



BEYOND BELONGING

Stories reflecting on diversity and inclusion in the not-for-profit sector

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OVERVIEW

"Diversity and inclusion" have increasingly become integrated into the lexicon of the non-profit sector, but what do they mean in the context of non-profit work and in the structure of non-profit organizations? Many organizations recognize the importance of diversity in advancing social change, but how are they implementing practices that promote diversity? How are non-profit organizations creating space for inclusion? What are the emerging and differing perspectives on diversity and inclusion?

This project serves as a vehicle to share perspectives of eight inspiring leaders who have been actively involved in the work of diversity and inclusion in the non-profit sector in the Greater Toronto Area. The stories aim to push past theoretical discussions of diversity to create space for meaningful inclusion and action-oriented change. By sharing both positive experiences as well as challenges that each individual has encountered, this project aims to provide individuals and organizations with diverse perspectives, required to enhance diversity and inclusion and to ultimately inspire action and positive change.

ABOUT THE FELLOWSHIP

Following on the heels of the award-winning first phase of this project, with funding from the Ministry of Citizenship and Immigration's Partnership Project Office, the AFP Foundation for Philanthropy – Canada launched a multi year initiative, the Inclusive Giving Fellowship Program, which offered inclusion-oriented education, training and networking activities and one-on-one mentorship for Ontario-based mid-level and emerging non-profit professionals representing a wide range of cultural backgrounds and abilities.

HOW WE CONDUCTED THE INTERVIEWS

Through this project, we wanted to capture stories from identified leaders who have been actively involved in the work of diversity and inclusion to share their thoughts, insights and messages to groups and organizations looking to create more inclusive spaces.

Eight community leaders from the Greater Toronto Area participated in interviews that were either conducted in person, over the phone or through email.

Interview questions were developed by our team and evaluated by an advisory panel of individuals in the sector who have dedicated their career to advance diversity and inclusion in the non-profit sector. Their feedback helped to formulate questions that were free of bias and assumptions, yet inclusive and open. Learnings and feedback from each iteration of interviews also helped modify and improve the questions.

Each interviewee was initially contacted via email with an explanation of the Fellowship program and the objective of our project. Interview questions were provided ahead of time. The responses were transcribed and shared with the interviewees for editing to ensure accuracy of the story.

The final draft of the stories were compiled with each interviewee's biography and photo for the final publication. We hosted a soft launch of this project within the Fellowship group on Facebook as a 10-day campaign, featuring a story each day as a way to provide the fellows a preview of the project. This campaign also served as a forum for feedback from our peers and begin open and honest conversations about diversity and inclusion in a safe environment.

ACKNOWLEDGEMENT

We hope this project serves as just one of many avenues through which individuals and organizations begin open and honest conversations about diversity and inclusion in the non-profit sector. As we share the eight stories, we also acknowledge that there are many voices that are missing and not represented in this project.

ABOUT US

TERESA CHENG is a CFRE candidate, professional fundraiser with experience in social media marketing and communications, volunteer management, special events and database management. She has worked with local and national charities in Canada, United States and United Kingdom. She credits her fundraising successes to Humber's Fundraising program. She volunteers her time as the Social Media Coordinator at Markham At The Movies. In her spare time, she is training in powerlifting, food blogging or travelling.

NAYEON KIM is a global citizen with a keen interest in culture and people. She is an avid traveller and has travelled to parts of Asia, Europe, Africa, Australia, and North America to expand her knowledge and quench her thirst for seeing the world and immersing in different cultures. Currently, Nayeon is an Associate Manager, Resource Development at United Way Toronto & York Region where she builds strategic partnerships with major corporations and raises funds to build stronger and healthier communities across Toronto and York Region. Nayeon is passionate about raising awareness of social issues and telling stories to enlighten and inspire others.

FRANCES QUINTERO RAWLINGS is a community organizer, educator and consultant. She is passionate about social justice and working on projects that improve both the human and design experience, especially those that contribute to broader systemic change. She is a strong advocate for human rights and she has worked with multiple stakeholders in many sectors including community services, health, youth programming, civic engagement, immigrant and refugee services, and women's rights. In 2014, she was selected as an emerging female leader in Canada to participate in the Canadian Women's Foundation Leadership Institute in partnership with the Coady Institute at St. Francis Xavier University.

