



COMMUNITY ENGAGEMENT FOR A PRINCE EDWARD ISLAND ANTI-RACISM ACTION PLAN

FINAL REPORT

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Abstract

*“The success of an intervention depends on the interior condition of
the intervenor” -Bill O’Brien*

Epekwitk (Prince Edward Island) Land Acknowledgement

We acknowledge that the land we gather on is the ancestral land of the Mi'kmaq and we respect the Mi'kmaq as the Indigenous Peoples of Prince Edward Island.

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Executive Summary

This report documents the recently conducted community consultations, a rapid and deeply focused, Government of Prince Edward Island Executive Council Office project, whose purpose was to obtain input and advice from current and historically marginalized folks and communities across Prince Edward Island to inform the development and design of a province-wide anti-racism action plan. The project design and implementation utilized a radically inclusive approach, centering the full participation and contribution of 45-60 folks who have been and/or represent peoples and groups historically marginalized within society. These *included ethnocultural organizations, Indigenous groups, other racialized groups and culturally diverse communities, academia (international students), immigrants (Permanent Residents, Temporary Foreign Workers, Temporary Residents, etc.), women, youth, seniors, people with disabilities, LGBTQ+, rural & urban, cross-sectoral, etc.* Their lived experiences, expertise, priorities, and perspectives are key to fostering cultural and leadership change across government and non-governmental institutions, and multisectoral levels of leadership on Prince Edward Island.

To this end, Mutinda Consulting, a seasoned equity, and justice-centered program management company, brought their diverse community-building, facilitation, and management expertise to provide community engagement services in support of the Anti-Racism Policy Advisor and Executive Council Office. Using an intersectional lens as the point of departure, folks were invited and brought together into small and large groups for connection and conversation. Brave spaces were established through agreed-upon guiding principles, enabling trauma-informed conversations to unlock doors to people's lived experiences, contexts, concerns, and priorities.

The vision of a transformed island life that enables fair access to and participation in the economic, cultural, social, and political spheres of all islanders in their diversity was and continues to be exactly the kind of conversation needed to create an alternative future. Plausibly, imagining an alternative future is not found by doing more diagnosis as a starting point, but rather creating space for iterative, intuitive, and reflexive community engagement processes. The focus of connection, trust-building, collaboration, visioning and co-generation of the passion, energy, and what it will take to get there together, was not and is not merely a process but an end.

At its heart, the project prioritized the perspectives and lived experiences of voices which have and continue to remain on the margins of society. The unheard voices. The unknown experiences. By design, the community engagement process was a non-prescriptive, invitational journey toward connecting across multiple intersections and genuine reflection spaces, daring to find the courage to unmask, connect hearts and minds, and co-create shared

Ultimately the purpose of this work is that a community-generated vision, strategies, and recommendations will feed into the development of an Anti-Racism Action Plan for PEI. ***This means an action plan that is in touch with current priorities, needs, interests and experiences of people and communities who have been historically, and who continue to be marginalized across society.***

The consolidated word cloud below provides a snapshot of participants' ideas and dreams toward a tangible future vision:



When asked “What does your vision of an equitable and inclusive future Prince Edward Island experience look like?”, the following group vision statements emerged:

A transformed Island life creates active space for amplification of Black, Indigenous and People of Color voices and leadership across the global majority to lead and construct an equitable, flexible, and evolving system in which to thrive, create, learn, love, and belong.

A thriving Island that centers Indigenous ways of knowing and being, the wellbeing of all people within loving and caring communities that foster equitable access to all services, and agency within and across all governing spheres of society, for all.

Epekwitk is an environment of openness and love where Indigenous voices and leadership are honoured and thrive, and intergenerational communities freely and fearlessly live, work, play and create comfort and belonging for past, present, and future generations.

Unsurprisingly, these are closely related to the Indigenous perspectives’ findings, which consulted 22 students from a Grade 11 Class in Bluefield High School, four youth from Rocky Point First Nation and nine Off Reserve youth. Specifically, their imagined future state is where ***everyone is treated with respect, differences are valued, systemic barriers are removed through mass education across all of society, everyone is equal, and all voices are heard through trauma-informed, honest dialogue. Everyone is safe, culture and differences are celebrated, seen, honoured, and included across all of society and intersections now, beginning with those in positions of power in government and communities.***

The above statements across all groups were integrated into the following collective vision to capture priorities, ideas, and nuances for a future where all people on Prince Edward Island, no matter who they are, are thriving:

An active, creative, open space centering Indigenous ways of knowing and being while elevating and amplifying voices of the global majority toward constructing an equitable, flexible, and evolving system. This new environment will honour and celebrate the wellbeing of all people within loving and caring intergenerational communities that use their agency within and across all governing spheres of society freely and fearlessly, to live, work, play and create comfort and belonging for past, present, and future generations.

The emergent community vision, themes and strategies demonstrate that government priorities are on the right track, but do not go far enough when it comes to **BIPOC representation and advancement** in the civil service and government agencies, boards, and

commissions; **Culture change**, both within government and throughout Island communities and society; and **Leadership** in applying principles of anti-racism in all areas of government work, including the review and development of policies and legislation and the appropriate collection and use of race-based data.

Beyond the identified government pillars, folks gave hours of their time at each community conversation (two hours each meeting) to interrogate their individual and collective visions, question their assumptions, generate milestones for tracking toward vision, and identify who will do the work. Specifically, a holistic approach from these co-designing and co-imagining conversations reflected additional themes on addressing social factors within education, housing, and health sectors for BIPOC and putting in place transparent accountabilities across all identified strategies toward priority themes. All this was facilitated through a powerful *questions approach* so that small groups could explore through discussion.

Community Consultations Infographic

Inspiring courage toward individual and collective BIPOC expression

Courtesy of Kxndi Illustrated



Background

Creating space for iterative and reflexive community engagement

An equity-centered and radically inclusive community consultation and engagement approach is about investing in building trust so psychological safety can emerge. In the case of building toward an Anti-Racism Action Plan for Prince Edward Island, it meant holding space, facilitating dynamic and reflexive (individual and collective, often simultaneously) wide-ranging strategic conversations, meeting people where and as they are, and utilizing a nuanced process for this reflection to be observed, expressed, engaged, and documented. It was envisaged and experienced that in-person; small group conversations constituted the ideal connecting starting point for the success of this work.

A trauma and culturally informed community consultation and engagement plan by necessity requires facilitating a context of building relations rooted in trust, respect, reciprocity, consent, and accountability. Reimagining an alternative future is central to inviting, convening, and holding space for co-generating conversations with an equity-centered cross-section of society to lead and follow.

Toward modeling and facilitating equity-centered, intersectional consultation and engagement, a group of approximately 45-60 folks from a cross-section of society - with priority for people from historically marginalized groups and communities - were invited to engage in effecting knowledge work, asking and reflecting on profound questions that became the springboard into conversations on substantive issues. An outline of a culturally aware and trauma-informed consultation and engagement process was proposed and further refined in collaboration with the Anti-Racism Advisor, and community representatives, as part of a shared vision of a possible future and ownership strategy.

The first round of conversations comprising Session One (three conversations in total held at the St. Peter's Cathedral Hall in Charlottetown during the week of October 12th-18th) introduced folks to one another and explored an atmosphere of welcome and accessibility to all. Over the course of two hours, meaningful connections, both as a large group and in triads, fostered authentic sharing, and exchange of personal lived experiences with openness and deep listening. Participants met and learned about others in the room, engaged in co-learning, and began to build and foster community-building foundations of friendship and trust.

The next round of conversations within Session Two (three conversations in total held at the Credit Union Place in Summerside during the week of October 19th-24th) built on the trust and

authentic self expression and confidence established in the first session to explore (individually and collectively) a collective future through powerful questions. This space created a foundation on which to envision, co-share and co-innovate equity-centered strategies.

The third and final conversations under Session three (three conversations held virtually during the week of October 25th-31st) invited folks to reframe paradigms by looking with fresh eyes and daring to envision radically inclusive, equitable and fully integrated systems. This final session introduced the draft government-generated Anti-Racism Action Plan into these conversations for reflection, response and deepening alignment with emergent community priorities and vision. Finally, a bilingual community validation workshop was held virtually November 10th, and brought together a consolidation of learning from these nine community consultations, including the Indigenous consultations findings to share with folks who participated, as well as government folks invited as observers to the process.

Approach

Invitational. Intersectional. Informed. Equity-centred.

The scope of the Action Plan was to include, among others, three pillars, specifically, BIPOC representation and advancement in the civil service and government agencies, boards, and commissions; culture change, both within government and throughout Island communities and society; and leadership in applying principles of anti-racism in all areas of government work, including the review and development of policies and legislation and the appropriate collection and use of race-based data.

