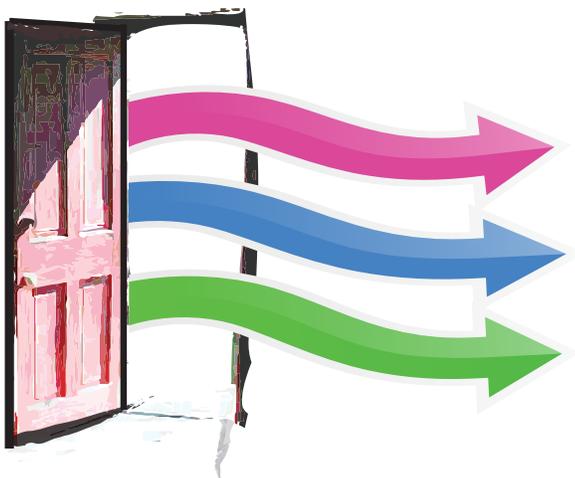




# Portes Ouvertes

Developing an Anti-Oppression Policy:  
Some things to keep in mind



# Questions

## Developing an Anti-Oppression Policy: Some things to keep in mind

Writing and Anti-Oppression Policy can be a great way to assess the strengths of your organization, and identify areas that need improvement. This can be very useful in figuring out where your organization might focus in terms of training.

### Some Questions to get you started:

- Why do we need an Anti-Oppression Policy?  
What is the goal of this policy?
- How will we go about writing this?
- Who should we consult to get suggestions?
- How will we avoid perpetuating the status quo?
- How will we ensure that our policy is accessible?
- How will our policy deal with internal structures (equitable hiring practices, staff relations, diversity on the board etc.) as well as external structures (eg. engagement with membership and those who use the service)?



# Suggestions

## Developing an Anti-Oppression Policy: Some things to keep in mind

### Make the Policy a "Living Document" to ensure that it is integrated into your organizational culture:

- Remember that Anti-Oppression is an ongoing learning process for all of us- because of this it takes time, and it deserves time!
- Train all new staff and board members on the policy
- Revisit the policy regularly so that current staff are aware of it
- Update the policy as necessary
- Take the time to make sure the policy is understood by volunteers and contract workers so that it can be implemented at all levels of the organization
- Make sure that there are clear processes within the policy to deal with conflicts when they come up
- Recognize that Anti-Oppression has to be built into every level of your organization- and that in order to be useful the policy has to be understood by everyone- this is an ongoing learning process that takes time!

Keep in mind that without:  
-Political will to actualize the policy  
-Support from the organization  
-An implementation plan  
**...a policy is just a piece of paper!!**