THANK YOU

First and foremost, we would like to thank all the participants for sharing their stories to bring this resource to life. Your energy, time and knowledge was invaluable.

Thank you for your tireless work in using your voice within the sector to promote and advocate for diversity and inclusion, especially around key issues like culture, race, gender, sexual orientation, class, religion, status, and age.

We would like to extend our sincerest thanks to the Association of Fund-raising Professionals for creating this opportunity for us. The program provided exposure to different aspects of Diversity and Inclusion and how each of us can continue to work to create more inclusive spaces.

Thank you to Sahar Vermezari, Pamela Johnson and Lyndi Woo for your feedback and guidance as we developed this idea.

Thank you to Alicia Condarcu of AC Studios for helping bring our vision to life with the initial design elements.

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CRYSTAL BASI

Executive Director of the Toronto Aboriginal Support Services Council

I HAVE BEEN INVOLVED IN THE NON-PROFIT SECTOR FOR OVER 10 YEARS

in many different capacities; some of which include volunteering and student placements in social service agencies, instructing a community service worker program, relief work, and eventually a shift toward a managerial position at Imagine Canada. After 5 years at Imagine Canada I shifted again to an executive role within Toronto's Indigenous community. Currently, I am the Executive Director of the Toronto Aboriginal Support Services Council. I'm of mixed heritage including Haudenosaune ancestry.

Positive experiences I have encountered in my role include having non-Indigenous stakeholders learn from Indigenous staff on ways to support vulnerable Indigenous women and their families. It was very empowering for staff members to see themselves as experts in their own lives and reaf-



firming to know that stakeholders (academics, government officials, social services, students, community members) are eager to learn more, collaborate, and make spaces for Indigenous people. Attendees were genuinely concerned about the issues we talked about and were paying attention to how they could incorporate the Indigenous ways of thinking and how to build a long-term relationship as partners, not as funders in a paternalistic way, but really investing in community impact together.

Areas where there are gaps in understanding include

boxing Indigenous people/groups into categories based on perceptions or ignorance. Indigenous people are often only brought to the table when there are discussions around culture or maybe the environment. As whole people in need of economic opportunities, we should be consulted on issues that will move us forward and not just areas where we are over represented (health issues, unemployment, low educational attainment). Many times I've experienced being brought into a discussion or planning session after the fact. In these instances, we do not have

time to built trust, reciprocity, or understanding. We run the risk of having our view points misunderstood or misrepresented and are left wondering if the whole process was gratuitous.

One solution going forward is to embed relationships into planning and policy-making. If funders were to fund partnership building activities; I believe a lot of projects would run smoother and achieve better results.

I do believe progress is being made. For example, the City of Toronto has the 'Statement of Commitment to the Aboriginal communities of Toronto'
<http://www.toronto.ca/legdocs/mmis/2015/ex/bgrd/backgroundfile-85951.pdf>

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Non-Indigenous stakeholders are also getting trained to have better cultural understanding of Indigenous people in Canada. We are requested to sit on Boards or committees more often; however many of us ask whether any Indigenous people have been hired at these organizations, businesses, or institutions – to be truly diverse and inclusive, we all need to look at our hiring practice. There is diversity within the Indigenous communities as well – First Nations, Métis and Inuit, etc. So, we also need to be inclusive internally.

I think taking the time to really reflect on what reconciliation should mean is important. This includes building in the time to get to know each other and build trust. I think it's equally important for funders to fund parts of projects that are invested in building relationships as well. Relationship building isn't always linear or fitting within a fixed schedule. There's going to be mistakes made on both sides, but the idea is to keep at it and take what you learn and do better the next time. There's a need to invest in a long-term relationship and partnerships will come after that.

LIAM SKINNER

Activist

ONE OF THE MOST POSITIVE EXPERIENCES I HAVE HAD BASED ON MY TRANS IDENTITY

was a priority to be hired for that factor. Being trans doesn't translate to giving me much opportunities, so even seeing a job posting that they encourage and prioritize people from diverse intersections and intersectionalities to apply is encouraging. It's the explicit nature of it. It can speak to the intention of the agency if it's not a smoke and mirror thing.