To this end, invitations were issued to folks across all intersections, from ethnocultural organizations, Indigenous groups, other marginalized groups and culturally diverse communities, academia (international students), immigrants (Permanent Residents, Temporary Foreign Workers, Temporary Residents, etc.), women, youth, seniors, people with disabilities, LGBTQ+, rural & urban, cross-sectoral, changemakers, etc. to join this conversation. Folks brought their lived experiences, skills, and expertise across all aspects of life to co-share, co-learn and co-develop a vision toward a clear path (Action Plan) that practically puts in place these visions and ideas to effectively redress unequal power imbalances.

Ultimately, a PEI that is equitable, and fosters the centering of differentiated perspectives, experiences, histories, and identities, is one where authentic, sector-wide partnerships, and practitioners are strengthening expertise in economic, cultural, social, political, and ecological

spheres of island life, and contributing in appropriate ways to wellbeing, wealth, and innovation.

Over the course of two hours, each of the *Session One* conversations had the goal of fostering an atmosphere of welcome and accessibility, facilitating rich knowledge exchange, generating a co-learning space, and building toward trust and community through seeing and deep listening. Each concluded with their own word cloud, envisioning an alternative future where equity and inclusion are at the heart of the PEI experience in its entirety.

The *Session Two* series explored folks' vision for a balanced and equitable ecosystem led by Black, Indigenous, and People of Color. Utilizing an intersectional lens, BIPOC experiences, visions and expertise across economic, cultural, social, and political spheres took center stage, and articulation of a future state of being that is reflexive and aware of the conditions that need to be met to reach that state, current assumptions, and metrics for tracking milestones, including who will do this work, and how long it will take, began to take shape.

Filled with energy and animation, conversations continued well beyond the set two-hour time frames and fostered meaningful connections across participants. *Session Three* conversations were the final round where each group met virtually to discuss their summarized vision, and identify emergent themes and strategies under each theme, based on group conversations and engagement.

Learning

During these conversations folks worked in triads and in larger groups to establish meaningful connection to one another, and to co-vision, co-imagine and collaborate on the possibility of an alternative, equity-centered and inclusive future for all people on Prince Edward Island. From this work, key learning on both process and end goal, coupled with nuanced engagement when centering non-mainstream, majority world narratives of BIPOC folks emerged and are reflected across expanded themes and strategies. Specifically,

- ❖ Authentic connections bring energy, courage, and foster individual and community wellbeing
- ❖ There is no step-by-step process to follow but rather an unfoldment of continuously contextualized iterations, nuances, and reflections
- ❖ Beginning from a shared humanity / intersectional center, the truth of our interconnectedness and interrelations becomes a clear guide and accountability factor
- ❖ Alignment of individual and collective vision for wellbeing, contribution to society and reaching human potential

- ❖ Life is generous and there is more than enough for us all

Emergent Themes

The intentional design, approach and facilitation of this work revealed six distinct yet closely interrelated themes which, when overlayed will shift directly toward an equitable and inclusive vision: ***An active, creative, open space centering Indigenous ways of knowing and being while elevating and amplifying voices of the global majority toward constructing an equitable, flexible, and evolving system. This new environment will honour and celebrate the wellbeing of all people within loving and caring intergenerational communities that use their agency within and across all governing spheres of society freely and fearlessly, to live, work, play and create comfort and belonging for past, present, and future generations.***

Accountability is about ensuring government systems and processes are in place for measuring health and other data for BIPOC, and that these contextualized checkpoints are transparent, and they ensure barriers are removed and BIPOC can thrive/move toward wellbeing.

BIPOC Representation & Advancement must go beyond tokenistic representation to recognition and inclusion of expertise, utilizing intersectional lenses and centering BIPOC voices, experiences, etc. across economic and other opportunities. It must provide and ensure compensation is applied in alignment with BIPOC expertise.

Community here is a recognition that it will take *everybody* to form communities of support, and to restore freedom and dignity for all people to thrive. It will take power-sharing, with the Government supporting human diversity of identities and interests, to create strong communities and society at large.

Culture Change will be known experientially and concretely when BIPOC are reflected across the cultural fabric of Prince Edward Island. Specifically, this means when BIPOC voices, experiences and knowledge is heard, seen, celebrated, and when they feel safe on the Island. Another indicator of a changed culture toward inclusion is when BIPOC are wealthier and participate and thrive across all spheres of society. When BIPOC choose to stay and invest and contribute to Island life, economics, social and cultural wellbeing, this will indicate that it no longer hurts to live in Prince Edward Island.

Leadership, Legislation and Program and Policy Review is where folks are calling on the Government to remove current barriers to representation, expression (across art, food, dress, language) such that BIPOC no longer remain locked out of economic, political, and financial spaces. This immediate removal of obstacles for BIPOC will go beyond token representation and acknowledgement of systemic barriers toward longer term, sustained integration, and active contribution of BIPOC as legitimate actors and contributors to the health and wellbeing of society.

Social Conditions (specifically Education, Housing & Health) call for a return to Indigenous ways of knowing and being, and the deliberate shift back to the truth of our interconnectedness as humans, and our interdependence to all human and nonhuman life forms. Centering these ways of knowing along with those who have been historically (and continue to be) marginalized as the starting point toward re-education, learning and training across all directions is a pathway toward total restoration (of ourselves, each other, land, society at large, etc.).

A virtual baseline survey was conducted and completed by 31 respondents at the first round of community consultations (session one) mid October, with data collection on participants' social, cultural, and economic backgrounds. This allowed a deeper understanding of folks contributing to this work across multiple categorizations. For example, **one of the stories the data revealed was that most racially marginalized women have been on PEI for 20+ years and yet their income remains median, which may reveal that the types of employment they hold are not managerial or director-level positions but perhaps more frontline and temporary work options. In either case, despite their high levels of education, 65% earn under CAD \$60,000/year.**

Education: 27% - Bachelor's degree 23% - Master's degree 20% - certificate/ diploma 7% - Doctoral 23% - other	Gender identity: 47% - woman 25% - man 19% - questioning/other 9% - gender queer	Diverse-ability: 44% - no access. needs 35% - disability/ accessibility needs 21% - prefer not to answer
Who was in the room?		
Member of a racially marginalized group: 70% - yes 27% - no 3% - preferred not to say	Household income: 36% - \$30k - \$59,999k 29% - under \$30k 19% - 60k - 89,999k 10% - 90k - 119,999k 6% - \$120k or more	Length of time living in Canada: 33% - 21 - 40 years 23% - 1 - 5 years 20% - 41 - 60 years 13% - 5 - 10 years 10% - 11 - 20 years

In terms of emerging themes, trends and priorities, the schematic (**see appendix F**) represents a consolidated vision of all peoples' experiences, priorities, and visions, which, as captured, reflects an expanded thematic presence to include accountability, social conditions such as

education and housing, community, cultural change, BIPOC representation & advancement, and leadership, legislation, and program policy review. This schematic is deliberately presented as a web or complex system of interrelations and interconnections which go beyond linear categorizations to a whole-of-systems approach. The illustration attempts to capture folks' co-imagined and co-designed vision, themes, and strategies, incorporating nuances expressed during consultations that present concrete directions to inform a robust anti-racism action plan for Prince Edward Island.

Next Steps

This fast-paced community engagement project brought BIPOC folks together through a series of sessions that were themselves intentional in their approach toward creating and fostering brave and iterative spaces for diverse equitable future perspectives, experiences, visions, and expertise to emerge. This was done through deliberate invitation, centering historically marginalized folks' lived experiences and priorities, utilizing powerful questions and deep listening techniques to engage, observe and hold space for folks to dream together.

This project lays the foundation as a strong beginning toward developing an informed and reflective anti-racism action plan for Prince Edward Island and the following questions, along with emergent thematic strategies recommendations will be useful.

- Why do racialized folks, en masse, feel as though PEI is not *home*?
- How might the government, and those in charge remove barriers and make the space necessary for those on the margins to thrive?
- How will BIPOC live and work and thrive in alignment with their values on PEI?
- What will it take for real, meaningful culture change to become experiential for BIPOC folks?

First things first, ensuring collective movement toward medium- and long-term transformation means intentional engagement to address, minimize, and ultimately remove the immediate barriers to access, participation, contribution, and representation that BIPOC face across economic, social, political, financial, and educational spheres. The breadth of emerging themes encapsulates interconnected pillars, and each contributes in its own way toward the collective vision, and subsequently identifies immediate, midterm and long-term tangible and actionable strategies. These strategies provide avenues for both working toward creating an equity-centered Anti-Racism Action Plan, while simultaneously reducing and removing existing barriers for BIPOC.

The intersectional lens used to create a solid baseline and a trauma-informed community engagement approach for this work is now complete and requires continued engagement for ongoing reflection and iteration with BIPOC folks. Instituting regular touch points will ensure alignment, and a lived inclusive partnership experience for a robust and jointly owned Anti-Racism Action Plan to emerge. This project now marks the conclusion of this community engagement work centering BIPOC voices, perspectives, and expertise to yield deepened community connections, innovations, and vision for an equitable and

inclusive Prince Edward Island. It also forms the basis upon which expanded themes can be further developed and rolled out across and beyond government departments in truly reflective and inclusive ways for all who reside on Prince Edward Island.

