

RESPECT NETWORK –THOMPSON/OKANAGAN REGION (ORGANIZING AGAINST RACISM AND HATE)

Background – Provincial Context

Prior to 2009, Anti-Racism and Anti- Hate activities fell under the BC Anti-Racism and Multiculturalism Program (BCAMP) and the Critical Incident Response Model (CIRM) which was developed in 2001 as a part of a coordinated approach to counter racism and hate activity through community engagement, leadership and capacity building. It was designed to be a community-driven initiative, primarily focused on regions outside the Lower Mainland, to create a forum for communities to mentor each other around addressing issues of racism and hate. In 2006, 22 communities had completed each of the three steps formally associated with the CIRM.

Building on a formative evaluation of the CIRM in 2006, an outcomes evaluation was commissioned in 2007. As a result of this evaluation, together with other research on best practices in multiculturalism and anti-racism programming, the BCAMP underwent a re-design and was replaced by EmbraceBC in July 2009. Under this new initiative, the former CIRM has been replaced by the Organizing Against Racism and Hate (OARH) program element of EmbraceBC.

Phase I of the re-design of CIRM into OARH is based on ideas from post-CIRM communities and involves developing programming for post CIRM (now OARH) communities to continue connecting with each other and form regional 'knowledge hubs' to develop and share anti-racism resources. Currently, there are 25 post-CIRM communities in varying regions around the Province.

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.

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.

The lead organization chosen by consensus for the Phase 1 Development of the OARH Regional Network is the **Social Planning Council for the North Okanagan**.

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 capacity allows.

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. These four agencies have formed a Steering Committee to oversee the further development of the network as per the action plan. *SEE MOU and ACTION PLAN for more information.*

On November 29, 2010, representatives from the Network met in Vernon to draft the network **Terms of Reference** that follow.

Organizing Against Racism and Hate

Thompson/Okanagan Region

RESPECT NETWORK

TERMS OF REFERENCE

NOVEMBER 2010

NAME

The Organizing Against Racism and Hate (OARH) Okanagan Regional Network is here after referred to as The Respect Network or the *Network*.

VISION

The Thompson-Okanagan is a region where all community members are welcomed, valued, and respected.

MISSION

We are a network of community organizations working together to promote more inclusive communities by redressing racism and hate through education and awareness.

PURPOSE

The goals of the Network are to:

1. Share, develop, and create awareness of anti-racism, and anti-hate resources in the region via the development of a website and through jointly planned activities
2. Outreach to other communities in the region to get involved in the Network
3. Build partnerships and collaborate on regional anti-racism/hate initiatives

TERM

The term of the Network development phase is for three years (2010 – 2013) and may be extended upon review as membership demands and resources allow.

GEOGRAPHICAL AREA SERVED

The geographical area within the scope of the Network includes the North, Central, and South Okanagan and the Thompson/Kamloops area.

MEMBERS

Steering Committee

The Steering Committee consists of representatives from the **four original signatory member organizations** committed to the Memorandum of Understanding. They are: **The Social Planning Council for the North Okanagan** (lead agency), **Kelowna Community Resources**, **South Okanagan Immigrant and Community Services**, and **Kamloops Immigrant Services**. Member organizations seeking representation on the Steering Committee may do so by request.

Lead Agency

The lead agency is the host agency for the administration and delivery of the contractual work plans associated with the funding agencies - currently the Province of British Columbia. The Lead Agency for the Network is the **Social Planning Council for the North Okanagan**. The Lead Agency may change as circumstance and capacity dictates.

General Members

Membership in the Network is open to any and all other agencies or organizations within the Thompson/Okanagan who have indicated their interest in addressing issues of racism and hate through education and awareness in their communities and who agree to the terms of membership. As such, they will be given the opportunity to input to the Steering Committee on those matters that are flexible within the operating contract – ie website content, logo design, launch activities, the like.

GOVERNANCE

Joint Network activities and decision-making will be under the direction of the Lead Agency and Steering Committee with input from the general members. This is to ensure that funded projects are delivered according to the contractual agreements to which the Lead Agency is accountable.

ACTIVITIES AND RESPONSIBILITIES

Respect Network

Lead Agency

1. Contract to the Ministry to administer the funding for the coordination of the implementation phase of the Action Plan for activities as approved by the members and as per the project criteria
2. Be responsible for any and all deliverables as per any contracts.
3. Be responsible for any reimbursements of expenses to members as project funding allows and at the agreed upon rate (ie mileage)
4. Seek opportunities to leverage additional funding for the network as they may arise

Steering Committee

The Steering Committee members have agreed to assist the Lead Agency and will:

- Correspond and meet as needed and as per contract deliverables
- Assist the Lead Agency in the delivery of the Ministry contractual work plan and/or any other funded contracts arising from the implementation of the Action Plan
- Participate in the activities of the Network
- Outreach, share information, and encourage new partners to get involved in the Network

General Members

Network members will contribute by participating in the implementation of the Action Plan (March 2010) and the deliverables as per the contracted agreements. Member organizations of the Network agree to:

- Designate a contact person to act as representative to the Network
- Participate in meetings, teleconference, events, and activities as able to implement the action plan
- Outreach and information share with partner organizations within their particular communities and regions

As capacity allows, members of the Network will be invited to:

- provide input to the development of the shared media tools
- provide ideas for content with which to populate the website
- help design the marketing tools
- help to plan, promote, and participate in a regional launch of the network in their own communities
- continue to participate as the action plan unfolds
- continue to promote and populate the web resources
- participate in any emerging activities of the network

In turn, it is expected that those members will benefit from this participation by:

- Having input on the types of resources created
- Having greater accessibility to both existing and new resources
- Sharing and learning better practices through professional development and sharing
- Increased ability to leverage joint funding for the continued benefit of the network
- Raising the profile and awareness of racism and hate in their own communities
- Providing resources for members of the community seeking information and support in regards to racism and hate
- Helping more community members feel welcomed, valued, and respected

MEETINGS AND COMMUNICATION

Steering Committee

The steering committee will conduct business through teleconferences, emails, and phone calls as needed and as per the project deliverables.

General Members

General members will receive email updates, invitations to meetings, and requests for input as the Action Plan unfolds, generated by the Lead Agency who will maintain a contact list. Information items and events known to members and determined to be of specific interest to the Network may be sent to the Lead Agency for forwarding to the Network, provided they do not require any additional formatting or reorganization – ie are “forward-ready” with clear topical information in the subject line. Additional web communication tools may be utilized as developed.

RESOURCES AND BUDGET

The resources and budget available to the Network development are determined through the granted contractual agreements of the Lead Agency. Current funding has been provided through Embrace BC.

Except for those resources specifically allocated by grant to the network development, the network member contributions will be provided as in-kind support. The Lead Agency will notify members when expenses are provided in the budget for travel, meetings, and the like.

The Lead Agency will seek new or additional network funding in consultation with the Steering Committee as opportunities arise.

Review

The terms of the Network will be reviewed as needed.