I started my education in George Brown's Child and Youth program, but I didn't like it that much as there wasn't room for questioning the work. I transferred into the Assaulted Women and Children program at George Brown, which impacted a lot of my own healing work around that. I currently work in family mental health. I support individuals and families that have family members with mental health issues.

I found myself working in the sector from wanting to make a difference and making change. I knew I wanted to help others based on my personal experience of coming from a lower class background, experiencing domestic violence and childhood abuse.

I feel like I have to hide my true self all the time. My identity is much more complex than being a trans man. There's not a lot of room for people that don't buy into the binary. I also have white privilege. As a trans man, I'm not the most visible person and when I talk about my partner, sometimes I'm

assumed straight. There's a certain type of erasure that happens. I am constantly navigating space that doesn't include my experience and that's mostly invisible.

I find it really discouraging and exhausting when I'm asked to educate on multiple levels based on my personal experience - that's not my job! It's not the job of marginalized people to educate. Please do your homework. There are so many resources. You learn and let's work together. It takes effort, time and it's stressful (especially if there's only one of you). It can take an emotional, mental and spiritual toll. People can (not always intentionally) say harmful things and be very direct in asking questions - privileged questions that you wouldn't ask other people about their experience.

The progress I have seen around diversity and inclusion (D & I) in the sector has mostly been around hiring practices. I've also seen some agencies be more explicit about their commitment to pushing the agenda forward. One agency I used to work at wanted to make housing more trans inclusive. They had a campaign with posters all around. It was impactful because it was in your face. Policies are great but the promotion and implementation is what's important. Groups like the 519 have also had great campaigns, which can be used at different agencies. Policy folks generally don't have the lived experience, so for them it's more sort of abstract and theoretical. I urge people in power to check their biases and hold judgement on how folks live their lives. People need more introspection and awareness of the insidiousness of these experiences.

As someone with a trans identity, I can't say that being brought onto something is positive, but there can be positive outcomes. Tokenism does not create change it creates tokenism. That being said you're in a double bind as a person being tokenized. Do you turn your back on an opportunity for change?! It's bittersweet. I can't say it's positive. Usually it's challenging as a sole member of a marginalized group, even if it ends up with more positive outcome. There's a lot of things that are not understood. Tokenism allows discrimination to keep happening on an institutional level.

People in power need to check in with marginalized people that they are asking to join a group, project, etc. Transparency is key. Allow people who has the experience to be the experts. It shouldn't be a fishbowl situation. Give over some power and be transparent with the folks you are trying to get involved.

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People can say whether or not they want to be involved. Give power to lead and form the project. Tokenism isn't about that. More attention needs to be given to the process.

Not-for-profits can do a better job at advancing D&I by doing much more listening than talking. Listening for what needs to be changed, leveraging privilege to make those changes and hiring people from diverse backgrounds. On top of that, in the not-for-profit sector it's quite blatant that the folks that are doing more precarious work are marginalized folks and when you go up the ladder, white, University educated or "white-passing" people who can conform - people who are the status quo - who won't push for change...

The last thing I want to add is that people working to advance D & I need to make things more accessible. Lots of the time when we talk about D & I it doesn't resonate with folks that are facing oppression. Language should be accessible. Language that isn't just for academics. Folks think I have this post-secondary education on this so I know what to do. Listen with a close ear. Hear us. See us. Don't erase our stories.

KEVIN VUONG

Youth Activist

I AM A SECOND GENERATION VIETNAMESE IMMIGRANT.

My parents were refugees fleeing conflict, war, and tragedy from the Vietnam War; they were lucky to be welcomed to Canada. We did not have much growing up, so this led to an early ambition for material success – to make as much money as possible. This drive led me to TD Securities, but it was while volunteering in the community that I realized that making money was not enough. I wanted to do more. I wanted to help youth face barriers in our society not unlike what I faced not too long ago.

My journey in the non-profit sector began at TD when I joined the TD Financial Literacy Program in partnership with the United Way. I was responsible for facilitating workshops for agencies and their clients. Eventually I became an advisor to an agency that provided mentorship and support for at-risk youth in Toronto's Jane and Finch community.

