ANTI-RACIST COOPERATION
ANTI-RACISME EN COOPÉRATION

Collective Commitment

PROGRESS AND THE PATH AHEAD FOR ANTI-RACISM IN CANADA'S INTERNATIONAL COOPERATION SECTOR

2024

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This report was prepared by Julia Falco Consulting, designed by ThompsonStenning Creative Group, and produced by the Taskforce for Accountability.

The 2024 ARC Taskforce for Accountability was co-chaired by Vaisnavi Gnanasekaran, Oxfam Canada, and Barbara Nzigiye, Anti-Racist Cooperation (ARC Hub) and supported by a dedicated membership composed of Imaeyen Okon, CanWaCH, Leila Moumouni-Tchoussi, ARC Hub, Meghane Thibodeau, ARC Hub, and Shannon Kindornay, Cooperation Canada. This report is made possible by financial support from Global Affairs Canada to Cooperation Canada for the ARC Hub.

Reflections from the Co-Chairs

Dear Colleagues and Partners,

In 2020, Canada's international cooperation sector recognized the critical need for deliberate and ongoing action to confront racism in its international cooperation work. Together, we strategized, set bold commitments, and held each other accountable to our collective goals. Four years later, we are pleased to present this comprehensive report on progress, gaps, and opportunities for advancing anti-racist practice within Canada's international cooperation sector.

Beyond the outcomes documented in the report, deepened relationships, learning, and commitment have grown from working with the racially diverse group of leaders on the Taskforce for Accountability. We extend our deepest gratitude to everyone who has contributed to this effort over the course of this initiative. Your wisdom and diligence are invaluable in shaping the work to create a sector that truly embodies the principles of anti-racism and equality.

Our work in international cooperation plays a crucial role in shaping global development and justice. Yet, as we seek to promote human rights and sustainable progress worldwide, we must also confront and rectify the systemic racism that permeates our sector's values, relations, and practices.

As we move forward, we encourage you to embrace this report as both a reflection and a call to action. The burden of undoing racial oppression must no longer fall on the shoulders of the most marginalized among us; it is our collective responsibility to implement the recommendations with enduring dedication and to champion an equitable future.

Thank you for honouring your commitment to racial justice.

Sincerely,

Vaisnavi Gnanasekaran (Oxfam Canada)
Barbara Nzigiye (ARC Hub)
ARC Taskforce Co-Chairs

Executive Summary

In 2020, the Canadian international cooperation sector established the Anti Racist Cooperation (ARC) project to guide the sector in a collaborative journey towards addressing systemic racism. Since then, Canada's international cooperation sector has worked towards integrating anti-racist practices into three areas outlined by the Anti-Racism Framework for Canada's International Cooperation Sector: (1) administration and human resources, (2) communication, advocacy and knowledge management and (3) program design, monitoring, evaluation and learning, and operations.

The 2024 Collective Commitment Report is uniquely positioned at the end of the ARC Hub's three-year project. In addition to providing an overview of this year's findings, this report offers a comparative analysis between the four annual surveys to recognize achievements and reflect on gaps in the journey towards dismantling systemic racism. Sixty-three organizations participated in the survey, offering rich insights into the stories behind the numbers.

The findings reveal significant progress in administration and human resources, particularly in hiring and demographic data collection practices. In fact, the area that saw the most improvement across the entire survey from baseline is the dramatic increase in organizations that consistently include diversity statements in job or volunteer advertisements. The overall findings in communication, advocacy and knowledge management reveal limited achievements over the three years. One area with notable progress is the percentage of organizations that required professional development and/or training specifically in anti-racism for staff, volunteers, or consultants engaged in communications, fundraising, and/or stakeholder engagement roles. Lastly, the report reveals largely incremental but steady progress in the sector's application of anti-racist practices in program design, monitoring, evaluation, learning and operations. The biggest achievements in this area have been made in programmatic guidelines and capacity strengthening.

In order to build upon these accomplishments, we must address the barriers preventing organizations from taking further action. Across all three pillars, respondents cited low staff capacity/time, organizational reluctance and resistance, lack of financial resources, and inadequate technical DEI expertise with implementation as common barriers.

The report concludes by revisiting recommendations produced over the last three years, offering a comprehensive path for organizations to work towards true anti-racist transformation. These recommendations are:

1. **Develop a coherent organizational anti-racism strategy**
2. **Create an enabling environment for productive dialogue**
3. **Collaborate with international partners in design, development, and implementation**
4. **Collect data disaggregated by race at all levels**
5. **Mandate regular anti-racism organizational audits**
6. **Invest in resources, building staff capacity, and leadership commitment**
7. **Integrate anti-racism principles into every aspect of your organization**
8. **Center affected communities/relevant groups in anti-racism work, in all things**
9. **Redefine communications and reporting strategies and outputs**

Personal and organizational commitments remain critical to the change needed in international cooperation work. Challenging systemic racism entrenched in the institutions designed to uphold it is arduous and demands deep, sustained commitment. As we look ahead, we urge organizations to continue building on these foundational pillars and advancing the long-term work necessary for driving meaningful change in Canada's international cooperation sector.

Introduction

The ARC Hub is a dedicated coordination secretariat and a resource center for Canada's international cooperation sector. Hosted by Cooperation Canada and funded by Global Affairs Canada, the goal of the ARC Hub is to help Canadian international development and humanitarian organizations improve their ability to integrate anti-racism and intersectional feminism into their work through the creation of resources, knowledge sharing spaces, networks of support, and training.

The Anti-Racist Cooperation (ARC) project first launched the inaugural Collective Commitment: Emerging Anti-Racist Practice for Canadian International Cooperation report, a baseline study on the state of emerging anti-racist practices across organizations in Canada's international cooperation sector in 2021. Three years later, the 2024 Collective Commitment Report presents the sector's results after intentional sector-wide engagement and programming by the ARC Hub.

In 2024, international mobilization against genocide, violence, and displacement in Palestine, Sudan, the Democratic Republic of Congo, and Haiti, among others, challenged individuals, organizations and sectors to critically examine their personal and collective roles in challenging colonialism, apartheid, and racial injustice. Dismantling systemic racism requires sustained examination across structures, including a close look at international cooperation and the ways in which assumed Western superiority continues to inform its operations and programming.

The Anti-Racism Framework for Canada's International Cooperation Sector was developed in 2020 through a collaborative and open consultation with sector stakeholders, led by an advisory group. The framework is composed of a set of tangible anti-racist commitments alongside accountability indicators in three areas of work. In 2024, 67 organizations signed on to the framework, compared to 70 signatories in 2021. Signatories of the framework are asked to commit to change in three areas:

1

Administration and Human Resources

Measuring the ways in which staff and volunteers experience the workplace unequally and acting upon this data to construct more diverse and inclusive workspaces.

2

Communication, Advocacy and Knowledge Management

Recognizing and eliminating racism in storytelling, advocacy, fundraising, and knowledge sharing, and using communication platforms to promote anti-racism.

3

Program Design, Monitoring, Evaluation and Learning, and Operations

Implementing anti-racism efforts into the design and delivery of context-specific, culturally competent programming and continuously improving the way work is designed, implemented, and evaluated.

The 2023 Pulse Check on Progress Towards Anti-Racism by Canada's International Cooperation Sector was first presented in the Collective Commitment: A sneak peak on Progress on Anti-Racism in International Cooperation session as a part of the ARCxDigna virtual conference, Rethinking Priorities - Anti-racist perspectives and PSEAH as building blocks to sustainable pathways for the Canadian International sector, and officially launched online in December 2023. The report offered additional guidance on how to implement the recommendations put forward in 2022 to achieve anti-racist change:

1. Create a collaborative and intentional organizational anti-racism strategy.
2. Investing human and financial resources to create inclusive, safe and sustainable work environments.
3. Center affected communities/relevant groups in anti-racism work, in all things.
4. Measure monitor and use qualitative and quantitative data to inform workplace structures, people and culture.
5. Redefine communications and reporting strategies and outputs to reverse harmful dominant storytelling, framing and reporting that uphold and are key to racially biased and colonial architecture.

Methodology

Since 2021, Canada's international cooperation sector has been assessed on its commitment to the Anti-Racism Framework through an annual survey that explores the state of the sector's anti-racist practices. The 2024 Collective Commitment Report is uniquely positioned at the end of the ARC Hub's three-year project. In addition to providing an overview of this year's findings, the report offers a comparative analysis between the four annual surveys to recognize achievements, reflect on gaps, and draw recommendations for the sector's next phase in its journey towards dismantling systemic racism.

