



Children and Youth
Planning Table
of Waterloo Region

CYPT Equity-Seeking Efforts To-Date

November 2020

▶ CYPT EQUITY-SEEKING WORK TO DATE

- **Fall 2019** – Members add 'Equity-minded' as one of the Values in the CYPT [Theory of Change](#).
- **Mid-Late 2019** – CYPT provides financial support to Wellbeing Waterloo Region to support Kike Ojo-Thompson [Challenging Systemic Barriers](#) series & members access community training.
- **Late 2019** – Voting Members re-commit to work in the area of Collective Impact with focus on Belonging.
- **March 2020** – Voting Members identify 3 main "pillars" under [Belonging](#) – one of which is Equity.



SPRING 2020

- COVID-19 Pandemic

- Racial Justice Movement



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- **June 2020** – Steering Committee creates [statement](#) on behalf of membership in response to racial justice movement.
- **June 2020** – [Open space conversation](#) held with members of CYPT to talk about experience with the movement & where we go from here as a collective.
- **Summer 2020** – Members with experience in equity-seeking work, joined Steering Committee or met 1:1 with Alison to identify [meaningful actions](#). Potential actions named at individual level (5), organization level (11), as a CYPT (14), and within broad system (7).



▶ CYPT EQUITY-SEEKING WORK TO DATE

– ORGANIZATION (CYPT BACKBONE TEAM)

Suggested Action	Progress to Date
<p>Utilize an anti-racism lens for hiring.</p>	<ul style="list-style-type: none"> • Worked with Carizon (hiring org) to post Youth Engagement in Systems Lead more broadly & with wording that explicitly named desire for applicants with diverse lived experience.
<p>Intentionally seek out a more representative workforce & leadership.</p>	<ul style="list-style-type: none"> • Incorporated a question specific to lived or work experience in equity-seeking efforts on all staff hires since August. Will continue practice.
<p>Create opportunities and expectations for staff to participate in anti-racism training.</p>	<ul style="list-style-type: none"> • All CYPT Backbone staff participated in Kike Ojo training. • All CYPT Backbone staff participated in Anti-Racism 101. • 2 CYPT Backbone staff participated in Measurable Equity. • Time at Backbone Team meetings to discuss learnings.



► CYPT EQUITY-SEEKING WORK TO DATE - CYPT

Suggested Action	Progress to Date
<p>Seek representation/involvement with Immigration Partnership's (IP) Belonging Pillar Group who is driving IP Anti-Racism Strategy.</p>	<ul style="list-style-type: none"> • 1 of up to 5 reps identified to bridge between CYPT and IP. This rep (Sanjay) will be the rep to sit at Steering Committee.
<p>Intentionally & explicitly seek out more representative participation on Working Groups Voting Members & CYPT leadership.</p>	<ul style="list-style-type: none"> • Incorporated wording on CYPT Voting Member at Large recruitment that explicitly named desire for applicants with lived or work experience in equity-seeking efforts. Will continue practice.
<p>Create opportunities to listen and learn from those deeply engaged in equity-seeking work.</p>	<ul style="list-style-type: none"> • Partnered with IP to offer Anti-Racism 101 at annual forum.
<p>Seek to bring diverse speakers to CYPT, and ask all speakers to situate their identity when offering their talk.</p>	<ul style="list-style-type: none"> • CYPT annual forum ensured all who 'took the stage' introduced themselves by situating their identity. Will continue practice.
<p>Continue commitment, advocacy for, & use of, disaggregated data. "It's how we work & what we stand for."</p>	<ul style="list-style-type: none"> • Multiple members participated in Measurable Equity. • Upcoming work to disaggregate Youth Impact Survey data.
<p>Bring in an "equity-coach" to support CYPT organizations to advance change</p>	<ul style="list-style-type: none"> • Idea has been discussed at Steering Committee & with Lead staff at Collaboratives.
<p>Make it clear and transparent what CYPT is doing re: equity-seeking actions.</p>	<ul style="list-style-type: none"> • Table of potential ideas has been posted to CYPT website, along with journey to date.