From there on, I have continued my journey in the non-profit and public sector as a champion for youth. I am a CivicAction DiverseCity Fellow, Co-Chair of the Toronto Youth Equity Strategy and serve on the Board of Directors for the Native Canadian Centre of Toronto as well as other city committees and boards.

My experience as a young, racialized person in the non-profit sector has been primarily positive as I have found that organizations have consciously and genuinely tried to create a safe space for diverse opinions and inclusive decision making.

During my time at TD, I was selected to be part of TD's United Way National Campaign video to share my experience in working with marginalized youth in our community. As a young person, I have been invited to provide



insight and advice to help a number of non-profit organizations become more inclusive of young people. I have also observed some particularly innovative and inclusive organizations like the Greater Toronto Airports Authority, Toronto Arts Council, Toronto Public Library, and the organizing committee for the Expo 2025 bid.

There have also been moments of disappointment and frustration as a young racialized person.

As a young person, I am keenly aware of my dress and presentation in front of others. I have found that there is a higher standard of scrutiny for young Canadians. For example, when I am meeting with a senior leader, that's where my cufflinks come out and I ensure my shoes are shined.

Additionally, young people enter from a position of disadvantage. So often, we are perceived as "we don't know what we are talking about" due to our age – even before a single word has been said. At meetings and events, I've often found that I needed to first justify my presence by listing my

experience and credentials before I can speak and share my insights. This is why I've invested time into crafting the right narrative to ensure that I am "listened to" as opposed to just being heard.

Young people are not a homogenous group. There are young people in their late 20s who are just getting started with their post-secondary education. There are young people in their teens who are actively involved in their community with tremendous experience and insight to share. Rather than focus on age, it is one's stage of life and lived experience that should matter.

Young people are invited to the table more and more in this sector. I think it is great but more often than not, I have found the exercise to be disingenuous. For example, when it comes to policymaking, we are brought in too late in at the end of process. The policy has already been drafted; the decisions have already been made. Instead of being any form of meaningful engagement, I get the sense that it is for our "stamp of approval" to show that they have "engaged" young people in their process, but really, it's neither effective nor is it genuine.

I don't think I have had an experience of outright tokenism. I think I have been invited to be part of so many organizations genuinely because of my experience in engaging

youth and advocating for youth. It's the process that needs to be improved to ensure that young people are there from the beginning and are given the opportunity to give feedback.

So, what's next? I have seen the non-profit sector make significant progress in advancing diversity and inclusion both at the management and staff level. However, the senior executive level remains rather homogenous. This drive for diversity begins at the top with the CEO or Executive Director demonstrating the importance of diversity and inclusion in their organization and in the sector as a whole.

“Going beyond “fulfilling the diversity quota” in projects to be more authentic in our approach to engaging youth.”

Equally importantly, we need to create a space that is safe for our youth. So how do we create a safe experience for young people? Going beyond "fulfilling the diversity quota" in projects to be more authentic in our approach to engaging youth. Organizations should also be open to engaging youth of diverse lived experiences who are willing to share candid opinions and push the boundaries, not just those who are complacent and fit into a box created for them. Also, organizations

can take a look at their recruitment practice to create capacity-building components to help youth develop skills and build confidence, all to help them be an active part of policy and decision making.

Lastly, it is incumbent upon those who have been given leadership opportunities to create the space for others. I have been fortunate to have been part of many organizations and committees where I was invited to share my voice. For instance, as a non-Indigenous person, I was asked to serve as the Acting Board President for Native Canadian Centre of Toronto to help the Board with its leadership transition, and build the capacity of the Board. While my experience has been tremendously enriching and I have learnt a great deal, my intention is to step down as President upon conclusion of our leadership transition. By doing so, I am creating the space for an Indigenous member to lead the organization. I shall remain on the board to support their development through mentorship and will be readily available to provide guidance where needed.

It can be hard to relinquish a leadership position that we often have to fight so hard for, but it is a critical step in building the pipeline of future leaders. It is incumbent upon us to create that space because we know more than anyone else how hard it can be to get there.