Since its launch, the survey has evolved each year from the original 39 closed-ended questions in the 2021 baseline survey. In 2022, the Taskforce for Accountability revised the survey to capture intersectional identities, highlighting linkages between anti-racism and broader equity and inclusion work, with a total of 68 closed-ended questions. The 2023 survey was reduced to 17 distinct questions, producing a Pulse Check that highlighted key progress, gaps, and opportunities for anti-racist change in the sector. For 2024, organizations were supported with information sessions and the signatory period was launched on May 15th and closed on June 28th, 2024. This year's survey was administered using the digital JotForm platform which has been used since the 2022 survey. Participating organizations self-selected staff to complete the survey and the data was anonymized by a member of the Taskforce.

Note from the Taskforce!

Over the four years of the ARC report, we have had important variations in the number and composition of signatory organizations as well as changes in survey questions. As such, direct year-to-year comparisons are complex and not entirely reliable. Our team did our best to offer comparisons when possible. That said, anecdotal comparisons can still offer practical insight on the state of anti-racist change within a sample of the sector.

FINDINGS LEGEND

- Administration and Human Resources
- Communication Advocacy and Knowledge Management
- Program Design, Monitoring, Evaluation, Learning and Operations

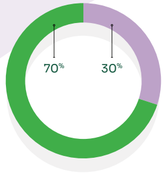
Findings

Snapshot of the respondents

A total of 63 unique survey responses were received this year, compared to 71 responses in 2023, 81 responses in 2022 and 70 responses at baseline.

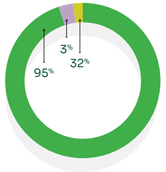
The vast majority (95%) of organizations were non-profit/ charitable organizations, and a small number of academic/ research institutions, private sector, and social enterprises. Thirty percent (30%) of respondents described their organization as being part of a federation. Eight percent (8%) (5/63) of the respondents completed the survey in French and 92% (58/63) of respondents completed the survey in English.

Is your organization part of a federation?



- Yes
- No

Organization categories



- Non-profit/Charitable Organization
- Academic/Research Institution
- Private sector/social enterprise

What is the approximate annual operating budget for your organization (if you are part of a federation, please consider your Canadian office only)?

- Between $0 - $100,000
- Between $100,000 - $1M
- Between $1M - $5M
- Between $5M - $10M
- Between $10M - $50M
- Above $50M

Administration and Human Resources

Human resources and administrative policies and practices underpin organizational infrastructure and culture. Therefore, the integration of anti-racist principles in this area is foundational to creating and upholding diverse and equitable workplaces. Financial and human resources reflect organizational priorities, offering valuable insight into the sector's operational commitments. When organizations take a neutral stance on managing employee experiences, they risk inadvertently perpetuating racial inequalities within the workplace. In contrast, racial equity outcomes at the employee, organizational, and sectoral levels advance when racial bias and inequality is addressed across recruitment, compensation, promotion, retention, reporting and feedback mechanisms.

The first pillar of the survey is intended to understand the scope to which diversity, equity, and inclusion measures have been integrated into organizations' administrative and human resources. This includes hiring, audits, policies and practices, professional development, dedicated personnel, race-based and intersectional data collection, feedback and reporting mechanisms, and trends in recruitment, promotion, and retention.

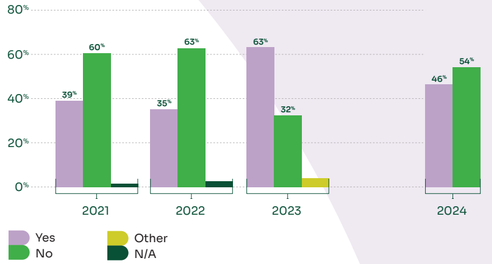
Survey Results: Administration and Human Resources

Recruitment

In regards to hiring, the large majority (81%) of organizations now consistently include diversity statements in job or volunteer advertisements, representing a significant 54% increase from the baseline (27%). For example, one organization's statement reads:

QUESTION 2.B

Does your organization have hiring or recruitment policies and practices that include explicit reference to anti-racist principles?



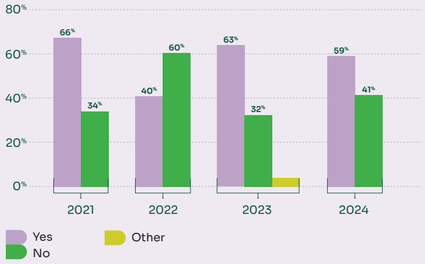
> *All staff will exhibit practices that recognize and uphold principles of diversity, equity, inclusion (DEI), anti-colonialism, anti-racism, and anti-oppression (ARAO), exemplifying these principles in their day-to-day interactions with colleagues, partners, hosts, members, donors, supporters, and the public, and contribute to the organization's DEI and ARAO development at the individual, team, and organizational levels.*

Forty-six percent (46%) of organizations now have hiring or recruitment policies and practices that include explicit reference to anti-racist principles, representing a 7% increase from baseline (39%). Organizations that have conducted an internal audit of hiring/recruitment practices that specifically analyzes racial bias in the last 12 months also increased by 7%, from 13% in 2021 to 20% in 2024. Nevertheless, it is concerning that the percentage of organizations whose human resource staff/staff responsible for recruitment undertake formal racial bias awareness or anti-racism training has dropped by 9% from baseline to 2024. This could be because training is not delivered on an annual basis.

Policies and Procedures

QUESTION 2.E

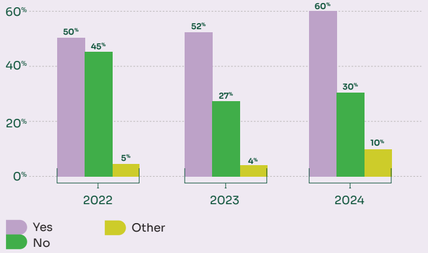
Does your organization have hiring or recruitment policies and practices that include explicit reference to anti-racist principles?



Fifty-nine percent (59%) of organizations now have operational policies and practices that include explicit reference to anti-racist principles, representing a 7% decrease from baseline.

QUESTION 2.E

If yes, did your organization consult with Indigenous, Black and/or staff from other communities who have been disadvantaged due to race, to inform these policies and practices?



Of these organizations, the majority (60%) of them consulted with Indigenous, Black and/or staff from other communities who have been disadvantaged due to race to inform these policies, representing a slight increase of 10% since the question was first asked in 2022. A couple approaches to these consultations are highlighted in the following quotes:

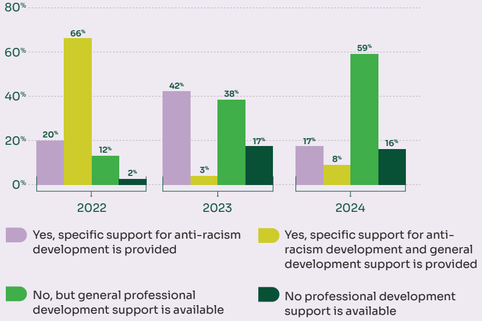
> *Most of our practices have been informed by consultation with/learning from Indigenous folks. This has been one on a more informal basis as we have very few formalized policies on anything.*

> *As we work on writing the policy, we hope to be able to include staff that represent different groups on a committee that will be able to review and inform these policies.*

Professional Development

QUESTION 2.G

Does your organization provide material support (such as covering costs) for external professional development in regards to anti-racism for staff and/or volunteers?