Appendix

A. Community engagement work plan

Culturally Aware and Trauma-Informed Community Consultation and Engagement Plan

for the Executive Council Office of Prince Edward Island

Draft work plan – Submitted October 4th, 2022 / Project Timeline – October & November 2022

This work is designed to center the priorities, voices and lived experiences of folks who have been and/or represent peoples and groups who have been othered and historically marginalized particularly along social, economic, and political lines. This work plan outlines the engagement strategy and qualitative data collection (capturing conversations and nuances in both large and small group discussions) envisioned to ensure consultations, deliberations, and collaborations truly center and represent a cross section of society that is removed from the mainstream. This equity-centered, high impact plan with folks during the 10-day, small group facilitated consultations and conversations will be a pathway toward authentic community-building and visioning for a future that is interconnected and inclusive of all human beings on PEI without exception.

Key Action Steps	Timeline	Expected Outcome	Engagement Strategy & Data Source	Person/Area Responsible	Comments
Initial planning conversation between consultant and Dante	October 3	1. Orientation and overview of work plan draft 2. Ideation and discussion of anticipated process 3. Raise and discuss questions related to liability insurance (as stated within contract), invoicing details, etc.	Virtual meeting	Dante Mueni Notetakers (Victor and Intern)	

		4. Preparation for Oct. 7 th work plan briefing with ECO 5. Submit invoice			
Identify and invite folks from ethnocultural organizations, Indigenous groups, culturally diverse communities, academia (international students), immigrants (Permanent Residents, Temporary Foreign Workers, Temporary Residents, etc.), women, youth, seniors, people with disabilities, LGBTQ+, rural & urban, cross-sectoral, etc.	October 4-8	1. Inform and orient interested folks to the community consultations opportunity including purpose, opportunity, timelines, roles, and responsibilities	-coordination with contacts in community associations including schools, Immigrant and Refugee Services, Culture communities, churches, BCS, BIPOC USHR, -capture demographic data as appropriate	Mueni (Support from BCS, BIPOC USHR, other networks) Dante (to confirm what is needed for future quantitative-focused data)	
Placement of folks into three diverse group of folks of 15-20people each.	October 4-8	1. Confirmation of consultations structure in place - three separate groups with 15-20 folks each 2. Confirmation dates and times for Session 1 for each of the three groups 3. Confirmation of logistics (venue, timing, space set up (coffee/tea/ water/ snacks)) 4. Confirmation of two notetakers and an observer/supporter for each of the three groups' Session 1.	-Invitation letters, phone calls and messages through own networks and above to confirm details of project purpose and opportunity to collaborate/input into the community engagement / community building process	Mueni Dante	

		5. Confirm requirements for travel to/from sessions (if any)			
Key Action Steps	Timeline	Expected Outcome	Engagement Strategy & Data Source	Person/Area Responsible	Comments
<u>Session 1</u> for each group	Oct. 12-18	<ol style="list-style-type: none"> 1. Deliver three, two-hour sessions with 15-20 folks per session 2. Foster an atmosphere of welcome and accessibility 3. Rich knowledge exchange and co-learning generation 4. Build toward trust and community through seeing and deep listening 	<ul style="list-style-type: none"> -All in-person -large and small group exercises -conversations in triads -power questions to guide reflection and <p>Data collection of key activities, outcomes, nuances, questions, and flags</p>	<p>Mueni</p> <p>Notetakers (Dante)</p>	<p>Close coordination with interns (notetakers) and observers (capture nuances) to set up the space, and help welcome folks</p> <p>-feedback cards at end of session (capture questions, concerns, reflections anonymously)</p>
<u>Session 2</u> for each group	Oct. 19-24	<ol style="list-style-type: none"> 5. Deliver three, two-hour sessions with 15-20 folks per session 6. Explore folks' vision for a balanced and equitable ecosystem led by Black, Indigenous, and people of color on ways to create a balanced and equitable ecosystem led by Black, Indigenous, and people of color. Utilizing an intersectional lens, we will center these experiences and perspectives across economic, cultural, social, and political spheres 	<ul style="list-style-type: none"> -All in-person -large and small group exercises -conversations in triads -power questions <p>Data collection of key activities, outcomes, nuances, questions, and flags</p>	<p>Mueni</p> <p>Notetakers (Dante)</p>	<p>Close coordination with interns (notetakers) and observers (capture nuances) to set up the space, and help welcome folks</p> <p>-feedback cards at end of session (capture questions, concerns, reflections anonymously)</p>

		<ul style="list-style-type: none"> 7. Trust and authentic self expression and confidence tangible and welcome 8. Rich knowledge exchange and co-learning generation 			
<u>Session 3</u> for each group	Oct. 25-31	<ul style="list-style-type: none"> 9. Deliver three, two-hour sessions with 15-20 folks per session 10. Trust and psychological safety in place 11. Rich knowledge exchange and co-learning generation 12. Facilitate folks to reframe paradigms by looking with fresh eyes and daring to envision radically inclusive, equitable and fully integrated systems 13. Introduce the current draft Anti-Racism Action Plan into conversations for reflection, response and deepening alignment with emergent community priorities and vision 14. Submit invoice 	<ul style="list-style-type: none"> -All virtual -One French -large group exercises -conversations in triads -power questions <p>Data collection of key activities, outcomes, nuances, questions, and flags</p>	<p>Mueni</p> <p>Notetakers (Dante)</p>	<p>Close coordination with interns (notetakers) and observers (capture nuances) to set up the space, and help welcome folks</p> <p>-feedback cards at end of session (capture questions, concerns, reflections anonymously)</p>
Key Action Steps	Timeline	Expected Outcome	Engagement Strategy & Data Source	Person/Area Responsible	Comments
Data processing and analysis	October 31-November 8	<ul style="list-style-type: none"> 1. Summarize outcomes from each session and identify themes, questions, ideas, etc. 2. Clean and analyze qualitative data 	Data analysis of notetakers from all 10 community consultations	<p>Mueni</p> <p>Dante</p>	-note takers will be asked to submit notes within two hours of each session to ensure receipt and follow up on any questions as

		3. Draft reflections on emerging findings			data cleaning continues
Virtual Community Validation Workshop	November 10 / 11	Present outline of the work, including the purpose, process, findings, learning, recommendations, etc. to folks Create space for folks to reflect, react and respond, ask questions as they arise. Capture key points and confirm next steps	Community validation workshop to report back to community (accountability measure) and hear from them	Mueni	-organize virtual session (Zoom/Teams) and share link in advance of validation workshop Ending survey (poll)
Draft report writing	November 15-20	First draft of reports including sessions summary reports, findings, tools, draft summary report of consultations and thematic analysis of findings, and a final report	Report-writing	Mueni	
Submit Draft 1 report	November 21	-Draft 1 report submitted for review -Submit invoice		Mueni	<i>Timelines adjusted to account for Hurricane Fiona, and other unforeseen community consultation emergencies. Final report delivered Dec 14th</i>
Feedback and reflections	November 26	-Review draft (Nov. 21-26)		Dante / ECHO	
Submit final report	December 5	-Incorporating feedback and editing report (Nov. 27-Dec. 2) -Submit final invoice	Report-writing	Mueni	

Risk Register

Risk Description	Risk Likelihood (Not likely, likely, very likely)	Potential Impact (1=very low 5=very high)	Risk Mitigation	Responsible	Status	Notes
Tight timelines	Likely	4	Close collaboration with Dante and team to identify and set up consultations as soon as possible	Mueni	started	

Availability and confirmation of notetakers for all sessions (consistency preferred)	Likely	4	Confirm as soon as possible the availability of two capable notetakers (research, subject matter experience and interest <i>Identify others (ideally two master's level students from UPEI faculty of Psychology and/or Sociology)</i>)	Dante / Mueni		
Internal government administration processes	Likely	5 – undue delays	Anticipate as much as possible what is needed over the next month, particularly with community consultations (i.e. honorariums for participants – target is 45-60people, travel expenses coverage, etc.) and put systems in place to facilitate a streamlined process	Dante / Mueni		

Cost Projections

Item	Anticipated Cost	Notes
Honorariums	\$1,500	60people at \$25 each (for attending all three community consultations and validation workshop)
Logistics	\$840	60people (coffee/tea/snacks @\$7/person for 20people each meeting (20*3 groups *2 in-person meetings=120 x 7
Insurance	\$850	Includes Commercial General Liability & Professional Liability (to max \$2million), and Automobile Liability (to max \$1million). This is the annual fee for above coverage quoted through Zensurance (<i>see attached</i>)
Two Notetakers (all community consultations and validation workshop)	\$340 per notetaker for all consultations-related work Total: \$680	Three sessions per group (three groups) for a total of 10 consultations – six in-person, four virtual (includes one virtual validation workshop). Each session for each group is two hours (total 18hours), in addition to preparatory meetings prior to each of the three sessions (one hour each for total of three hours). -Two notetakers needed at each session (ensures more accurate data collection and triangulation) -Total hours: 20

		-Hourly wage for level of skill & expertise required: \$17 *This cost item can be eliminated if the two notetakers are supplied through government channels
Transportation costs (anticipatory) to/from venue	\$900	Actual costs (and supporting receipts) to be submitted at end of consultations period (October 30 th)
Subcontracting three individuals from BIPOC USHR & BCS to support logistics	\$300 per individual Total: \$900	-identifying folks and inviting them to sessions; setting up meetings; setting up the space and providing snacks, etc.; setting up online meetings, facilitating administrative tasks (including copies of documents, markers, feedback cards, post-its, flip charts, etc.) and observe and note (document) nuances from consultations -Total hours: 20 -Hourly wage for level of skill & expertise: \$15
TOTAL	\$5,670	<i>Estimated costs to facilitate an in-depth and robust community consultation within a tight timeline*</i>

Notes (from Contract) Key: Provide community engagement services to support the Anti-Racism Policy Advisor and Executive Council Office in developing an Anti-Racism Action Plan.