SANDY HUDSON

Activist & Co-Founder, Black Lives Matter

I DON'T THINK I HAVE EVER HAD TO HIDE MY TRUE SELF.

I'm certainly strategic about how I approach situations, but I don't think that I've ever hidden my true self. So much of my work is about truth that I don't think that I would ever need to consider it.

The first not for profit work I did was when I got involved in my campus students' union. I was in an undergraduate program that was more expensive than your typical arts and science degree, and I could not afford to pay the higher fees. In my struggle to figure out what I could do, I discovered the students' union, and began organizing for affordable post-secondary education.

Today, I am a co-founder of Black Lives Matter – Toronto. After seeing the lack of media coverage and public outrage after incidents of police brutality against the Black people of my city, I decided something had to be done.

It's hard to narrow down to one the most positive experience I have had in the NFP sector, but I think when I worked at the University of Toronto Students' Union and helped Black students organize an event called "Being Black at UofT". At a school where Black students are so clearly the minority, anti-Black experiences can feel particularly isolating and have a significant impact on mental health. The event brought hundreds of students together, many who said they had never seen so many Black students at the campus. Though some of the discussions were very difficult, it was positive to see so many voices and stories uplifted, and for people to recognize the organizing power of community.

The most negative experiences are definitely the pushback you get from people who are invested in keeping things the same and who are resistant to change. And for whatever reason, when dealing with race (and in particular, anti-Blackness), people on the opposing side of those wanting change become particularly vicious, and will use their influence to try to scare you off from the work that you do. For me, that looked like ridiculous stories and rumours spread about me, to stalking, to being pushed on the street, to full on death threats. It's terrifying.

“After seeing the lack of media coverage and public outrage after incidents of police brutality against the Black people of my city, I decided something had to be done”

When Pride Toronto chose to honour Black Lives Matter – Toronto in the 2016 parade, it was clear that they were doing so because of the vast amount of public attention we had brought to various issues regarding anti-Blackness since our inception. However, we felt we were being tokenized, as Pride was ignoring its own issues of anti-Blackness, racism and ableism that had been raised over the years. We took action at the parade in a way that polarized many members of our city. But the internal reflection of many people in the weeks that followed was something that I think was ultimately positive. Rather than ignoring the various issues that folks had been forced to grapple with privately for years, there are now public discussions happening where issues are being discussed more directly. And that's important.

FRANKIE CHOW

Campaign Coordinator, Mackenzie Health Foundation

VOLUNTEERING HAS ALWAYS BEEN A FAMILY AFFAIR AS I WAS GROWING UP

and I got interested in fundraising when I had a number of volunteer roles in a committee for events for fundraising, leading me to enroll in the Humber Fundraising program in 2010. One of the main reasons I enrolled in the Humber Fundraising program was because I wanted to connect the Chinese community with mainstream fundraising. Now I am looking to find ways for mainstream charities to connect with different ethnic and diverse communities, making sure to communicate and engage in the fundraising trends and needs of those communities rather than having those communities conform to our traditional ways of fundraising. The last two places of employment has been great experiences, they hired me based on my skills and experience and what I can bring on as an individual.

As charities we must consider a community, even a diverse one, is made up of individuals who may share different social values even if they are the same ethnicity. There are many sub-diverse categories and they have to be mindful of that when they engage these groups. Relationship building on a one-on-one basis is so important.

“As charities, we must consider a community, even a diverse one, is made up of individuals who may share different social values even if they are the same ethnicity”

Generally speaking, management sees the importance of engaging diverse communities as their typical donor profile changes. I think charities sometimes over think how they can be diverse. Yes, representation is important in the structure of the organization and definitely will be an important part of



creating a connection with other diverse communities. But I think it is also important to connect with people on an individual level. Charities need to give fundraisers of colour the opportunity to create more inclusive spaces. Building relationship is the key to building a strong donor base and knowing the community is only the first step. To be diverse and understand diversity, many organizations do not look deep enough. They usually think if they engage one champion from that community, or hire someone from that community then it is enough. The problem is that a community is made up of thousands of individuals, and organizations need to find out more about a particular group of people or the individual through relationship building.

MONICA KAHINDO

Manager, Individual Giving, United Way

I HAVE WORKED IN THE NON-PROFIT SECTOR FOR OVER 10 YEARS.