In regards to professional development, the survey found a 24% increase in the percentage of organizations that delivered internal anti-oppression training with an explicit anti-racism component and/or anti-racism training to staff and/or volunteers in the last 12 months, from 39% at baseline to 63% in 2024. However, the percentage of organizations that provide material support (such as covering costs) for external professional development in anti-racism for staff and/or volunteers decreased by a significant 31% since baseline, from 56% in 2021 to 86% in 2022, down to 45% in 2023, and down further to 25% in 2024. Here it is worth considering contextual changes when interpreting this finding, as free training has become more available to the sector. Findings show a steady increase in a large majority of organizations that enable staff and/or volunteers to participate in equity, inclusion and anti-racist groups, either internally or external to their organization. The percentage of organizations increased from 84% at baseline to 86% in 2022 and 90% in 2024. The below quotes illustrate examples of staff and/or volunteer participation in these groups:

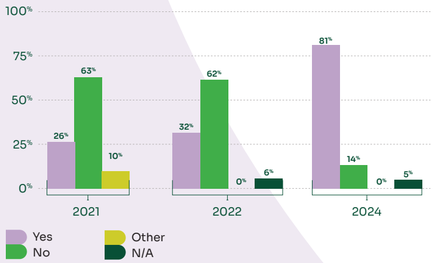
> *The ARC Taskforce, Indigenous Rights Working Group, [and an] internal AEDIJ committee [have been] established. This engagement includes dedicated staff to support group administration and coordination as well as staff that wish to participate in the groups. The COO and Director of Finance and Operations also participate in a 50-30 Challenge organized community of practice to advance AEDIJ.*

> *We have an Anti-Racism and Anti-Oppression Committee [made up of] two directors and two unionized staff as set out in our Collective Agreement.*

Demographic Data

QUESTION 2.1

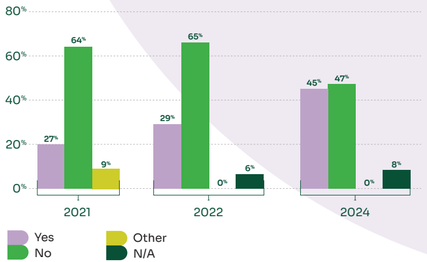
Does your organization formally collect and analyze data on numbers or percentages of staff and/or volunteers at all levels from Indigenous, Black and/or staff from other communities who have been disadvantaged due to race?



There has been a significant increase of 49% in organizations that are formally collecting and analyzing data on numbers of percentages of staff and/or volunteers from Indigenous, Black, and/or other communities who have been disadvantaged due to race (81% in 2024 compared to 26% at baseline).

QUESTION 2.1

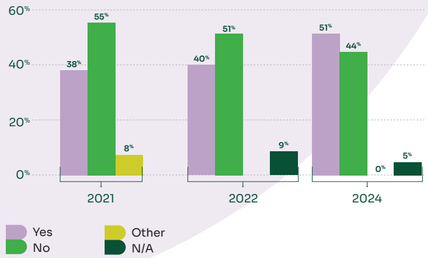
Does your organization formally collect and analyze data on numbers or percentages of staff and/or volunteers in supervisory/ leadership roles from racialized groups?



To a lesser extent, there has been an increase in the percentage of organizations formally collecting and analyzing data on numbers or percentages of staff and/or volunteers in supervisory/leadership roles from Indigenous, Black and/or other communities who have been disadvantaged due to race (45% in 2024 compared to 27% at baseline).

QUESTION 2.1

Does your organization formally collect and analyze data on numbers or percentages of Board members from racialized groups?



At the Board level, there has been a similar increase in the percentage of organizations formally collecting and analyzing data on numbers or percentages of Board members from Indigenous, Black and/or other communities who have been disadvantaged due to race (51% in 2024 compared to 38% at baseline). From an intersectional lens, there has been a small increase in the percentage of organizations formally collecting and analyzing other identity data, such as gender and ability, on staff, volunteers, and board members, from 37% at baseline to 52% in 2024.

While significant progress has yet to be made in the practice of collecting and analyzing salary data, promotion, and retention rates disaggregated by race, there has been improvements in the percentage of organizations adopting this practice. Only 1% of those surveyed reported collecting and analyzing salary data disaggregated by race in the baseline, compared to 6% of respondents in 2024. Further, 11% of organizations reported collecting and analyzing promotion and retention trends among staff disaggregated by race this year compared to only 3% at baseline. These respondents shared how they use the promotion and retention data:

> *Data on race, ethnicity, gender, sexual orientation, disability, Indigenous identity, and age is used to assess barriers to equity across employee lifecycle.*

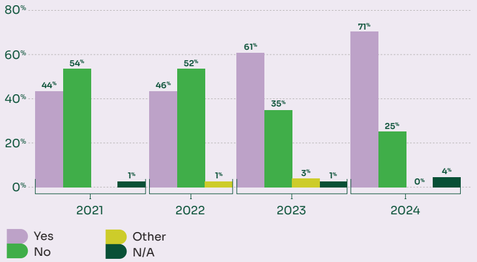
> *Retention data is collected and reported to the board.*

> *We cross-reference opportunities for growth (promotions) with data related to ethnicity/race in the annual demographic survey.*

Personnel

QUESTION 2.P

Do any staff or lead volunteer positions within your organization have explicit anti-racist or anti-oppression objectives as part of their duties and responsibilities?



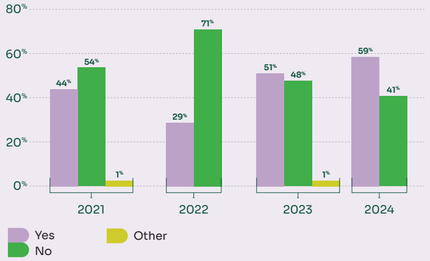
Over the last four years, the percentage of organizations that have dedicated personnel (such as staff, lead volunteers, or consultants) within the organization who promote diversity and inclusion as part of their official duties and responsibilities increased by 27%, from 44% at baseline to 71% in 2024. In addition to dedicated personnel, the findings reveal an increase in staff positions with explicit anti-racist or anti-oppression objectives as part of their official duties and responsibilities. The percentage increased slightly by just 4%, from 35% at baseline to 39% in 2022 and 52% in 2024. Roles with these objectives ranged from Inclusion Specialist and Gender Advisor to management roles, senior leaders, and Executive Director. Several organizations reported that all staff have performance targets related to anti-racism or anti-oppression:

> *All staff are to have a goal as part of their performance assessment that is mandatory and reads: Contribute to [the organization's] strategic objective of growing as a feminist, inclusive, anti-racist and decolonial organization.*

Reporting Mechanisms

QUESTION 2.P

Does your organization have an established mechanism for obtaining confidential feedback (including specifically from staff and/or volunteers that are Indigenous, Black and/or from other communities who have been disadvantaged due to race) regarding organizational adherence to anti-racist guidelines and practices?



This year, 26% of respondents confirmed that their organization completed a formal diversity, equity, or inclusion audit or assessment in the past 12 months. This is slightly lower than 29% in 2022, but an increase from the baseline of just 13%. Encouraging progress has been made in the area of reporting and redress mechanisms. In 2024, 59% of respondents indicated that their organization has safe, transparent, and formal reporting and redress mechanisms with explicit reference to experiences of racism and race-based discrimination. This is an increase from 44% at baseline.

Barriers

The most common barriers to implementing anti-racism practices reported by organizations included low staff capacity / time, lack of financial resources, and inadequate technical diversity, equity and inclusion (DEI) expertise and/or experience with implementation. Signatories reported these factors as impacting their ability to commit to systemic organizational change and transformation, despite the significant increase in dedicated personnel tasked with promoting diversity and inclusion as part of their role.

Beyond the Numbers

Over the past three years, significant progress has been made in areas of administration and human resources that are most easily achievable, such as hiring and demographic data collection practices. In fact, the area that saw the most improvement across the entire survey from baseline is the 54% increase in organizations that consistently include diversity statements in job or volunteer advertisements. Similarly, the 49% increase from baseline in organizations that are formally collecting and analyzing data on numbers of percentages of staff and/or volunteers from Indigenous, Black, and/or other communities who have been disadvantaged due to race is a remarkable improvement.

While these are achievements in their own right, they are lower-hanging fruit in dismantling systemic racism in the international cooperation sector. Progress in the areas of personnel and reporting mechanisms demonstrates slower but perhaps deeper integration of anti-racist practices. The 44% increase from baseline in organizations with reporting and redress mechanisms with explicit reference to racism and the 27% increase from baseline to 2024 in paid personnel whose official duties include objectives related to diversity, inclusion and explicit anti-racist objectives demonstrate a shift towards institutionalizing anti-racist practices.

The most concerning finding within administration and human resources is regarding salary, promotion, and retention data. At baseline, only 3% of organizations reported collecting and analyzing promotion and retention trends among staff disaggregated by race, and this increased to just 13% at the end of the three years. The collection and use of this data provides critical insights into race-based salary disparities, advancement inequities, and retention challenges. Without this data, organizations may solely analyze their number of staff and/or volunteers from Indigenous, Black, and/or other communities who have been disadvantaged due to race without questioning the experiences, compensation, and power imbalances among staff and volunteers. Similarly, formal diversity, equity, or inclusion audits or assessments provide essential and meaningful information into staff and volunteer experiences, and the percentage of organizations who undertook one in the last 12 months increased from just 13% at baseline to 26% in 2024.