Scope of the Action Plan:

1. BIPOC representation and advancement in the civil service and government agencies, boards, and commissions.
2. Culture change, both within government and throughout Island communities and society.
3. Leadership in applying principles of anti-racism in all areas of government work, including the review and development of policies and legislation and the appropriate collection and use of race-based data.

Reporting Requirements:

1. Provide weekly reports or updates to the Anti-Racism Policy Advisor.
2. Meet with the Anti-Racism Action Plan Oversight Committee as required.
3. Present final report including a thematic findings and summary of results from consultations to the Oversight Committee and leadership groups (maximum 3 presentations).

Deliverables:

1. Community engagement work plan.
2. Engagement tools such as survey and interview and/or discussion guide.
3. Reports from each engagement element conducted.
4. Draft summary report of engagement consultations, including a thematic analysis of findings.
5. Slide deck of findings.
6. Final report.

B. High level workshop guide

Culturally Aware and Trauma-Informed Community Consultation and Engagement

October 2022, Community Consultations Workshop Discussion Guide

Three groups (9am-11am; 2pm-4pm; 6:30pm-8:30pm); three in-person workshops; 2hrs each workshop held at Credit Union Place, Summerside, PEI

Purpose: *Provide community engagement services to support the Anti-Racism Policy Advisor and Executive Council Office in developing an Anti-Racism Action Plan.*

Scope of the work (toward an Anti-Racism Action Plan):

4. BIPOC representation and advancement in the civil service and government agencies, boards, and commissions.
5. Culture change, both within government and throughout Island communities and society.
6. Leadership in applying principles of anti-racism in all areas of government work, including the review and development of policies and legislation and the appropriate collection and use of race-based data.

Time	Activity	Tools & Resources	Lead	Notes
8:45am	Welcome and tea/coffee/water; connecting and signing in	Welcome desk, resources, orientation, etc.	Kendi, Aaron & Mueni	Registration. Confirm contact info; connect
9am-9:20am	<p>First things first – becoming aware of our positionality</p> <p><i>We begin by acknowledging that the land on which we gather is the traditional and unceded territory of the Abegweit Mi'kmaq First Nation. We come with respect for this land that we are on today, and for the people who have and do reside here.</i></p> <p><i>As part of our commitment to reframe our responsibilities to land and community we use the following questions as a guide: what relationship with land should we as non-colonizing settlers of Indigenous lands choose to foster? For settlers like us, brought to or born in lands we settle upon, what relationship do we and should we have with land, removed from our roots?</i></p>	<p>Seating in circle format</p> <p>*Relax eyes (look down, close) *Breathe deeply (3-4times) *What are you grateful for?</p>	Mueni	<p>Centering – breathing; presence; calming; resting; you're okay here; you can let go</p> <p>Land Acknowledgement</p>

	<p><i>How would you tell it to your grandmother what your dream is?</i></p> <p><i>If radical imagination is about creating overlapping, multiple, contradictory, co-existing imaginaries of possibilities, let's use this as a launch pad to create the world we want. Create a statement that expresses, clearly, the world you envision. An amazing future that represents and embraces all of who you are 😊!</i></p> <p>Review instructions... (above)</p>	<p>10min -</p> <ul style="list-style-type: none"> *What interrelations do we need to be aware of? *What assumptions are we making? Is there anything we're not seeing/deliberately ignoring? <p>10min -</p> <ul style="list-style-type: none"> *How will we know we have achieved this? *Who will do what? *Is there a timeframe? Timeline? *complex/dynamic/natural/restorative web to track milestones? <p>5min –</p> <ul style="list-style-type: none"> *Group Name *Finalize to present to larger group (3min high level) 		<p><i>*Take Health / stretch / deep breaths / beverage break as you need</i></p> <p><i>*Photos</i></p>
10:25am-10:45am	Group Presentations	-Clarifications and comments from Peers; documentation		
10:45am-11am	<p>CONCLUSION:</p> <ul style="list-style-type: none"> *Summary of Session & Thanks *Overview of next session (Virtual – 1hr) *Feedback Cards (sticky notes all around)* *Logistics notes (questions, etc.) 	<p>Q: What responses emerged during this exercise? Anxiety? Resistance? Relief? Excitement? Hopelessness? Anger? Frustration? Defensiveness? Acceptance? Note these</p>	Mueni	<p><u>Next session:</u> further reflect on this considering the current anti-racism action plan (draft form)</p>

NOTES

GOV PEI Vision: dream/reflect/imagine what this (**A transformed island life that enables fair access to and participation in the economic, cultural, social, and political spheres of all islanders in their diversity**) looks/feels/sounds like to you.

DISCUSSION GUIDELINES:

As we continue, we want to walk through meeting guidelines to ensure our individual and collective responsibility to creating open, meaningful connections, and harnessing our courage and vulnerability to foster a brave space for trust and truth-telling to occur. Thank you for attending this important meeting! Your lived experience, expertise, skills, perspective, and vision, and all of who you are is valued here, and is welcome here. We want to hear from each person, and have meaningful, respectful, generous interactions with each other. We desire to cultivate meaningful connection and engagement, and care into the unknown, even when it feels scary. Given the purpose and topic of these community consultations toward equitable and inclusive ways of being for all islanders no matter what, the meeting may be uncomfortable at times. It will be useful to agree as a group to some guidelines for the discussion.

1. Approach the discussion with a sense of curiosity, a willingness to learn from others' perspectives and experiences, and a desire for constructive dialogue.
2. Accept every person's perception as being true for them.
3. Avoid making judgments about others. Assume positive intent and be empathetic.
4. Speak only for yourself.
5. Be mentally present. Stay engaged and guard against "shutting down."
6. Say it here. Say it now.
7. Listen actively to everyone. Avoid interrupting, side conversations, checking smartphones, and other distractions.
8. Be courageous and authentic. Share with others what is going on in your mind, even if it is not very pretty. Express your feelings genuinely.
9. Support others in their efforts to broach uncomfortable topics or experiment with unfamiliar behaviors.
10. Maintain confidentiality.
11. Hold one another accountable for adhering to these guidelines.

****Are there any questions?***

****Is there anything missing?***

****Are we all in agreement to being together using these guidelines?***

C. Survey findings



QuestionPro-Survey-- QuestionPro-Survey--
1602663381-11-02-20 1602663381-11-02-20

D. Participant list

Community Consultations for an Anti-Racism Action Plan for Prince Edward Island

Monday, October 24th - Credit Union Place, 511 Notre Dame St., Summerside, PE

Meetings: 9am-11am; 2pm-4pm; 6:30pm-8:30pm

#	<i>Participant List</i>	<i>Check-in</i>	<i>Driver</i>	<i>KM (to / from mtg) *Gov. rate: 51.6c/km</i>	<i>Signature (drivers only)</i>	<i>Group (morning / Afternoon / evening)</i>	<i>Notes/Comments</i>
1	Deborah Uzoma Langston						
2	Daniel Ohaegbu						
3	Sobia Ali-Faisal						
4	Stephanie Arnold						
5	Eliza MacLauchlan						
6	Erica Stanley						
7	Amit Amit						
8	Thi Nguyen						
9	Antwaun Rolle						
10	Leith Chu						
11	Gbenga Dada						
12	Fares Chehayeb						
13	Farzana Yeasmin						
14	October Smith						
15	Eberechi Okwuwolu						
16	Elizabeth Kibenge						
17	Rory Starkman						
18	Shannon Snow						