I have worked in international humanitarian organizations and community-based organizations. I have lived in many places but my identity was formed early on. My dominant identity is rooted in the country I am from – Uganda.

Until I left Uganda, my identity was shaped around gender, class, ethnic groups, and religion. It wasn't until I left Uganda, that I became aware of larger identities: Black, African. I was and to some extent still feel disconnected from these larger identities. Taking on the 'Black' identity required a mental switch in my understanding of diversity. I went from seeing diversity through the lens of gender, class and ethnicity to that of 'race'.

When you have to take on a new identity in adulthood as I have had to, it remains something that is external to you. Meaning that I don't internally process the fact that I am a 'racialized' person, it is always a conscious recognition and reaction to an external perception of me. It is not innate and it's something that I have to take into account in a conscious way.

Personally, my identity in Canada has multiple layers and is shaped around age, race, gender, and immigration status. When I first came to Canada, my newcomer status superseded all other aspects of my identity. There were prejudices and perceptions made around that identity. Like the assumption that just because I was African, that I would not know much about 'Western/Canadian' workplace culture. The fact I had studied in both the US and France prior to coming to Canada was lost on many.



These nuances are often what gets lost when we use identity labels on large groups of people.

I had to prove my skills and experiences gained abroad to build credibility. I had to build connections from scratch. As competent and brilliant as you are, as a newcomer, you are going to lag behind because of the lack of Canadian experience and an established network. And you have to make peace with the fact that it might take you longer to catch up with your Canadian-born 'peers' and that you also might never catch up.

For the most part, I have had positive experience in all organizations I have worked because I have been conscious in the choices of where I chose to work. I always look for

organizations that publicly recognize diversity as an important asset and a benefit to the health of the organization. I was always evaluating during interview processes to see if they were a good fit for me before deciding to accept jobs if we got to the offer stage.

The challenges I have actually been around gender and age. At an organization I worked for, I saw incidents of the senior management team favouring male staff over female staff when it came to salary and promotion. As well, when I was early in my career, age was a big obstacle in my career progression. The negative presumptions people make about young professionals were and still are insidious.

I think the ultimate goal and the most ideal place we want for the diversity and inclusion work is to arrive at a place where we don't see the differences in us as differences. And, going underneath the physical appearances and looking at class, education, and access because you can have diversity of skin colours without true diversity and you can also have diversity within groups who share the same skin colour. It is nuanced, it is complex and it is about time we recognized that and move beyond these big labels. They are easy and lazy. True diversity takes work, it means we have to dig deeper and we have to get to know the individual.

I am a member of United Way Toronto & York Region's Diversity and Inclusion Committee and am proud of the work we do and the progress we have made as an organization to embed diversity and inclusion in the organization and its culture. We recognize that it is work that is continuous and fragile and that the gains we have made can easily be eroded if we are not vigilant.

“I think the ultimate goal and the most ideal place we want for the diversity and inclusion work is to arrive at a place where we don't see the differences in us as differences.”

I think for fundraising professionals, the next step in advancing diversity and inclusion is to get rid of the “sales” myth that fundraisers should look like, dress up, talk, and behave as our donors. This can lead to discriminating against certain groups of well qualified candidates. If there is no basis in this myth and no data to support it then it is an arbitrary ‘rule’ that creates both conscious and unconscious bias.

From my experience, I think that my diverse life experience and my background have only worked to enhance my work with donors. I am able to bring a different perspective in the way I help them understand the work they support and often pull from personal experience to demonstrate to them the need in the community for their support. The non-profit sector is well positioned to lead in this space. We know what diversity looks like in the communities we serve. That same diversity needs to be reflected in our offices.

ANONYMOUS



AS A FIRST GENERATION IMMIGRANT, I immigrated with my family when I was just starting high school. I got into the charitable sector by accident. My passion is in filmmaking and I did an internship at Toronto International Film Festival (TIFF). I have been working in the non-profit sector for the past three years, the non-profit sector as a whole has been very warm and accepting.