Lastly, some findings indicate that the sector's investments in anti-racist practices spiked in 2021 and 2022, which could be interpreted as the result of reactions to the trending global discussions concerning Anti-Black Racism across systems. Initiatives in 2022 may demonstrate more long-term and meaningful commitment. For example, the percentage of organizations that provide material support (such as covering costs) for external professional development in anti-racism for staff and/or volunteers started at 56% in 2021, increased to 86% in 2022, dropped to 45% in 2023, and dropped further to 25% in 2024.

Communication, Advocacy and Knowledge Management

Decolonizing international cooperation necessitates a commitment to anti-racist principles and diverse and inclusive representation in communication, advocacy and fundraising. This requires the redistribution of power in order for communities from historically and currently disadvantaged countries to take control of their own narratives and advocacy. When communities are able to tell their own stories free from tokenization and stereotyping, they claim interpretation and ownership of their own experiences, wisdom, and solutions. This enhances the agency and dignity of individuals, moving from exploitative fundraising tactics towards anti-racist international cooperation.

This is a key priority of the ARC Framework, as the sector is mainly composed of organizations that rely wholly or in-part on public and private financing. Visual and verbal expressions of "need" often feature language and imagery that perpetuates harmful and stereotypical narratives and reduces the agency and dignity of individuals from economically disadvantaged countries in the name of fund generation and awareness raising. Harmful racial stereotypes in communications are mutually reinforcing — unchecked racial biases shape the way a story is written, and stories written with embedded racial biases fortify harmful narratives and racist outcomes.

To work towards dismantling systemic racism, organizations must challenge these traditional communications and fundraising approaches, and instead advance equitable storytelling practices that value different types of knowledge and ways of sharing knowledge. This area of the survey specifically assesses organizations' application of anti-racist practice in policies, audits, professional development, approaches, feedback mechanisms, and funding related to communication, advocacy, and knowledge management.

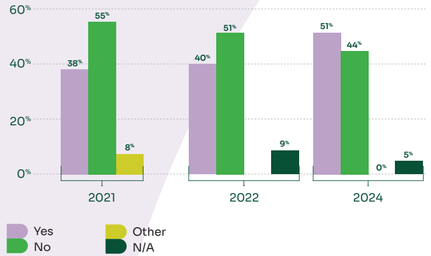
Survey Results: Communication, Advocacy and Knowledge Management

Policies and Procedures

Only 52% of organizations reported having policies or procedures that guide advocacy and/or stakeholder engagement practices. This is a slight increase from 46% at baseline. When respondents were asked to describe their policies or procedures, the examples ranged in the extent to which anti-racist practices are detailed:

QUESTION 3.A

Does your organization have policies or procedures that guide your advocacy and/or stakeholder engagement practices?



Ethical Image Policy that addresses ensuring positive dignified portrayals of the communities we work with.

Weak reference [to anti-racism] that doesn't provide a lot of guidance.

[Our] editorial policy contains guidelines for inclusive communications, which includes reference to race. This policy is implemented in communications, fundraising, and advocacy efforts.

Professional Development

Sixty percent (60%) of organizations do not require professional development and/or training in anti-racism for staff, volunteers, or consultants engaged in communications, fundraising and/or stakeholder engagement roles. This is an 8% improvement from baseline, but there has not been significant movement from 61% of organizations in 2022. Similarly, 60% of organizations reported that they do not require professional development and/or training in anti-racism for staff, volunteers, or consultants engaged in communications, fundraising and/or stakeholder engagement roles. This marks an improvement of 20% from the baseline. The following two quotes portray important distinctions in organizations' professional development and training:

All communications staff, content creators and creative development consultants receive training in our communications principles and approach to anti-racist and inclusive communications/marketing.

We look more broadly at "ethical communications", storytelling, branding, etc. but this is a good reminder that a specific focus on anti-racism should always be included.

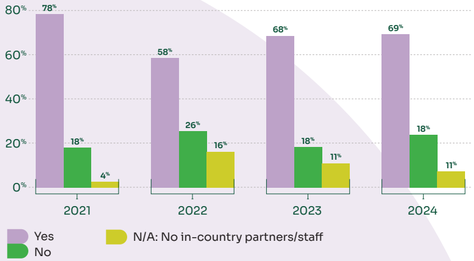
Audits

In 2024, 7% of organizations undertook an official audit reviewing racial bias and/or explicit anti-racism in their communications, guidelines, or stakeholder engagement content in the last 12 months. This is a slight increase of 3% from 10% at baseline. Most organizations (67%) responded that they have never undertaken an official audit reviewing racial bias and/or explicit anti-racism in their communications, guidelines, or stakeholder engagement content.

Communications Content

QUESTION 3.D

In the past 12 months, has your organization shared communications collateral captured directly by in-country content producers (such as national photographers, writers, or staff)?



In terms of content, there has been a decrease since the baseline in the percentages of organizations that have shared communications collateral captured directly by in-country content producers in the last 12 months. In 2024, only 69% of organizations reported doing so compared to 78% in 2021, 58% in 2022, and 68% in 2023. When asked, "How often does your organization publicly share communications or collateral captured directly by in-country content producers (such as national photographers, writers, or staff)", 14% of organizations reported always, 24% reported mostly, 42% reported sometimes and 10% reported never (with 10% having no in-country partners or operations). This finding indicates positive movement, with an 11% increase in organizations that reported always and a 12% decrease in organizations that reported never.

We work with a local videographer/photographer in [country], who captures all of our footage and pictures and develops the final edits. All stories are gathered by local staff and edited before being sent to Canada.

Feedback Mechanisms

Only 7% of organizations reported having mechanisms for obtaining confidential feedback from relevant stakeholders regarding adherence to anti-racist guidelines in communications collateral and knowledge sharing activities, such as an online complaints portal, an institutional level ombudsperson or a confidential email address to receive complaints. In the past 12 months, a little more than half (54%) of organizations reported having undertaken proactive communications, advocacy, or knowledge-sharing activities with an explicit anti-racist objective. These took the form of op-eds, film screenings, webinars, dialogues, programming on reconciliation, web content, and social media. Change in this area has stagnated, with 53% of organizations who reported doing so the last time the question was posed in 2022. The following quotes highlight a few examples:

> *[The] objective was to highlight the remarkable Black changemakers, innovators and disruptors who are shaping Canada's international cooperation sector during BHM 2024. [We] showcased members of [our] team and network to learn more about their stories and experience.*

> *Publishing staff book picks for Black History Month on [our] website, blogs and social media posts recognizing Indigenous History Month, advocacy related to environmental racism, and a "status for all" regularization campaign.*

Funding for Anti-Racist Communications

Finally, 16% of organizations received additional funding specifically for anti-racist or anti-oppressive communication or knowledge sharing activities or capacity strengthening. This is a slight increase from 9% of organizations in 2022. Unfortunately, there has been a decrease in the percentage of organizations that allocated existing funding for those objectives, from 45% in 2022 to 31% in 2024.

Barriers

According to signatory organizations, common barriers to anti-racist communications, advocacy, and knowledge management include organizational reluctance and resistance, low staff capacity / limited time, lack of financial resources, and inadequate technical DEI expertise and/or experience with implementation. The barriers described here are identical to those outlined in the Administration and Human Resources pillar, with the addition of self-reported organizational reluctance and resistance to implementation of anti-racism measures. This is perhaps connected to the sensitivity with which organizations operate their communications and marketing for fear of negative influence on revenue.

Beyond the Numbers

The overall findings in communication, advocacy and knowledge management reveal limited achievements over the three years. One area with notable progress is professional development, where there was a 20% increase between baseline and 2024 in the percentage of organizations that required professional development and/or training specifically in anti-racism for staff, volunteers, or consultants engaged in communications, fundraising, and/or stakeholder engagement roles.

The largest proportion of organizations (42%) report sometimes sharing content captured directly by in-country partners. Further, there was a 9% decrease between the baseline and 2024 in the percentages of organizations that have shared communications collateral captured directly by in-country content producers in the last 12 months. These findings illustrate that the practice of sharing content from in-country producers (photographers, videographers or others) is still not consistently applied. If more organizations developed anti-racist policies guiding their communication practices, there would likely be greater results in this area.

A lack of significant change in policies and procedures, communications audits, feedback mechanisms, and activities with an explicit anti-racist objective suggests that anti-racist practices are not being institutionalized or tracked beyond basic reporting. In 2024, the majority of signatories (67%) had never undertaken an official audit reviewing racial bias and/or explicit anti-racism in their communications, guidelines, or stakeholder engagement content. Furthermore, 60% of signatories had no requirement of their staff in communications, fundraising, and/or stakeholder engagement roles to undertake any kind of anti-racism/DEI professional development or training.

