomy, yet will act for the collective good.

Regional Advisory Councils

The Advisory Councils include representation of the hub coordinators, anchor organization(s), and members nominated by the membership in the hub. The Advisory Councils serve to provide guidance, leadership and operational support to the regional hubs.

² Consensus does not mean that everyone has to agree; however if one individual expresses dissent, the conversation will remain open. This keeps the conversation alive.



These teams meet on a quarterly basis. The Advisory Councils may establish additional working teams or advisory groups to ensure the health and well-being of the hub.

Local Circles

At the local levels, our individual members are working to shift their communities and their practices. At this level, it is about coming together at a local level to strengthen our communities and using consensus processes within those circles to ensure that all voices are valued and nurtured. This is the active work of Righting Relations which keeps us strong.

Our Operations

Righting Relations Canada, as a national NPO, currently has one staff member, the National Coordinator, who focuses on communications, fund development and organizational development under the direction of the National Steering Committee. As Righting Relations transitions to an autonomous organization, this operational system will continue to evolve.

Righting Relations Canada will act as a secretariat for the effective functioning of Righting Relations as a member network. This secretariat will manage, in direct collaboration with CDF, records and information related to the functioning and programming of the organization; this includes finance and membership. All Coordinators work as a team, acting as the administrative arm to operationalize the programming and goals.

Beginning in 2021, operations are advanced by core operational teams supported by coordinators, NSC members, and other RR members as identified. These include:

1. Fund Development and Partnerships team
2. Evaluations team
3. Communications and Engagement team

Membership

To be a member of Righting Relations, one must commit to the values and principles of the network. Members are those who are active in the work of Righting Relations whether that be hubs, circles, or working groups. It is encouraged that members be connected into their local and/or regional hubs; however, it is not required.

Membership shall be available to individuals interested in furthering the purposes of Righting Relations and who have applied for and been accepted into membership by the National Steering Committee/Board. Each member shall be entitled to receive notice of, attend and vote at all member meetings.

Members must be explicitly made aware that they are becoming a member. The National Steering Committee and National Coordinator will manage and maintain records of membership. Members remain members as long as they are actively engaged and aligned in heart-centred work.



Our Structure

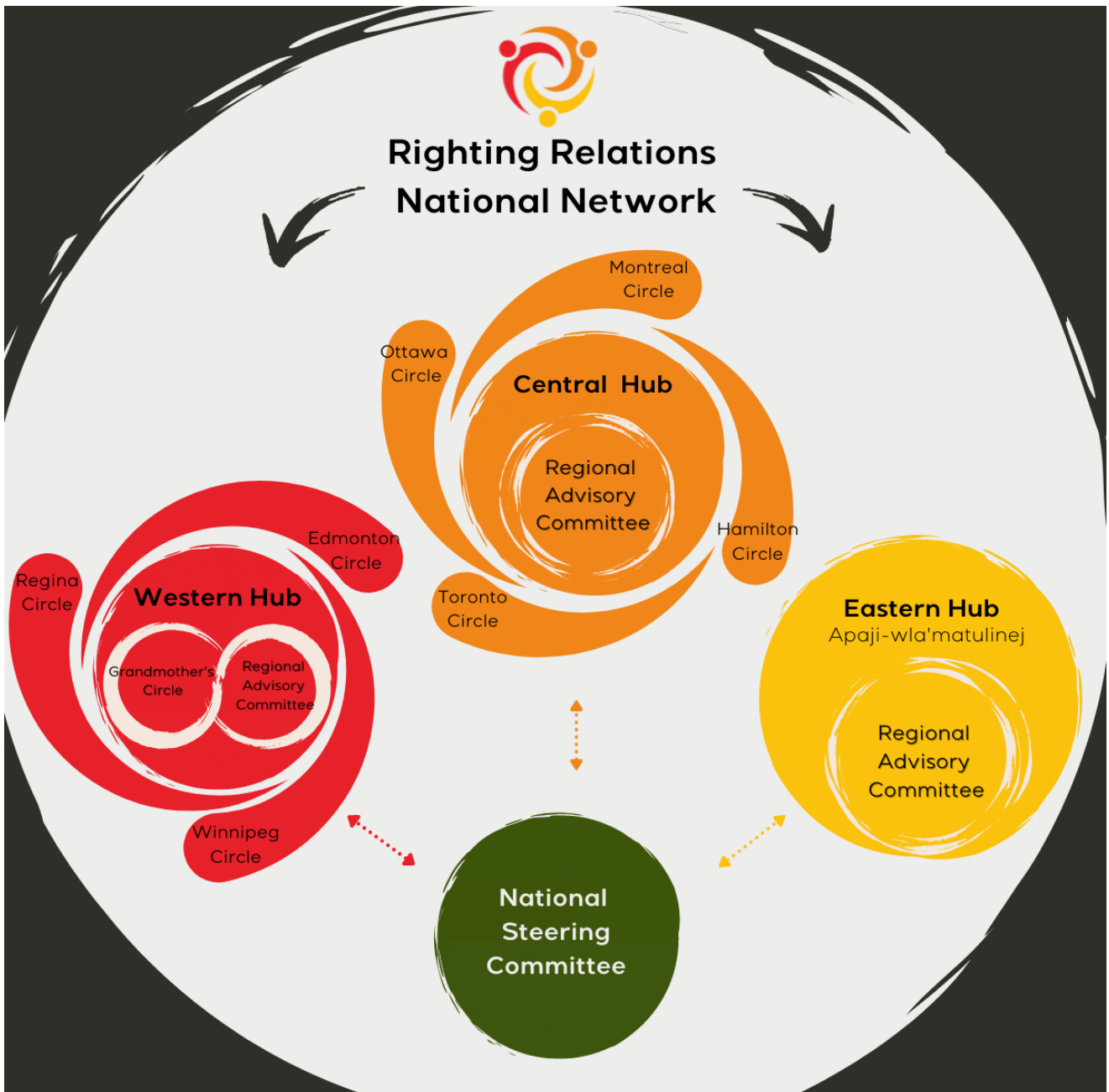


Image Description: A diagram depicting a thunderbird view of the structure of Righting Relations Canada. A large outer circle is marked “Righting Relations National Network”, with arrows pointing outwards. Within this circle are three smaller diagrams: the Western Hub, depicted as three curved ‘arms’ embracing a circle, consists of three Circles - Regina, Edmonton, and Winnipeg - as well as two guiding councils, the Grandmother’s Circle and the Regional Advisory Committee. The Central Hub, in the same style, consists of four circles - Montreal, Ottawa, Hamilton, and Toronto - as well as a Regional Advisory Committee. The Eastern Hub, two concentric circles, consists of the larger Hub and a Regional Advisory Committee. Each Hub is connected by double-ended arrows to the National Steering Committee, depicted as a circle.