

Organizing Against Racism and Hate (OARH)
Okanagan Network Project
Action Plan
April 2010



EmbraceBC

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Development of the OARH – Okanagan Regional Network

The development of the OARH Regional Network in the Okanagan region is intended to provide the communities that have completed all 3 steps of the OARH with further opportunities to network, mentor one another, discuss, share, and develop regional Anti-Racism and Anti-Hate resources. There is recognition of the value and importance for communities, particularly rural and isolated communities, to be able to collaborate with each other to develop resources, share knowledge, information and ideas around Anti-Racism Initiatives. The development of the Okanagan OARH Regional Network provides post-OARH communities with a next step in furthering their work to organize against racism and hate.

Goals of the Networks	Outputs	Immediate Outcomes	Network Deliverables for 2009/2010
<p>Share, develop and create awareness of Anti-Racism resources in the region.</p> <p>Outreach to other communities in the region to get involved in the OARH, and the OARH Regional Networks.</p> <p>Build partnerships and collaboration on regional Anti-racism initiatives.</p>	<p>Information sharing</p> <ul style="list-style-type: none"> • Meetings • Teleconferences • Forums • Events • Publications • Public education <p>Knowledge Development</p> <ul style="list-style-type: none"> • Training • Conferences • Dialogues • Workshops <p>Partnership Development</p> <ul style="list-style-type: none"> • Collaborative projects • Formal agreements • Formalized membership of the OARH Regional Networks • Revolving responsibilities for the OARH Regional Networks 	<p><u>Outcomes specific to OARH</u></p> <p>Communities become aware of the anti-racism resources in their region.</p> <p>Communities have the opportunity to share and develop anti-racism and anti-hate resources.</p> <p>Post-OARH communities support new communities in their region to get involved in OARH.</p> <p><u>EmbraceBC Outcomes</u></p> <p>Communities in British Columbia have the necessary tools to address racism and hate in their neighbourhoods.</p> <p>Increased partnership with diverse groups and sectors.</p> <p>Strengthened participation of diverse groups and sectors.</p> <p>Enhanced collaboration between public, private and non-profit organizations in their efforts to promote multiculturalism and eliminate racism in British Columbia.</p>	<p>Application and Letters of Intent</p> <p>MOU between the organizations in the region</p> <p>Regional consortium action plan</p> <p>Final Report</p>

To date, four organizations representing the Okanagan region have signed letters of intent to demonstrate their commitment on the part of the communities of Vernon, Kelowna, Penticton, and Kamloops to work collaboratively towards a common vision around the development of the network and to identify a lead agency to administer the funding for the development phase.

Each member organization also participated in the development of a **Memorandum of Understanding** (February 2010) and has agreed to the terms of this commitment as resources and capacities allow.

Lead Organization

North Okanagan/Vernon

The Social Planning Council for the North Okanagan
3205 – 31st Avenue, Vernon, BC V1T 2H2

Annette Sharkey, Executive Director

Email: info@socialplanning.ca

Phone: 250-545-8572

Website: www.socialplanning.ca

Member Organizations

Central Okanagan/Kelowna

Kelowna Community Resources

#120 1735 Dolphin Avenue, Kelowna, BC V1Y 8A6

Ira Roness, Executive Director

Email: ira.roness@krc.ca

Phone: 250-763-5169

Website: www.krc.ca

South Okanagan/Penticton

Penticton and District Multicultural Society

508 Main Street, Penticton, BC V2A 5C7

Hilma LaBelle, Executive Director

Email: director@soics.ca

Phone: 250-492-6299

Website: www.soics.ca

Cariboo/Kamloops

Kamloops Cariboo Regional Immigrant Services

109 Victoria Street, Kamloops, BC V2C 1Z4

Paul Lagace, Executive Director

Email: kcris@telus.net

Phone: 250-372-0855

Website: www.immigrantservices.ca

Regional Consortium Action Plan

On March 29, 2010, the four member organizations hosted a regional meeting and invited their local partner organizations to join them in Kelowna to develop the Regional Network Action Plan. Twenty registered for the event, and in the end, there were 11 attendees including a volunteer and a former consultant, representing the following organizations:

- The Social Planning Council for the North Okanagan
- North Okanagan Youth and Family Services
- Kelowna Community Resources
- The Kelowna Immigrant Society
- University of British Columbia- Okanagan Human Rights and Equity Services
- Kamloops Cariboo Region Immigrant Services
- South Okanagan Immigrant and Community Services

Other organizations that indicated interest, but were unable to attend, included:

- Interior Indian Friendship Society (Kamloops)
- First Nation White Buffalo Aboriginal Health Society and Resource Centre (Kamloops)
- Friendship Centre (Vernon)
- Community Futures North Okanagan
- Vernon and District Immigrant Services Society
- Vernon Women's Centre
- YouthGLO (North Okanagan)
- NOGLO (North Okanagan)
- Intercultural Society of the Central Okanagan
- The Ki-Low-Na Friendship Society (Central Okanagan)

Process

In small groups, meeting participants brainstormed how, as a network, they could develop ways to meet the three project goals to:

1. Share, develop and create awareness of Anti-Racism resources in the region.
2. Outreach to other communities in the region to get involved in the OARH, and the OARH Regional Networks.
3. Build partnerships and collaboration on regional Anti-Racism initiatives.