This is surprising given the increase in organizations that have received additional funding specifically for anti-racist or anti-oppressive communication or knowledge sharing activities or capacity strengthening. The decrease in the percentage of organizations that have allocated existing funding for these purposes suggests stagnation in the sector's commitment to advancing anti-racist practices in communication, advocacy and knowledge management. Overall, these findings suggest a continued and increasingly pressing need for intentional, long term and sustained incorporation of anti-racist practices in communication, advocacy, and knowledge management in Canada's international cooperation sector.

Program Design, Monitoring, Evaluation, Learning and Operations

Dismantling systemic racism requires examination across structures, including a close look at international cooperation and the ways in which assumed Western superiority continues to underline funding and programming structures. International cooperation programs have both normalized and enabled the growth of exploitative programmatic conventions that undermine the rights, agency and knowledge of marginalized peoples across the globe.

Organizations with good intentions to promote human rights may unwittingly exacerbate existing inequities and dependencies by treating the priorities, knowledge and values that they have defined, as superior and absolute. Similarly, despite good intentions, technical expertise, and years of experience, international cooperation workers may cause harm by overlooking culturally appropriate ways of working with people in economically disadvantaged countries. In recent years, localization, the practice of ensuring local initiatives and organizations are provided funding, or locally-led development, the focus on centering local expertise in the design, implementation and monitoring and evaluation of programming, has gained popularity in the sector.

Applying anti-racist principles to program design is critical to redistribute power, prevent harm, build mutual trust, and achieve sustainable outcomes. Race-related and intersectional monitoring and evaluation metrics are needed to identify disparities and develop effective strategies to promote equity and inclusion. Moreover, implementing anti-racist practices also helps to mitigate programmatic and operational risks by ensuring compliance with ethical standards and legal requirements related to discrimination and inequality. This area of the survey captures information regarding anti-racist policies and procedures, monitoring and evaluation, professional development, race-related and intersectional data, feedback mechanisms, and funding.

Survey Results: Program Design, Monitoring, Evaluation, Learning and Operations

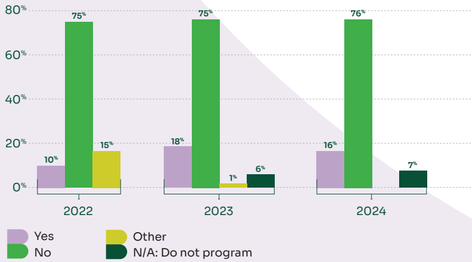
Policies and Procedures

The findings indicate a positive trend in the area of programmatic guidelines, with a 24% increase in organizations reporting that they have a policy or procedure guiding their project development practices in 2024 (87%), compared to 63% at baseline. When asked for further details about the policies and procedures in 2024, 49% indicated that they explicitly included anti-racism and 88% mentioned that they reference other identities such as gender, ability, etc. A little more than half of these respondents (57%) mentioned that stakeholders from communities who have been negatively affected by racism were consulted while developing their policies and procedures.

Monitoring and Evaluation Metrics

QUESTION 4.B

Does your organization use monitoring and evaluation metrics which explicitly examine racial justice and anti-racism within your programming portfolio overall?



Only 16% of organizations report using monitoring and evaluation metrics that explicitly examine racial justice or anti-racism within their overall programming portfolio. This is an overall increase from 2022 when the question was revised and first measured in this way, but it is a decline from 18% in 2023. The most common example that respondents shared is the collection of identity disaggregated data. One respondent noted that while metrics are collected, more attention needs to be dedicated to interpreting and integrating learnings from the data:

> *It is included in M&E but more work is needed to analyze the data to understand trends, improvements/lack of progress and use of data in tracking program effectiveness.*

Another organization highlighted using the Global Diversity and Inclusion Benchmarks to hold the organization accountable to international standards:

> *We have committed to conducting an annual self-assessment of [our] work against the Global Diversity and Inclusion Benchmarks, and have a target of achieving a "Progressive" or better ranking on each of the 15 categories by 2025.*

This year, 24% of organizations have implemented projects that have performance measurement indicators directly related to race and anti-racism in the past 12 months. This is an increase from 12% of organizations in each 2021 and 2022. Examples of organizations' indicators related to race and anti-racism include:

1. % of event attendees from diverse backgrounds
2. # of churches committed to reparations with Indigenous communities
3. Nature of collaboration between communities [two groups with ethnic/racial tensions] during peace events.

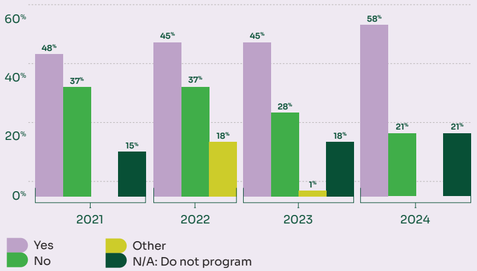
Professional Development

Encouraging gains have been made in anti-racism capacity strengthening for staff, volunteers, and program partners. In 2024, 41% of organizations indicated that professional development and/or training in anti-racism is required for staff, volunteers, and/or consultants who are engaged in project management or operational roles. This is an increase from 20% of organizations in 2022 and 28% of organizations at baseline. In terms of program partners, 87% of organizations in 2024 have supported the capacity strengthening efforts of program partners in regards to anti-racism and anti-oppression in the past 12 months. This represents a 35% increase from baseline and a 52% increase from 2023. Examples of capacity strengthening include training, workshops, collective care sessions, resource sharing, and coaching.

Policies and Procedures

QUESTION 4.G

Does your organization have official guidelines or procedures regarding the decision-making roles of local staff and partners in regards to project activities and operations?



In 2024, 58% of organizations reported having official guidelines or procedures regarding the decision-making roles of local staff and partners in regards to project activities and operations. This has climbed over the course of the three years, with a 10% increase in 2024 compared to baseline. Organizations mentioned localization policies, partnership policies, and delegation of authority policies as examples.

Demographic Data

In terms of demographic data, the findings reveal improvements in the data collection of both program participants and in-country partners/staff. In 2024, 21% of organizations reported that they currently collect and analyze disaggregated race-related data for program participants, compared to 12% of organizations in 2022. Intersectional data collection has likewise grown over the past two years, with organizations collecting information including gender, age, ability, marital status, refugee status, sexuality, and language. In 2022, 72% of organizations reported that they currently collect and analyze other disaggregated identity data for program participants, and this reached 81% in 2024. For in-country partners and/or staff, 19% of organizations reported that they now collect race-related data in 2024 compared to 7% of organizations in 2022. Intersectional data collection has increased marginally, from 28% of organizations that reported collecting and analyzing other disaggregated identity data for in-country partners and/or staff in 2022 to 31% of organizations in 2024.

Feedback Mechanisms

Only 8% of organizations have an established mechanism for obtaining confidential feedback from relevant in-country stakeholders regarding adherence to anti-racist guidelines in project activities and operations. While there is a long way to go in this area, it is a slight increase from 3% in 2022. These organizations have established a confidential and systematized process of receiving complaints or concerns. In 2024, 47% of organizations reported having a general feedback mechanism that does not specifically address anti-racism, compared to 41% of organizations in 2022.

At baseline, 36% of respondents indicated having received funds specifically for anti-racist projects in the past 24 months. That dropped to 31% in the 2022 survey and has since increased to 41% in 2024. Organizations are implementing anti-racist projects or activities internationally and in Canada. An example of a Canadian project includes:

> *The creation of a network of racialized feminist leaders to combat racism in the feminist movement.*

Barriers

Common barriers to program design, monitoring, evaluation, learning, and operations included varying geographical contexts (i.e., where systemic racism is less relevant/prevalent), organizational reluctance and resistance, low staff capacity/time, lack of financial resources, and inadequate technical DEI expertise and/or experience with implementation. All previously cited barriers were identified in this final section of the survey, with the addition of varying geographical contexts where systemic racism is less relevant/prevalent.

Beyond the Numbers

This year's report reveals largely incremental but steady progress in the sector's application of anti-racist practices in program design, monitoring, evaluation, learning and operations. Since the baseline, the biggest achievements in this area have been made in programmatic guidelines and capacity strengthening, with a 24% increase in organizations that have a policy or procedure guiding their project development practices and a 20% increase in the percentage of organizations that require professional development and/or training in anti-racism for staff, volunteers, and/or consultants who are engaged in project management or operational roles.