My organization comprises of staff represents various cultures, yet I was at an event with a colleague and some people approached my colleague speaking a language they were unfamiliar with, so the guests were very confused and did not understand why they would have to speak English to my colleague, or why my organization employs people who didn't speak the same language as the guests did.

Specifically speaking about the film industry, besides TIFF, there are now various film festivals representing various groups, , such as Toronto African Film & Music Festival, Toronto Reel Asian Film Festival, imagineNATIVE Film & Media Arts Festival or Inside Out LGBT Film Festival, just to name a few. These festivals have been running for years, it is clear there's a demand to see the curation of these films.

The organizers of these festivals are trying to champion for different groups in the film industry. It's also exposure for other people to help them understand the group, that's why so many different film festivals exist in Toronto.

With my background in film and my connection in the Asian community, I get approached quite often from other Asian filmmakers to be a producer. It gives me the opportunity to highlight my skills as a filmmaker and experience in the Asian community.

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ULTIMATELY, I WOULD LIKE TO SEE THAT THERE IS NO NEED FOR DIVERSITY AND INCLUSION, BUT IT'S ALL ABOUT EDUCATION

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I'm often asked where I am from, and I would tell them I'm from Toronto Canada, but they would continue to press because it didn't seem like that was the answer they were expecting. Honestly, I feel that I am more Canadian than I am Chinese, but when I am placed in certain situations, I feel like I need to play up my Chinese background because it would be beneficial in that situation. Then I would go back to being my Canadian self.

It's great to see many large organizations with a D&I policy, but it's almost as if we're on the outside looking in. I would like to see that diversity and inclusion would not be an issue at all and that it would just be the norm. I think the fact that AFP has a D&I fellowship speaks volumes. I think if charities want to create more inclusive spaces, they should have more D&I events for volunteers and help them understand how to communicate D&I concepts with others, it would help the organization present more of a united front on D&I. Ultimately, I would like to see that there is no need for D&I, but it's all about education.

COLIN DRUHAN

Executive Director, Pride At Work Canada

I FINISHED ART SCHOOL IN 2005 and by that point I knew that although I didn't want to be an artist. I wanted to work where I can change people's perspectives on the world. In 2008, I started the arts administration post grad certificate program at Humber College and completed 3 internships with various arts organizations, all of which were not for profit. I then began working at TIFF (Toronto International Film Festival), in staff & volunteer resources. I liked working with people who had the same passion for film as I do, but I had no interest in working on the film business side of things. I really wanted to combine my love of working in not for profit and working in a HR capacity to bring down barriers in employment for people. I'm so happy that my time at Humber College started me out on my current career and am proud to now serve on the program's advisory committee.

In my current role at a national not for profit that focuses on the LGBT community, there are lots of opportunities for me to hear about other people's experiences in my community and gives me a deeper understanding of the community that I am proud to be a part of. I know that there are ways that I am marginalized as a gay man, but there are still privileges associated with being white and cisgender. It's the process of learning about challenges of other people that I am most thankful for and I think it makes me a better ally. That's something we focus on a lot in our work at Pride at Work Canada. It is true that sometimes allies need to get out in front of someone to protect them, but often it's more



effective to stand beside or behind someone so they know that they have support as they speak about their own experiences.

It's important to always learn from any negative experiences and listen to someone else's perspective. I have learned to choose my battles wisely. With same-gender marriages becoming legal in more countries around the world, some people question whether LGBT people continue to face challenges, as if fighting for the right to marry was the only challenge. Well, I know that in Ontario, the average annual income for a majority of trans people is about \$15,000, despite them having obtained post-secondary education and having good job skills. We need to get that

number up, no matter what anyone says. I know that is a statistic worth fighting for.

Additionally, over half of LGBT people in Canada are not out at work. That means a lot of Canadians are going to work every day not talking about their families and are unable to be their true selves around colleagues. It is important for all employees to feel they are able to be who they are at work. That is why Pride at Work Canada works directly with employers to provide safe and inclusive spaces for LGBT employees. While I have encountered some people in my career who made it difficult, I have always been out at work and specifically chose jobs where I can be myself. Those experiences are what drives me forward in my work with Pride at Work Canada. Nobody should be passed up for an opportunity because of who they are.