19	Nnena Ukwu						
20	Ainsley Kendrick						
21	Sweta Daboo						
22	Nouhad Mourad						
23	Monia Kayijuka						
24	Jordon Edwards						
25	Tyler Murnaghan						
26	Chantia Sawyer						
27	Stella Shepard						
28	Henry Luyombya						
29	Makena Tarichia						
30	Jean Tuplin						
31	Devon Broome						
32	Kerry Duggan						
33	Mark Cameron						
34	Tracey Wadman						
35	Jordon Edwards						
36	Sue MacDougall						
37	Amirah Oyesegun						
38	Mehdi Belhadj						
39	Gord Mcneilly						
40	Selvi Roy						
41	Anna King						
42	Trévar Brown						
43	Arthur Penn						
44	Kxndi Tarichia						
45	Aaron Sardinha						
46	Mueni Mutinda						
47	Victor Bickersteth						
48	Ayo Leye						
49	Dante Bazard						

E. Consolidated notes from each engagement session

COMMUNITY CONSULTATIONS TOWARD AN ANTI-RACISM ACTION PLAN FOR PRINCE EDWARD ISLAND

Session Two Community Consultations

Date & Time (of meeting): October 24th morning meeting (9am-11am)

Group (name, etc.)	FUBU
Vision Statement	<p>A transformed Island life facilitates anti-racism & discrimination and creates active space for the amplification of Black and Indigenous voices and leadership across the global majority to lead and construct an equitable, flexible, and evolving system in which to thrive, create, learn, and love.</p> <p>Creating a thriving Island with increased representation in leadership and amplified Black and Indigenous voices. A home for [all Islanders].</p>
Strategies (HOW do we get there?)	<p>Conditions</p> <ul style="list-style-type: none"> • Challenging and reframing standards by which we engage with people (Ed/intellect/physically/spiritually) (intersection) • Knowledge of racism for White people. Do they know? They know how to hurt. • <p>How can we make the White Supremacy not beneficial to the system?</p> <ul style="list-style-type: none"> • Create systems that do not allow White supremacy to perpetuate & benefit. • Freedom to move around and make our own decisions & live by their consequences. • Removing barriers to employment to BIPGM (Jobs and Careers) • Removing language barriers (French is valued when Black and Indigenous & Black voices aren't valued). If someone speaks other languages, they should be rewarded/valued (Mandarin, Swahili, Miq'Maq). Listen to the experiences. Give 2nd language value. • Allocation of GDP to communities who DO NOT HAVE ACCESS! -Reparations. • Access to our own money will allow for pride/cultural confidence. • Removing holds on cultural expression • Land back to express our culture e.g. food @ the Bog, Music @ Nimrods • Centering healing & love in our education

<p>Measurement framework / tracking (how will we know this future state has been achieved?)</p>	<ul style="list-style-type: none"> • Living here won't hurt so much • We will feel safe • We feel seen/heard • It will be reflected in each other • We (BIPGM) will be wealthier (financially and otherwise) • We will be reflected in the cultural fabric • Less pressure to meet status quo (less marriages, potentially less children) • Less 9 – 5 living • All of this happens in a non-linear system • Compass/ connected / tendrils • ACCOUNTABILITY <p>Who will do this?</p> <ul style="list-style-type: none"> • Everybody • White women are critical to this (so many cultures, this demographic passes down this knowledge). Train the trainer. Engage with White women. If White Women took a stance, we wouldn't be fighting. • White men • Black men • Black/women of colour • Queer/trans womxn of colour. "If they can exist safely in this world, we will know we made it" •
<p>Assumptions</p>	<ul style="list-style-type: none"> • We are assuming that people will listen. • We assume action will result from governmental implementation. • Re: language – even if we remove language barriers, we are assuming that the jobs will be given to BIPGM and the first language is still valued. • Assuming the system won't maneuver and navigate around the conditions. • Folks assume if BIPGM thrive that White will "fall" • We assume all BIPGM will join in this. • BIPGM who benefit from the current system will upend this system. Meritocracy and capitalism have so many of us. • We assume all intersectionalities will be included in this.

	<ul style="list-style-type: none"> • If we reframe the values by which we value people to include the many intersections, will it still open door for BIPGM • We assume there won't be push-back.
Key questions / discussions / reflections / feedback, etc. from others in the room...; Emerging themes, ideas, questions, reflections (<i>constant references, words, statements you notice throughout meeting</i>); Nuances (<i>energy in the room, body language, questions, tone, etc.</i>)	

Session Two Community Consultations

Date & Time (of meeting): October 24th afternoon meeting (2pm-4pm)

Group (name, etc.) Group A	THE RADICAL SCORPIOS
Vision Statement	We acknowledge that our government + society and all that it encompasses are built on a foundation of White supremacy, racism, colonialism, capitalism, misogyny, homophobia, ableism etc. To counter this, our anti-racism policy must be committed to unlearning, decolonizing, being anti-racist, pro-queer, pro-Black etc. Until all of us are thriving and cared for, none of us are.
Strategies (HOW do we get there?)	<ul style="list-style-type: none"> • Trust, shared vision • Anti-capitalism + mutual aid • Child care, elder care, intergenerational community • Collectivism- thinking, housing • Rethinking land ownership • Indigenous ways of knowing
Measurement framework / tracking (how will we know this future state has been achieved?)	<ul style="list-style-type: none"> • When the needs of the most vulnerable are met + thriving • People having tangible capacity to grow, learn and pursue interest • Strong connection to community • To begin to achieve goals, anti-capitalism • P.R we must move ways from current party/politics • Radical honesty and love • Public instead of private co
Assumptions	<ul style="list-style-type: none"> • It is possible, plus we may see changes in our lifetime • That the system being removed wouldn't replicate in new or more harmful ways • Believing in the good of people that could allow these changes to occur • Structures created deliberately to stigmatize everyday people, criminals etc. rather than billionaires

	<ul style="list-style-type: none"> • The future plus potential world events that could impact resources, livelihood, land health etc. • Billionaires who exploit + extort to make profit are admired rather than seen as criminal's vs stigmatized + marginalized people seen as criminals when in reality. Our structure + society ensures + creates this through inequity + trauma.
Key questions / discussions / reflections / feedback, etc. from others in the room...; Emerging themes, ideas, questions, reflections (<i>constant references, words, statements you notice throughout meeting</i>); Nuances (<i>energy in the room, body language, questions, tone, etc.</i>)	

Group (<i>name, etc.</i>) Group B	Josuke
Vision Statement	Value safety for all people for accessible engagement in our communities, in the work we do and in governing.
Strategies (HOW do we get there?)	<p>Conditions</p> <ul style="list-style-type: none"> • Empathy • Education • Awareness • Living wage to thrive • Understanding • More diverse experiences in government
Measurement framework / tracking (<i>how will we know this future state has been achieved?</i>)	<ul style="list-style-type: none"> • Clear guidelines for hiring practices • By the # Folks who are wait-listed for a family doctor is reduced • # Folks with access to healthcare is increased • Folks with careers and long-term employment with the newcomer communities • More diversity within government • Greater representation across all sectors • Folks feel more safe • The community lets us know • When the dominant narrative is not white
Assumptions	<ul style="list-style-type: none"> • Assuring that community is open to change • Our voices are relevant • Assuming funding is available

	<ul style="list-style-type: none"> • Assumptions that there is a commitment to learn and change in the community • Assuming that change is better
Key questions / discussions / reflections / feedback, etc. from others in the room...; Emerging themes, ideas, questions, reflections (<i>constant references, words, statements you notice throughout meeting</i>); Nuances (<i>energy in the room, body language, questions, tone, etc.</i>)	

Group (<i>name, etc.</i>) Group C	LAA
Vision Statement	A thriving island that prioritises health and well being for all. Where we hold each other accountable, and centres indigenous ways of knowing and being.
Strategies (HOW do we get there?)	<ul style="list-style-type: none"> • Anti-capitalist • Anti-oppressive • Pro-racialized • Decolonial • Accountability • Accessibility • Basic Income Guarantee
Measurement framework / tracking (<i>how will we know this future state has been achieved?</i>)	<p>Who?</p> <ul style="list-style-type: none"> • Everyone BUT Cis White Men <p>Signals</p> <ul style="list-style-type: none"> • Housing Security • Decrease in abuse reports • Food security • Free Health that is Accessible • Basic Income Guarantee • Free childcare • Mutual Aid/ Community • Free post secondary • Education/improved built environment • Free transportation
Assumptions	<ul style="list-style-type: none"> • Human beings > \$ • People having self-awareness • Community caring for each other

Key questions / discussions / reflections / feedback, etc. from others in the room...; Emerging themes, ideas, questions, reflections (*constant references, words, statements you notice throughout meeting*); Nuances (*energy in the room, body language, questions, tone, etc.*)