It is concerning that only 8% of organizations have an established mechanism for obtaining confidential feedback from relevant in-country stakeholders regarding adherence to anti-racist guidelines in project activities and operations. There has also been limited uptake in anti-racist monitoring and evaluation, as the vast majority of organizations (76%) reported in 2024 that they do not use metrics that explicitly examine racial justice or anti-racism within their overall programming portfolio. Similarly, 72% of organizations have not implemented projects that have performance measurement indicators directly related to race and anti-racism in the past 12 months.

While it is more common for organizations to collect race-based and intersectional demographic data for program participants than in-country partners or staff, gains have been made in both areas over the three years. The sector seems to have taken up the importance of reflecting on and defining decision-making roles and processes when working with local partners and staff. Respondents receiving funding for anti-racist projects has remained relatively steady, although this is still a minority (41%) in the sector.

Recommendations

Evolving the Commitment: Revisiting Foundational Anti-Racism Recommendations

As our survey and data collection efforts across the sector continue to evolve, so does our commitment to looking beyond the numbers. In the 2021 baseline Collective Commitment report, we identified a strong interest in integrating anti-racist principles throughout the sector, yet so much remained unknown about the direction this journey would take. Three years later, we find ourselves in a similar position still grappling with the complexities of this transformation.

Much like previous years, our recommendations remain rooted in foundational principles developing the ethical framework and necessary space for meaningful anti-racist change. It didn't feel appropriate to introduce new recommendations at this juncture. Instead, we are revisiting the initial recommendations that sparked a holistic view of how to go about this journey, working to solidify our footing and establish a stronger foundation. It is crucial for organizations to understand that these recommendations are not just checkboxes to be ticked off, but foundational pillars that can be adapted and built upon to suit their unique contexts.

What remains critical to the change we hope to see in this sector is a personal and organizational commitment to the cause. The work of challenging systemic violence entrenched in institutions designed to uphold this violence is arduous and demands a deep, sustained commitment. The recommendations produced over the last four years offer a truly comprehensive look into what organizations must be doing to build a path forward towards true anti-racist transformation. These

foundational pillars are the pieces that should be continuously revisited and refined as they will provide the necessary support throughout your entire journey. Progress is not static; it evolves with the changing dynamics of both organizational and societal contexts and there is always more work to be done.

In a society that often seeks the next new solutions sometimes spurred by tragedy, we must remember that the true test of progress lies in the sustained effort that organizations are willing to invest long after the initial spark has faded. The tragic events that led to the creation of the ARC Hub should not be the only motivators for action. A key indicator of success will be the ongoing work, time, and resources that organizations dedicate to this journey toward a collective anti-racist future.

As we reiterate the recommendations from the past few years, we urge organizations to use the last three years of work intentionally and effectively. Innovation in this space does not require new directives, but rather a deeper engagement with the established recommendations. It's also crucial to recognize that there is a wealth of historical and contemporary literature to support organizations and individuals in understanding how racism infiltrates policies, programming, and organizational culture. The racial hierarchies that have been established and ingrained into our systems, institutions, and personal conditioning over centuries require more than surface-level solutions or checkbox exercises; they demand a profound and ongoing commitment to dismantling them.

As we move forward, we urge organizations to continue building on the foundational pillars laid out in previous reports, committing to the long-term work necessary to dismantle systemic racism and driving meaningful lasting change within the sector.

Reflective questions for leaders, staff, partners, and funders:

What does this fight mean to you personally?

What will keep you committed in the face of historical and personal challenges?

Who are you accountable to? If racialized communities are not among those to whom you feel accountable especially in this work, failure is inevitable.

Do you recognize what aspects of the journey are personally challenging to you? Systemically? Institutionally?

What measures are you implementing to mitigate these challenges?

How much space are you willing to create for ideas and perspectives that you may not fully understand?

Reiterated Recommendations:
As previously mentioned, we urge organizations to go back and read

1

Develop a coherent organizational anti-racism strategy

It is imperative that organizations develop clear, intersectional anti-racism strategies, distinct from broader Anti-racism Equity Diversity Inclusion and Justice (AEDIJ) frameworks. These strategies should include actionable benchmarks, regular audits, and robust accountability mechanisms to ensure long-term effectiveness and sustainability. Above all, these processes must be validated by racialized staff and relevant stakeholders. The foundation of this effort should be a thorough and honest assessment of the organization's current practices, identifying where and how it upholds legacies of racial bias both through explicit actions and systemic inaction. By confronting these issues head-on, organizations can develop strategies that not only address existing inequities but also lay the groundwork for lasting meaningful change. meaningful change.

2

Create an enabling environment for productive dialogue

Organizations must proactively address inherent racism by working towards providing racialized staff and program participants with safer spaces to engage openly and honestly, without fear of reprisal. Trust must be built to ensure that needs, expectations, and feedback offered through safe and reliable mechanisms, will be integrated. The bridge between diversity and inclusion is intention and action, and organizations must commit to a zero-tolerance approach to racism. This involves the establishment of policies that acknowledge and protect physical, psychological, and emotional safety.

3

Collaborate with international partners in design, development, and implementation

The sector must move beyond Western-centric ideals and actively challenge racial hierarchies by collaborating with international partners in programming design, communication, implementing and reporting. There is still a lot of work to be done in the integration of international partners in our work which has us far from achieving important transfers of power and resources to local stakeholders. This is important when wanting to achieve anti-racism, but furthermore it's crucial to achieving success in all aspects of our work. Organizations developing historical understandings of the contexts they are working with, as well as deep cultural competency, and learning communication styles, is important to achieving success in this pillar. While this process challenges many normalized biases, as well as the system of power that was built to uphold them, it is important to build structures and supports to mitigate these challenges.

4

Collect data disaggregated by race at all levels

In our ongoing efforts to track progress and drive meaningful change, it is vital to acknowledge that transformation cannot occur without accurate measurement. Organizations must commit to the intentional and systematic collection of data disaggregated by race – encompassing key areas such as hiring practices, retention rates, promotion opportunities, salary equity, job satisfaction, and overall employee wellness. The collection of data provides the foundation for identifying gaps, assessing progress, and informing strategic interventions that can dismantle systemic inequities. Transparency in data collection and usage is crucial, and organizations should ensure that this information is accessible to all stakeholders fostering accountability and trust.

5

Mandate regular anti-racism organizational audits

Regular anti-racism audits should be mandated, with organizations continuously measuring, monitoring, and adjusting their strategies based on evolving contexts and feedback. More than a checkbox exercise, these audits should create a direct link between what is being measured and the organization's commitment to meaningful change. Transparency is crucial throughout this process, with clear communication about findings and actions taken. Moreover, staff should be adequately resourced and empowered to actively participate in the organizations transformation. Importantly, the benchmarks used in these audits should be developed with guidance from affected communities, ensuring that the metrics reflect their needs, experiences, and expectations. By doing so, organizations can ensure that their anti-racism efforts are not only effective but also genuinely inclusive and accountable.

6

Invest in resources, building staff capacity, and leadership commitment

Sustained investment in resources, staff development, and leadership commitment is crucial for driving anti-racist change. Organizations must regularly check in with staff to assess and adjust capacity-building efforts, ensuring that they are responsive to evolving needs. Organizations should allocate consistent resources towards building capacity; from comprehensive training, to ensuring that participation in anti-racism initiatives is integrated into work plans at all levels and roles throughout the organization. Leadership must demonstrate a strong commitment by embedding accountability mechanisms that actively address power imbalances and promote equitable practices. This prioritizes fostering an environment where anti-racism is not just an initiative but a core organizational value, reflected in every decision, action, and policy contributing to long-lasting systemic change.

7

Integrate anti-racism principles into every aspect of your organization

Anti-racism must be deeply embedded into every facet of organizational operations, from administration to program design, and from human resources to advocacy. In this sector this work cannot be compartmentalized, it must be clearly reflected, measured, monitored, and adjusted consistently across the organization.
A clear definition of what anti-racism looks like for the organization is essential, along with a commitment to adopting these principles contextually and comprehensively.

8

Center affected communities/ relevant groups in anti-racism work, in all things

The voices of affected communities and relevant groups must be at the center of all anti-racism initiatives, guiding and informing every decision. This also means that racialized staff should not only be well-represented but also fully integrated into decision-making roles across the organization, far beyond anti-racism and broader AEDIJ initiatives. Their lived experiences, needs, and expectations should be woven into the fabric of the organization's culture, processes, and policies to ensure authentic representation and prevent tokenism. This approach challenges existing power structures and entrenched norms fostering a more inclusive and equitable organizational culture. Mechanisms should be put in place to mitigate these challenges and support and sustain this integration.