The main challenge for many charities and not for profit organizations is that they do not have a huge budget for HR or diversity and inclusion efforts and can be vastly understaffed, so they are required to be resourceful and come up with creative solutions. The good thing with the not for profit sector is that we are much better at sharing our resources and engage cross-collaboration than our private sector counterparts. I have always found that we can learn so much from each other. However, as a sector we would do well to follow the lead of the private sector and invest dollars in diversity and inclusion. Many not for profit organizations and charities treat HR policy and diversity strategy as a "nice to have" rather than an established part of their long-term organizational planning.

Investing in a diverse workforce can help broaden your audience, reach new communities and set your organization apart from others.

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Organizations need to clearly communicate a commitment to inclusion and back that up with substantive action. Don't put a Pride flag up in the summer unless you've explained to your staff what it means and how it reflects your organizational values. Make sure you have washroom facilities that respond to the needs of all visitors to your space and make sure your staff know how to deal with questions about why you have an all-gender washroom option or why you have signs up explaining that folks can use washrooms that reflect their lived gender. Those visible symbols are completely disingenuous if people are not able to use them to start conversations about why LGBT inclusion matters.

BIOGRAPHIES

CRYSTAL BASI is the Executive Director of the Toronto Aboriginal Support Services Council (TASSC) and has been with the organization since its incorporation in 2011. Through TASSC Crystal works to support 10 local Indigenous agencies in a collective effort to enhance the wellbeing of Indigenous communities within Toronto. Crystal also volunteers as a Fund Advisory Member of the Humber Community Collage Fund. Prior to TASSC, Crystal was the Executive Director of the Native Women's Resource Centre of Toronto.

Crystal has a Masters of Arts in Community Development & Adult Education, Bachelor of Social Work, and a Bachelor of Arts in International Development. She is also the very proud mama of Neelam and Kira.

FRANKIE CHOW is a passionate donor and fundraiser with over four years of experience working with not for profit organizations. He was a Fellow in the first cohort of AFP Fellowship in Inclusion in Philanthropy. He is currently Campaign Coordinator at Mackenzie Health Foundation.

COLIN DRUHAN is Executive Director of Pride At Work Canada and is passionate about improving the climate of inclusion for LGBT employees in Canadian workplaces. He has held progressive positions at the Student Association of George Brown College, where he led a team responsible for the development and implementation of policies, guidelines, and programs that strived to support a more inclusive environment for students and has worked with The 519 Church Street Community Centre, the Toronto International Film Festival, and Inside Out LGBT film and video festival where he has led or supported work related to volunteer management, community and partner stewardship, corporate sponsorships and employee engagement programs.

SANDY HUDSON is a Black Lives Matter organizer, singer, media critic, author and academic. She was listed as one of Toronto's most influential people in 2016 in Toronto Life.

MONICA KAHINDO is Manager, Individual Giving at United Way Toronto & York Region. Monica has a decade of experience in Toronto's non-profit sector under her belt, a passion for social impact and an appreciation for Ontario wine that is bordering on obsession.

LIAM SKINNER is a Mental Health Support Worker, Activist and DJ. He has a background of working in Community Mental Health, Social Work, and Substance Use with Toronto's homeless and street involved population. Liam works from a trauma informed, humanistic, social justice, and anti-oppressive framework. He is currently studying Psychotherapy in Toronto as well.

KEVIN VUONG is a CivicAction DiverseCity Fellow, former banker, and an Intelligence Officer with the Royal Canadian Navy who is active in city-building. Currently Co-Chair of the Toronto Youth Equity Strategy, Kevin also serves on the Board of Directors for the Native Canadian Centre of Toronto as well as other city committees and boards. Named Canada's Top Under 30 Pan-Asian leader in 2014 and winner of the Robert G. Siskind Entrepreneurial Medal at the Ivey School of Business, Kevin has represented Canada at the 2010 G8 and G20 Summits, the 2013 G20 Summit and an economic and development trade mission to the Asian Pacific. He was awarded a fellowship earlier this year to take part in Harvard Kennedy's Emerging Leaders program, and appointed a Public Fellow as a leading Canadian thinker under 35 for the Spur Festival. In October, Kevin was named one of Canada's Top 30 Under 30.