Recommendations

Each group then reported back their recommendations. Discussion centred around:

- Developing an “identity” and brand for OARH that was more positive and that would be standardized and recognizable across the region
- Using available technologies such as websites, blogs, facebook, and other tools that could act as a centralized , one-stop clearinghouse for anti-racism anti-hate resources, provide a discussion forum, and link to community resources, related events, and services
- Gathering information through a dynamic “environmental” scan
- Creating brochures or other printed templates that could be adapted for use across regional communities
- Hosting simultaneous events with joint key messaging across the region to engage and educate communities as part of *End Racism and Discrimination Day* in March of 2013
- Developing a regional awards program that recognizes exemplary community/ individual efforts in the area of anti- racism and anti-hate to coincide with the *End Racism and Discrimination Day* by March 2013

Additional Discussion Points

- The need for each major community to develop broad local networks
- The importance of connecting with youth through educational institutions and technologies
- The inclusion of aboriginal organizations and those organizations working to support the *LGBQTTI communities.
- The value of community “readiness” assessments when embarking on anti-racism anti-hate initiatives
- The avoidance of “re-creating the wheel” and using or adapting other best practices

*An acronym for Lesbian, Gay, Bisexual, Queer, Trans, Two-Spirit and Intersex.

The group concluded with a more in depth discussion about each recommendation including: resource needs, partnerships and lead organizations, and then fit the actions into a three year timeframe.

It was noted that this plan is framework for action as such may be adapted as resources allow or as circumstance dictates. The following tables summarize the Okanagan Consortium Regional Network Action Plan.

Okanagan Regional Network Plan 2010 – 2013

	Activities	Who	Resources	Lead/Partner s	Deliverables
Year One 2010-2011	Develop terms for the network (vision, mission, steering committee roles, protocols, etc)	Consultant with member input	\$10,000 grant via Embrace BC Other possibilities: Heritage Canada	Social Planning Council for the North Okanagan as Lead Agency to contract with Ministry Okanagan Consortium as Steering Committee to oversee project	A set of terms for the network A name and brand for OARH regional initiatives
	Develop a name and brand for the network's initiatives	Consultant with member input	Job Creation Partnership		A dynamic environmental scan of network member assets, activities and opportunities in regards to OARH
	Continue to add to the environmental scan to keep it a living document of projects and initiatives in the area	Consultant with member input	Human Resources and Skill Development Canada	Other members of the network	Identification of a number of shelf-ready projects for the network, should additional funding become available
	Identify opportunities for future shelf-ready projects	Consultant with member input			Identification of a Network electronic communication tool
	Begin to research web-based tools to link the network to each other and their communities				
	Identify/apply to additional grants to support the network's goals	Lead Agency		Social Planning Council for the North Okanagan	
	Continue to communicate with the network	Network Consortium Members or their designate		Social Planning Council for the North Okanagan	Each network member has dedicated page to OARH on their websites
	Create a OARH initiative "page" on network members websites in the interim	Network Consortium Members or their designate			Network members broaden their local networks
	Initiate broad-based networks at the local level				

	Activities	Who	Resources	Lead/Partners	Deliverables
Year Two 2011-2012	Implement and create the appropriate electronic communication tools (website or other networking tools) that address the needs of the Network and its member communities to facilitate resource sharing, dialoguing, linking to community resources, and educating the public.	Consultant with member input	\$10,000 grant via EmbraceBC Other grants as available	Social Planning Council for the North Okanagan as Lead A gency to Contract with Ministry Okanagan Consortium as Steering Committee to oversee project Other members of the network Educational Institutions Youth Project teams	Website and/or networking tools launched Printable educational templates/tools are developed Media launch to inform public/policy makers/target populations about OARH services and purposes is conducted
	Create printable tools like brochures that can be used and adapted for use by each member organization.	Consultant with member input			
	Conduct a Media Launch to inform policy makers and the public of these tools and the network initiatives	Consultant with member input			
	Create a sustainability plan for hosting and maintaining the web tools	Consultant with member input			Plan for sustaining the web tools is completed
	Continue to build broad-based networks at the local level	Network Members			A network of organizations and individuals is established across the region is engaged in OARH communications

	Activities	Who	Resources	Lead/partners	Deliverables
Year Three 2012-2013	Simultaneously host region-wide community educational events to coincide with Elimination of Racial Discrimination Day March 21, 2013	Consultant to coordinate with member input	\$10,000 grant via Embrace BC Other grants as available	Social Planning Council for the North Okanagan - Lead Agency to Contract with Ministry Okanagan Consortium as Steering Committee to oversee project	Member organizations and local networks hold ERDD events in their communities with shared key messages
	Design a Regional Award Program in conjunction with Elimination of Racial Discrimination Day	Consultant to coordinate with member input		Other members of the network Youth Teams School Districts Educational Institutes Business communities Faith Communities	Each OARH community hosts an awards ceremony

Next Steps

During the finalization of the Okanagan Regional Network Action Plan, the consortium members determined the following next steps:

- The Social Planning Council for the North Okanagan (Annette Sharkey) will serve as the central contact for the Network in the interim and continue to maintain and develop an email distribution communication amongst the partner organizations
- The Social Planning Council for the North Okanagan (Annette Sharkey) will send out the finalized Okanagan Network Action Plan to each of the partner organizations included in the distribution and will forward the May 26, 2010 Youth Conference proceedings and recommendations as they become available
- The Social Planning Council for the North Okanagan will lead any followup discussion with the consortium members around potential and future project funding opportunities for the Okanagan Regional Network
- Consortium members will continue to collaborate on matters pertaining to OARH as opportunity and capacity allows, and will strive to invite partner organizations into the Network while strengthening their local networks