9

Redefine communications and reporting strategies and outputs

Organizations should revise their communication and reporting strategies, along with their outputs, to dismantle the dominant storytelling, framing, and reporting that uphold racially biased and colonial structures. To achieve this, they should adopt transparent approaches that amplify racialized voices, ensuring that the narratives told reflect the true realities and complexities of the communities they serve and represent. This shift can help organizations move beyond superficial storytelling and foster a deeper more accurate understanding of the issues at hand. By countering harmful stereotypes and misconceptions this approach not only challenges existing biases bit also empowers communities by acknowledging their experiences, perspectives, and contributions. Transparency, accountability and continuous engagement with affected communities must be at the core of these revised strategies, ensuring that communication serves as a tool for equity and justice rather than perpetuating existing biases.

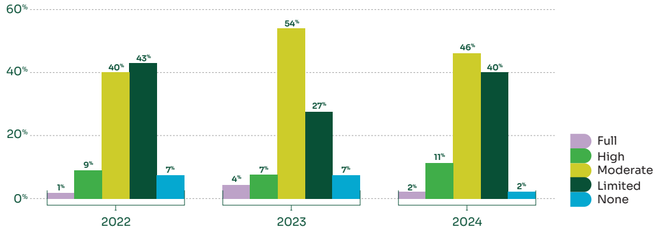
Conclusion

The 2024 Collective Commitment report presents a critical juncture in the anti-racism journey of Canada's international cooperation sector. Guided by the Anti-Racism Framework, organizations from coast to coast have implemented anti-racist practices in three foundational pillars: (1) administration and human resources, (2) communication, advocacy and knowledge management and (3) program design, monitoring, evaluation and learning, and operations. It is heartening to see the significant investments and efforts made by signatories in this work, which promise to have a lasting and transformative impact on the sector.

Meaningful and transformational change is slow moving and continual. Three years later, we ask organizations to reflect: What achievement are you most proud of? In what areas could you have deepened your anti-racist work? Most importantly, how will you act to close the gaps between signing onto anti-racist commitments and implementing anti-racist practice?

QUESTION 5.A

Reflecting on your previous answers, how would you rate your organization's current overall integration of racial justice within your operations and activities?



At the end of the survey, respondents were invited to reflect on their previous answers and rate their organization's current overall integration of racial justice within their operations and activities. The self-assessment has yielded mixed results across the years. Since baseline, there has been a 1% increase in the percentage of respondents that rated their organizations as fully integrating racial justice. There has been a 2% increase in the percentage of respondents that rated their organizations as highly integrating racial justice. For organizations that rated their organizations as moderately integrating racial justice, there was a 6% increase from baseline to 2024. These findings indicate that most organizations are aware that their level of racial justice integration is limited or moderate. This sparks the question: If organizations recognize their missed opportunities, what is preventing them from further integrating anti-racist practice?

In order to build upon the sector's accomplishments and address its gaps, we must address the barriers preventing organizations from taking further action. Across all three pillars, respondents cited low staff capacity/time, organizational reluctance and resistance, lack of financial resources, and inadequate technical DEI expertise with implementation as common barriers. The report underscores the importance of building anti-racism commitment into the core of an organization's approach, not just adding it on to the margins. Canada's international cooperation sector must remain steadfast in its commitment to foster a pathway through which organizations can work alongside Indigenous, Black and partners from historically disadvantaged communities to respond to growing needs amidst rising global conflict and crises.

Looking ahead, we encourage you to embrace this report as a call to action. The burden of undoing racial oppression must no longer fall on the shoulders of the most marginalized among us; it is our collective responsibility to implement the recommendations with enduring dedication and to champion an equitable future.

Annexes

Annex 1: 2024 Signatory Organizations

(CECI) Centre d'Étude et de Coopération Internationale

Action Canada for Sexual Health and Rights

Adventist Development and Relief Agency (ADRA) Canada

Aga Khan Foundation Canada

Association québécoise des organismes de coopération internationale (AQOCI)

Atlantic Council for International Cooperation

British Columbia Council for International Cooperation

Canadian Association for the Study of International development (CASID)

Canadian Audit and Accountability Foundation

Canadian Baptist Ministries (CBM)

Canadian Feed the Children

Canadian Foodgrains Bank

Canadian Lutheran World Relief (CWLR)

Canadian Red Cross

CARE Canada

Carrefour international Bas-Laurentien pour l'Engagement social (CIBLES)

CAUSE Canada

Coady Institute

CODE

Cooperation Canada

Crossroads International

Cuso International

Digital Opportunity Trust (DOT)

Doctors Without Borders (Médecins sans frontières)

Emergency Relief and Development Overseas

Equality Fund

Equitas - International Centre for Human Rights Education

Farm Radio International

FH Canada (Food for the Hungry)

Grand Challenges Canada

Humanitarian Coalition

Inter Pares

International Teams Canada

Jane Goodall Institute of Canada

KAIROS

Kentro Christian Network

La Boite interculturelle

Manitoba Council for International Cooperation

Mennonite Central Committee Canada

Mennonite Central Committee Manitoba

Never Again International - Canada

Northern Council for Global Cooperation

Ontario Council for International Cooperation

Oxfam Canada

Oxfam-Québec

Partenariat pour le Développement des Communautés (PARDEC)

Partners In Health Canada

PEGASUS Institute

Plan International Canada

Presbyterian World Service & Development

Primate's World Relief and Development Fund

Rayjon Share Care of Sarnia Inc.

Results Canada

Salanga

Save the Children Canada

The Canadian Partnership for Women and Children's Health (CanWaCH)

The United Church of Canada

The Wellspring Foundation for Education

Trade Facilitation Office Canada (TFO)

VIDEA

WaterAid Canada

World Renew

World University Service of Canada (WUSC)

Annex 2: Survey Results

2.1 Survey Results Table: Administration and Human Resources

No.	Question	2024 Result
2.a	Does your organization consistently include diversity statements in job or volunteer advertisements?	**Yes**: 81% **No**: 14% **N/A**: 5%
2.b	Does your organization have hiring or recruitment policies and practices that include explicit reference to anti-racist principles?	**Yes**: 46% **No**: 54% **N/A**: 0%
2.c	In the past 12 months, has your organization conducted an internal audit of hiring/ recruitment practices that specifically analyzes racial bias?	**Yes**: 20% **No**: 76% **N/A**: 3%
2.d	Do any of your human resource staff/staff responsible for recruitment undertake formal racial bias awareness or anti-racism training? By formal, we mean that any form of learning with a verifiable assessment or completion requirement, as opposed to a general expression of values on the part of the staff.	**Yes**: 42% **No**: 51% **N/A**: 8%
2.e	Does your organization have operational policies and practices that include explicit reference to anti-racist principles?	**Yes**: 59% **No**: 41% **N/A**: 0%
2.f	In the last 12 months, has your organization delivered internal anti-oppression training with an explicit anti-racism component and/or anti-racism training to staff and/or volunteers? By internal, we mean training developed for your team or organization.	**Yes**: 63% **No**: 29% **N/A**: 8%
2.g	Does your organization provide material support (such as covering costs) for external professional development in regards to anti-racism for staff and/or volunteers? By external, we mean training developed/delivered by a third party.	**Yes**, specific support for anti-racism development is provided: 17% **Yes**, our organization provides general development support, such as non-specific funds to be used at employee/employer discretion: 59% **Both** general and anti-racism specific support: 8% **No** development support available: 16%
2.h	Is professional development and/or training in anti-racism undertaken by staff and/or volunteers in supervisory or leadership roles within the organization?	**Yes**: 60% **No**: 35% **N/A**: 5%
2.i.a	Does your organization formally collect and analyze data on numbers or percentages of Staff and/or Volunteers (at all levels) from Indigenous, Black and/or staff from other communities who have been disadvantaged due to race? By formally, we mean record and report, as opposed to relying on assumptions.	**Yes**: 48% **No**: 48% **N/A**: 5%
2.i.b	Does your organization formally collect and analyze data on numbers or percentages of Staff and/or Volunteers in supervisory/leadership roles from Indigenous, Black and/or staff from other communities who have been disadvantaged due to race? By formally, we mean record and report, as opposed to relying on assumptions.	**Yes**: 45% **No**: 47% **N/A**: 8%
2.i.c	Does your organization formally collect and analyze data on numbers or percentages of Board members from Indigenous, Black and/or other communities who have been disadvantaged due to race? By formally, we mean record and report, as opposed to relying on assumptions.	**Yes**: 51% **No**: 44% **N/A**: 5%