Group (<i>name, etc.</i>) Group D	Table D: D Table
Vision Statement	<ul style="list-style-type: none"> - Anti-oppressive Society & decolonial - Anti-racism & Anti-oppression - Thriving & loving society - Anti-oppressive environment that cares for equitable participation for all humans. - Action against exploiting workers; protection of marginalized communities, voices who are silenced & increase transparency; safety regardless of status.
Strategies (HOW do we get there?)	<p>What needs to be in place?</p> <ul style="list-style-type: none"> - Knowledge transmission at all levels - System of accountability/accountability framework. - Decolonial solutions to problems - Examine what needs to be changed and into what? - Mechanisms to apply knowledge - Increased representation to a meaningful/powerful level - Give power to silenced voices - Support to people already doing the work
Measurement framework / tracking (<i>how will we know this future state has been achieved?</i>)	<ul style="list-style-type: none"> - Reduced distress calls to BCS & BIPOC USHR - Significantly less illness/greater health of all types - No longer experiencing racism in & from systems - No homelessness - Thriving non-profit sector that works for marginalized communities - No violence - No barriers to immigration - Equal decision-making power for Mi'kmaq peoples <p>How long? Who will do the work?</p> <ul style="list-style-type: none"> - Alliance between non-profit and government

	<ul style="list-style-type: none"> - Equal power between communities & government - Community leadership - Long time!!! Decades
Assumptions	<ul style="list-style-type: none"> - There won't be much resistance - Government is acting in good faith - Government cares about marginalized populations - Government wants to give power to non-profits/marginalized communities - Government wants to learn - People want to learn - Government will allocate money - Community members want this
Key questions / discussions / reflections / feedback, etc. from others in the room...; Emerging themes, ideas, questions, reflections (<i>constant references, words, statements you notice throughout meeting</i>); Nuances (<i>energy in the room, body language, questions, tone, etc.</i>)	

Group Statements –

We acknowledge that our government + society and all that it encompasses are built on a foundation of White supremacy, racism, colonialism, capitalism, misogyny, homophobia, ableism etc. To counter this, our anti-racism policy must be **committed to unlearning, decolonizing, being anti-racist, pro-queer, pro-Black etc. Until all of us are thriving and cared for, none of us are.**

- Anti-oppressive Society & decolonial
- Anti-racism & Anti-oppression
- **Thriving & loving society**
- **Anti-oppressive environment that cares for equitable participation for all humans.**
- Action against exploiting workers; protection of marginalized communities, voices who are silenced & increase transparency; safety regardless of status.

A thriving island that prioritises health and well being for all. Where we hold each other accountable, and centres indigenous ways of knowing and being.

Value safety for all people for accessible engagement in our communities, in the work we do and in governing.

Consolidated GROUP statement:

A thriving island that centers Indigenous ways of knowing and being, the wellbeing of all people within loving and caring communities that foster equitable access to all services, and agency within and across all governing spheres of society, for all.

Session Two Community Consultations

Date & Time (of meeting): October 24th evening meeting 6:30pm-8:45pm)

Group (name, etc.) Group A	[Group name misplaced]
Vision Statement	A redefined, flexible, and growing environment that facilitates the amplification & honouring of Indigenous voices + leadership, creates safety & comfort for future, past, and present generations, and strives for systemic transformation. This will be done in anti-capitalist, anti-patriarchal, anti-colonial, anti-racist, pro-queer, pro-BIPGM, and anti-oppressive ways.
Strategies (HOW do we get there?)	Conditions <ul style="list-style-type: none">• Return to Indigenous ways of knowing that honours the place (land where we are)• Relinquishment of power – redistribution & recognition• Start from (1) build back up taking most vulnerable into consideration. BIPOC, especially Indigenous & Black women.• Unscripted work – need for constant adjustment – who has been left out?• Education at all levels, including those in power. Bottom up and top down; that validates experiences + values them.• Unlearning harmful ways of doing + systems relearning new & better ways
Measurement framework / tracking (how will we know this future state has been achieved?)	<ul style="list-style-type: none">• Checkpoints for BIPGM re: health + education• Collection of data• We need an assessment tool in place• Specific data collection for particular and contextualized social determinants of health/well-being Who will do this? <ul style="list-style-type: none">• Starts from the top• Leadership. Premier.• Commissioner + Anti-racist com.• Educators as a whole

	<ul style="list-style-type: none"> • Cis/het White men • Consumers • Invest in local business • More co-operatives • Greater retention • Support community • Proper representation (non-tokenistic expertise) in administrative/leadership for decision making committees. • Tools to ensure rep. WILL be included. • The monitoring of health & well-being of BIPGM • Change doesn't occur (undo) with a change in leadership <p>When?</p> <ul style="list-style-type: none"> • Must start now • Not in 1 lifetime • Legacy • 2-3 generations
Assumptions	<ul style="list-style-type: none"> • People in power are willing to relinquish • Assuming people are willing to learn • That discrimination won't be tolerated • Assuming people want this change. Some folks work within the system. • That people think in ethical/non-racist ways. That people are aware. • Assuming everyone believes in this change. • That the gov wants reconciliation.
Key questions / discussions / reflections / feedback, etc. from others in the room...; Emerging themes, ideas, questions, reflections (<i>constant references, words, statements you notice throughout meeting</i>); Nuances (<i>energy in the room, body language, questions, tone, etc.</i>)	

Group (<i>name, etc.</i>) Group B	Universally United
Vision Statement	<p>Epekwitk is a place that is genuinely loving, equitable in access to opportunities, inclusive and welcoming for BIPOC to live, work, play & thrive.</p> <p>Epekwitk is a community where our children will be fearless and have a sense of belonging without the spectrum of race.</p>

Strategies (HOW do we get there?)	<p>Who will do the work? All of us will be trained in how to do the work</p> <p>Conditions</p> <ul style="list-style-type: none"> - More Indigenous teachings. Make Indigenous teachings accessible to Everyone on the Island. - Education - Empathy - Accountability/checks & balance - Repercussions for certain actions - Access to economic resources & opportunities. - Access to political power - Mobilization (community activism)
Measurement framework / tracking (<i>how will we know this future state has been achieved?</i>)	<p>How will we know?</p> <ul style="list-style-type: none"> - When we start getting positive feedback from our children. - Diversified social connections in a genuine manner. - When BIPOC people who are qualified get paid/get work in their fields & get paid accordingly for it. - BIPOC representation in senior management positions - A plan - Feel & see the change within ourselves as well as for our peers. - Less fear/less combativeness amongst communities - When research shows BIPOC mental health is improving on the Island.
Assumptions	<p>Assumptions</p> <ul style="list-style-type: none"> - People will take responsibility - That all Islanders will listen/buy in - The government will listen - Assumption of equal playing field - Assumption that capital = respect - Islanders accept that they're not inclusive. - People will take accountability for willful ignorance.
Key questions / discussions / reflections / feedback, etc. from others in the room...; Emerging themes, ideas, questions, reflections (<i>constant references, words, statements you notice throughout meeting</i>); Nuances (<i>energy in the room, body language, questions, tone, etc.</i>)	

Group Statements –

A redefined, flexible, and growing environment that facilitates the amplification & honouring of Indigenous voices + leadership, creates safety & comfort for future, past, and present generations, and strives for systemic transformation. ~~This will be done in anti-capitalist, anti-patriarchal, anti-colonial, anti-racist, pro-queer, pro-BIPGM, and anti-oppressive ways.~~

Epekwitk is a that is genuinely loving, equitable in access to opportunities, inclusive and welcoming for BIPOC to live, work, play & thrive.

Epekwitk is a community where our children will be fearless and have a sense of belonging without the spectrum of race.

Consolidated GROUP statement:

Epekwitk is an environment (ecosystem?) of openness and love where Indigenous voices and leadership are honored and thrive, and intergenerational communities freely and fearlessly live, work, play and create comfort and belonging for past, present, and future generations.

Vision Statement: Oct. 26th (consolidation with afternoon and evening groups)

Epekwitk honors thriving, loving human beings of all colors, shapes, experiences, sizes, in their rich diversity creating, living, working, and playing fearlessly in communities that center Indigenous leadership and ways of knowing and being, and the interconnectedness with all life forms across past, present, and future

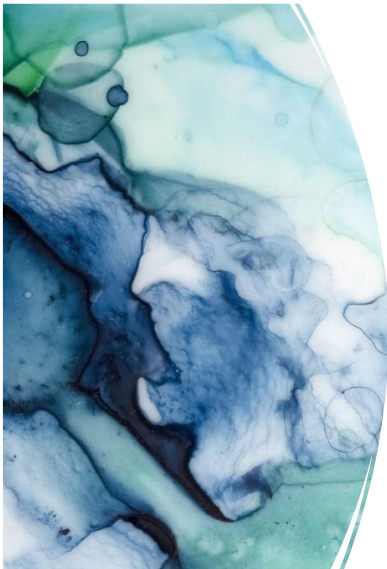
F. Group Sessions excel sheets (three)

See attached excel sheets for more details on group session schematics (respective tab depicts a vision, themes, and strategies), as well as a consolidated summary of the entire community consultations process



Community
Consultations Schema

G. Slide deck of community consultations validation workshop (presentation)



Community Validation Workshop

Community Consultations Toward an
Anti-Racism Action Plan for Prince Edward Island

Mutinda Consulting
November 10th, 2022



Welcome & Land Acknowledgement

Community Consultations toward an Anti-Racism Action Plan for PEI

- Identification and open invitation to 45 -60 folks
- Bringing folks together in a series of sessions
- Deep questions
- Building trust to co-create
- Dreaming – reimagining an alternative future
- Meaningful connections toward community -building

Community Consultations toward an Anti-Racism Action Plan for PEI

- **Session One (In Person):**
*October 12 to 18 at
various times at St.
Peter's Cathedral Hall,
Charlottetown, PE*



Community Consultations toward an Anti-Racism Action Plan for PEI

- **Session Two (In Person):** *October 24
(9-11am; OR 2pm-
4pm; OR 6:30pm-
8:30pm) held at the
Credit Union Place,
Summerside, PE*



Community Consultations toward an Anti-Racism Action Plan for PEI



- **Session Three**
(VIRTUAL):
October 25 to 28
at various times

Key Learning

- Connections - community
- Nuances
- Alignments
- We ALL have a dream
- There is room for every - one
- Intersectional lens



Education:	Gender identity:	Diverse-ability:
27% - Bachelor's degree 23% - Master's degree 20% - certificate/ diploma 7% - Doctoral 23% - other	47% - woman 25% - man 19% - questioning/other 9% - gender queer	44% - no access. needs 35% - disability/ accessibility needs 21% - prefer not to answer

Who was in the room?

Member of a racially marginalized group:	Household income:	Length of time living in Canada :
70% - yes 27% - no 3% - preferred not to say	36% - \$30k - \$59,999k 29% - under \$30k 19% - 60k - 89,999k 10% - 90k - 119,999k 6% - \$120k or more	33% - 21 - 40 years 23% - 1 - 5 years 20% - 41 - 60 years 13% - 5 - 10 years 10% - 11 - 20 years

Outcomes - Vision



Group Statements from Session 1 visioning exercise:

A transformed Island life creates active space for amplification of Black and Indigenous voices and leadership across the global majority to lead and construct an equitable, flexible, and evolving system in which to thrive, create, learn, love and belong.

A thriving Island that centers Indigenous ways of knowing and being, the wellbeing of all people within loving and caring communities that foster equitable access to all services, and agency within and across all governing spheres of society, for all.

Epekwitk is an environment of openness and love where Indigenous voices and leadership are honored and thrive, and intergenerational communities freely and fearlessly live, work, play and create comfort and belonging for past, present, and future generations.

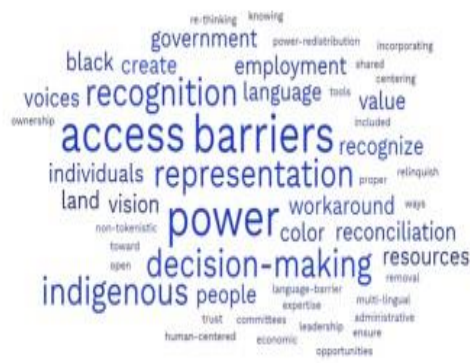
Outcomes - Themes



- *Community*
- *Culture Change*
- *Accountability*
- *BIPOC Representation & Advancement*
- *Social conditions (Education & Housing)*
- *Leadership, Legislation, and Program and Policy*

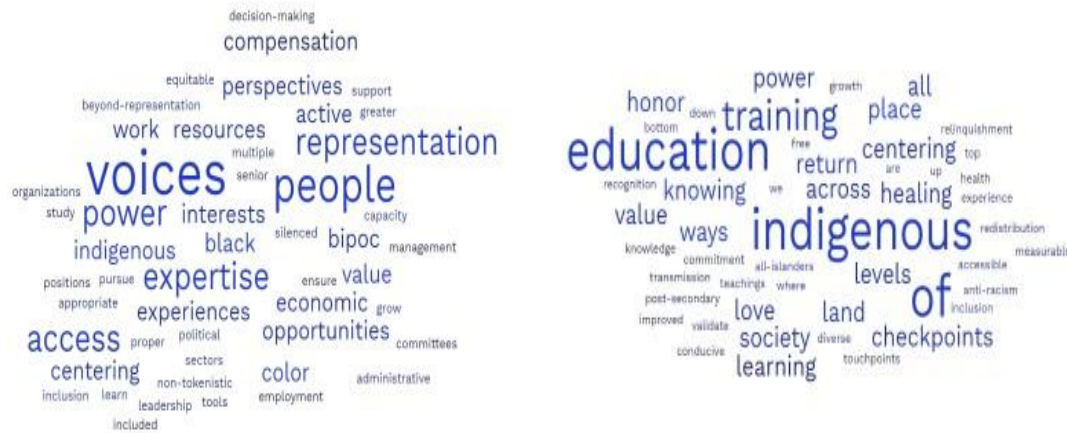


Culture (right) – when will we know and sense a culture change across the Island? When BIPOC are reflected across the cultural fabric; when they're heard, seen, celebrated and safe; when they are wealthier and participate and thrive across spheres of society. When it doesn't hurt so much to live here.



Leadership, Legislation and Program and Policy Review (right) – Government must remove barriers to representation, expression (art, food, dress, language) such that BIPOC are NOT locked out of economic, political, educational, and financial spaces. This is going beyond token representation to integration and active contribution to society, as legitimate actors and contributors to the health and wellbeing of society.

Outcomes - Strategies



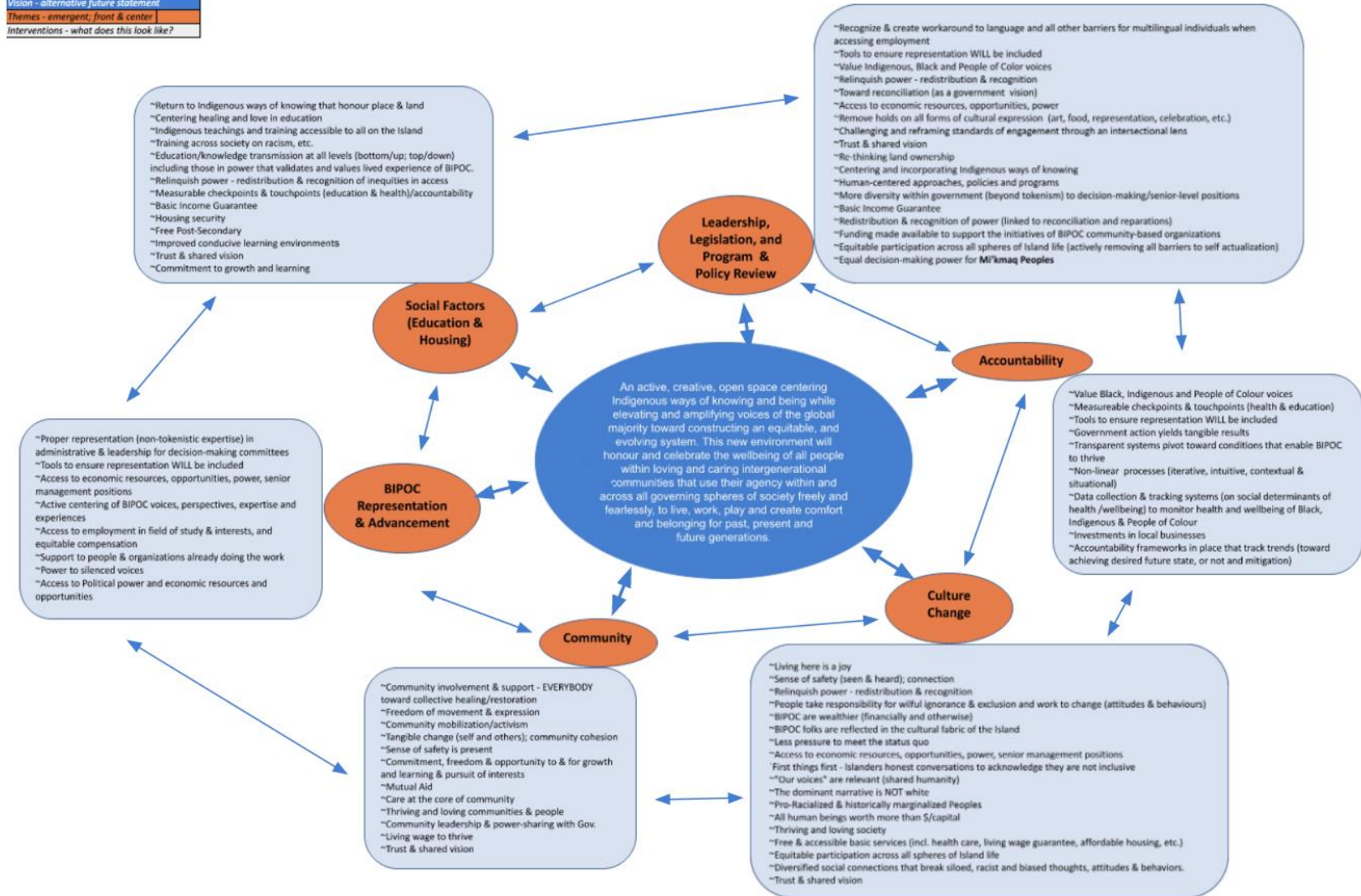
BIPOC Representation & Advancement (left)– beyond tokenistic representation to recognition and inclusion on expertise, utilizing intersectional lens and centering BIPOC voices, experiences, etc. across economic and other opportunities; providing and ensuring compensation is according to expertise.