2.j	Does your organization formally collect and analyze other identity data on staff, volunteers, and board members (such as gender, ability, etc)? By formally, we mean record and report as opposed to relying on assumptions or your personal knowledge.	**Yes**: 52% **No**: 46% **N/A**: 2%
2.k	Does your organization consistently publish salary ranges for internal and external job opportunities in your postings?	**Yes**: 71% **No**: 24% **N/A**: 5%
2.l	Does your organization currently collect and analyze salary data disaggregated by race?	**Yes**: 6% **No**: 89% **N/A**: 5%
2.m	Does your organization collect and analyze salary data based on other identity data on staff, volunteers, and board members (such as gender, ability, etc.)?	**Yes**: 16% **No**: 89% **N/A**: 5%
2.n	Does your organization currently collect and analyze recruitment, promotion and/or retention trends among staff, volunteers, and/or board members disaggregated by race?	**Yes**: 11% **No**: 85% **N/A**: 3%
2.o	Does your organization collect and analyze recruitment, promotion and/or retention trends based on other identity data among staff, volunteers, and/or board members (such as gender, ability, etc.)?	**Yes**: 14% **No**: 83% **N/A**: 3%
2.p	Do you have dedicated personnel (such as staff, lead volunteers, or consultants) within your organization who promote diversity and inclusion as part of their official duties and responsibilities?	**Yes**: 71% **No**: 25% **N/A**: 4%

2.q	Do any staff or lead volunteer positions within your organization have explicit anti-racist or anti-oppression objectives as part of their duties and responsibilities?	**Yes**: 52% **No**: 41% **N/A**: 6%
2.r	Does your organization have an established mechanism for obtaining confidential feedback (including specifically from staff and/or volunteers that are Indigenous, Black and/or from other communities who have been disadvantaged due to race) regarding organizational adherence to anti-racist guidelines and practices?	**Yes**: 27% **Our organizations** has a general compliant mechanism (does not explicitly address or name anti-racism): 52% **No**: 19% **N/A**: 2%
2.s	In the past 12 months, has your organization completed a formal diversity, equity, or inclusion audit or assessment?	**Yes**: 26% **No**: 74%
2.t	Does your organization have safe, transparent, and formal reporting and redress mechanisms with explicit reference to experiences of racism and race-based discrimination?	**Yes**: 59% **No**: 41%
2.u	Does your organization currently directly enable staff and/or volunteers to participate in equity, inclusion, and anti-racist committees or working groups, either within or external to your organization? By directly enable, we mean that these individuals can complete this work as part of their recognized duties ('on work time') as opposed to in addition to their workload, or are compensated in some way.	**Yes**: 90% **No**: 10%

2.2 Survey Results Table: Communication, Advocacy and Knowledge Management

No.	Question	2024 Result
3.a	Does your organization have policies or procedures that guide: >> Your advocacy and/or stakeholder engagement practices?	**Yes**: 52% **No**: 40% **N/A**: 8%
3.b	In the past 12 months, has your organization undertaken an official audit reviewing racial bias and/or explicit anti-racism in your communications, guidelines, or stakeholder engagement content?	**Yes**: 7% **No**, but an audit has been conducted previously: 26% **No, never**: 67%
3.c	Is professional development and/or training specifically in anti-racism required for staff, volunteers, or consultants engaged by your organization in communications, fundraising, and/or stakeholder engagement roles?	**Yes**: 39% **No**: 60% **N/A**: 2%
3.d	In the past 12 months, has your organization shared communications collateral captured directly by in-country content producers (such as national photographers, writers, or staff)? By 'directly' we mean that the original producer retains ultimate creative or editorial control of the final product.	**Yes**: 69% **No**: 24% **N/A**: 7%
3.e	How often does your organization publicly share communications or collateral captured directly by in-country content producers (such as national photographers, writers, or staff)? By 'directly' we mean that the original producer retains ultimate creative or editorial control of the final product.	**Always**: 14% **Mostly**: 24% **Sometimes**: 42% **Never**: 10% **N/A**: 10%
3.f	Does your organization have an established mechanism for obtaining confidential feedback from relevant stakeholders regarding adherence to anti-racist guidelines in communications collateral and knowledge sharing activities?	**Yes**, there is a mechanism that specifically includes anti-racism: 59% **Our organization** has a general feedback mechanism (does not specifically address or name anti-racism): 50% **No**, our organization does not currently have a mechanism: 42% **N/A**: 2%
3.g	In the past 12 months, has your organization undertaken proactive communications, advocacy, or knowledge-sharing activities for which you had (an) explicit anti-racist objective(s)? By proactive, we are referring to content your organization produced yourself, rather than or in addition to amplifying content produced by others.	**Yes**: 54% **No**: 45% **N/A**: 2%
3.h	In the past 12 months, has your organization: ▪ Received additional funding specifically for anti-racist or anti-oppressive communication or knowledge sharing activities or capacity strengthening?	**Yes**: 16% **No**: 82% **N/A**: 2%
	▪ Allocated existing funding specifically for anti-racist or anti-oppressive communication or knowledge sharing activities or capacity strengthening?	**Yes**: 31% **No**: 68% **N/A**: 2%

2.3 Survey Results Table: Program Design, Monitoring, Evaluation, Learning and Operations

No.	Question	Result
4.a	Does your organization have policies or procedures that guide your project or program development practices?	**Yes**: 87% **No**: 8% **N/A**: 5%
4.b	Does your organization use monitoring and evaluation metrics which explicitly examine racial justice or anti-racism within your programming portfolio overall? Here, we are talking about your assessment of your work as a whole.	**Yes**: 16% **No**: 76% **N/A**: 7%
4.c	In the past 12 months, has your organization implemented any projects which have performance measurement indicators directly related to race and anti-racism? Here, we are talking about specific metrics within a given project(s).	**Yes**: 24% **No**: 72% **N/A**: 3%
4.d	Does your organization have policies or procedures that guide safety and security considerations?	**Yes**: 90% **No**: 6% **N/A**: 3%
4.e	Is professional development and/or training in anti-racism required for staff, volunteers, and/or consultants engaged by your organization in project management or operational roles?	**Yes**: 41% **No**: 48% **N/A**: 11%
4.f	In the past 12 months, has your organization supported the capacity strengthening efforts of program partners in regards to anti-racism and anti-oppression (for example: providing training, sharing resources, etc.)?	**Yes**: 87% **No**: 8% **N/A**: 5%
4.g	Does your organization have official guidelines or procedures regarding the decision-making roles of local staff and partners in regards to project activities and operations?	**Yes**: 58% **No**: 21% **N/A**: 21%
4.h	Does your organization currently collect and analyze disaggregated race-related data for program participants?	**Yes**: 21% **No**: 67% **N/A**: 12%
4.i	Does your organization currently collect and analyze other disaggregated identity data for program participants (gender, age, ability, etc.)?	**Yes**: 81% **No**: 13% **N/A**: 6%
4.j	Does your organization currently collect and analyze disaggregated race-related data for in-country partners and/or staff?	**Yes**: 19% **No**: 81% **N/A**: 0%
4.k	Does your organization currently collect and analyze other disaggregated identity data for in-country partners and/or staff? (gender, age, ability, etc.)?	**Yes**: 31% **No**: 44% **N/A**: 25%
4.l	Does your organization have an established mechanism for obtaining confidential feedback from relevant in-country stakeholders regarding adherence to anti-racist guidelines in project activities and operations?	**Yes**, there is a mechanism that specifically includes anti-racism: 8% **Our organization** has a general feedback mechanism (does not specifically address anti-racism): 47% **No**, our organization does not currently have a mechanism: 27% **N/A**: 18%
4.m	In the past 12 months, has your organization received or allocated funding specifically for anti-racist projects or activities within projects, either in Canada or internationally?	**Yes**, for work in Canada only: 19% **Yes**, for work internationally only: 2% **Yes**, for work in Canada and internationally: 19% **No**: 61%

ANTI-RACIST COOPERATION
ANTI-RACISME EN COOPÉRATION

Collective Commitment

PROGRESS AND THE PATH AHEAD FOR ANTI-RACISM IN CANADA'S INTERNATIONAL COOPERATION SECTOR

2024