Social Conditions (Education, Housing & Health) (right)– Calling for a return to Indigenous ways of knowing and being, that will benefit all of us and centering these ways of knowing along with those who have been historically (and continue to be) marginalized as the place to begin; education, training across all directions (top-down/bottom-up, etc.) to bring about society-wide learning, and create checkpoints to track progress toward common values, and ultimately, healing/restoration (ourselves, each other, land, society at large, etc.).

A Vision for an Equitable & Inclusive PEI

An active, creative, open space centering Indigenous ways of knowing and being while elevating and amplifying voices of the global majority toward constructing an equitable, flexible and evolving system. This new environment will honour and celebrate the wellbeing of all people within loving and caring intergenerational communities that use their agency within and across all governing spheres of society freely and fearlessly, to live, work, play and create comfort and belonging for past, present and future generations.

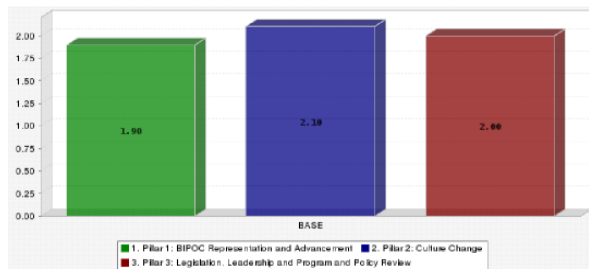
Vision - alternative future statement
Themes - emergent, front & center
Interventions - what does this look like?



Notes: Toward creating systems that do not perpetuate white supremacy
Interrelations & interlinkages across everything (see arrows indicating multidirectional flow of learning, exchange, connections, etc.) because nothing happens in isolation

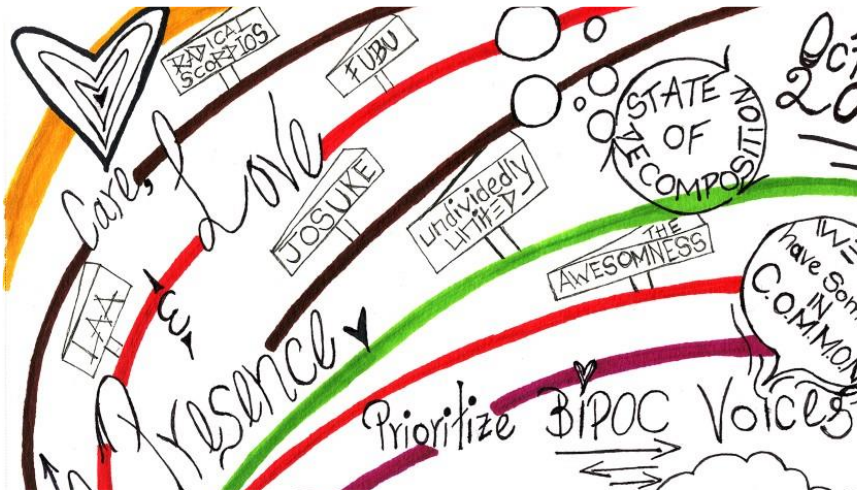
Community Priorities

Q15. Please rank (1-3) the priorities of the pillar (1= most important, 3 = least important)



Questions to sit with:

- Why do racialized folks, en masse, feel as though PEI is not home?
- How might the government, and those in charge remove barriers and make the space necessary for those on the margins to thrive?
- As BIPOC, how can we live and work in alignment with our values on PEI and thrive??



Let's connect!

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Thank you!

H. Photos of the work



















I. Community Reflections on Emergent Themes (Pillars)

Pillar 1: BIPOC Representation and Advancement				
	#	Outcome	Community Reflections	Recommendations
Staffing and Advancement	1	Provincial government employee demographics are representative of PEI population at all levels of leadership.	Move beyond just representation; value Indigenous and Black voices by actively centering BIPOC voices, perspectives, expertise and experiences; note that representation is not enough without a change in the culture of existing systems: government needs to lead the way on culture change; if the principles of equity are implemented then advancement would naturally occur	Challenge and reframe standards of engagement through an intersectional lens
	2	Barriers to recruitment are eliminated for BIPOC individuals.		Systemic racism requires system-level interventions; Recognize & create workaround to language and all other barriers for multi-lingual individuals when accessing employment.
	3	Assessment and selection boards for hiring are representative of diversity.		Honour constitutional rights
	4	Hiring managers use targeted recruitment to fill positions where there are known gaps relating to the BIPOC community.		Ensure policies are based on participatory outcomes not on token representation; accept educational credentials from abroad
	5	BIPOC employees are supported in their career advancement toward leadership positions.		Offer mentorship to BIPOC groups to prepare for leadership roles and advancement
ABCs	6	Increased diversity on Agencies, Boards and Commissions (ABCs).		Honour the premier's commitment to adding a systemic racism commissioner
Youth	7	Increased opportunity for BIPOC youth to gain experience working for the Provincial government through internships and entry-level positions.		Remove holds on all forms of cultural expression (art, food, representation, celebration, etc.)

Pillar 2: Culture Change				
	#	Outcome	Community Reflections	Recommendations
Internal	1	Provincial Government employees understand biases, power and privilege and how it affects decision making.	Community involvement & support: EVERYBODY toward collective healing/restoration. The experience of living in PEI should be a joy. Cultivate a sense of safety (feel seen & heard); Foster wealth (financial and otherwise) amongst BIPOC; BIPOC should be reflected in the cultural fabric of the Island; foster diversity to decrease pressures to meet the status quo; foster an inclusive culture that welcomes and recognizes diversity rather than insisting newcomers adopt a singular "island culture"; dismantle white-centric thinking; begin at the individual level where life experiences are shared so that solutions are reflective of real and not imagined problems ; a culture that is truly diverse and inclusive will celebrate differences and draw strength from it and will help to stem systemic racism.	Have the Premier, ministers and other senior management within PEI government and Businesses and Tourism sector undergo a mandatory 3-month Inclusive Leadership training to equip themselves with the knowledge to be able to pass on th knowledge to their mid-level managers and staff. This will contribute to a comprehensive policy review and enhancement to reduce systemic barriers that prevent Black people, Indigenous people and other racially diverse people from flourishing and belonging; include a 10-year plan to have the first BIPOC premier of PEI
	2	Employees have confidence in the processes established to address racism, discrimination, and harassment complaints in the workplace.		Demonstrate accountability
External	3	Organizations in receipt of provincial funding have anti-racism policies to address and reduce racist incidents.		Connect with organizations that support and can speak for BIPOC folks
	4	A mechanism and body exists to support organizations addressing issues of racism.		Follow through on promises made to the BIPOC communities
	5	Recognition of anti-racism work amongst community.		BIPOC communities are not homogenous; move away from tokenism and implement an intersectional lens
	6	Community organizations addressing issues of racism receive necessary support.		Create an external Anti-Racism Commissioner; focus on the (re-)education system

Pillar 3: Legislation, Leadership and Program and Policy Review				
	#	Outcome	Community Reflections	Recommendations
Leadership	1	Embed principles of anti-racism in all areas of government.	A change in mindset will help a change in culture: i.e. without the fearing of "others" or 'outsiders'; increase knowledge of all so that views can be magnified. Respect those who come to PEI and what they bring: their experiences, their truths, their hearts.	BIPOC people MUST be involved in policy change; it is the job of government to ensure that anti-racism and the values required are reflected in policy
	2	Senior leadership demonstrates anti-racist decision-making.		Transparent systems pivot toward conditions that enable BIPOC to thrive
	3	Provincial employees actively apply anti-racism principles in their work.		Processes should be non-linear (iterative, intuitive, contextual & situational)
Program and Policy Review	4	Government affirms commitment to actively addressing systemic racism and is held accountable on progress.		There must be measureable checkpoints & touchpoints; government action must yield tangible results; Legislation and policies have big effects on peoples' lives; ensure that these do not harm any community; change laws that intentionally exclude racialized persons
	5	Race-based data is collected and used to inform decisions through an anti-racism lens when developing evidence-based policy.		Legislation and policy review to incorporate equality for BIPOC community in it's development and approach

