

Diversity Committee Report 2018 Annual General Meeting

The role of the Diversity Committee is to:

Advise CHF Canada on issues of diversity, equity, inclusion and human rights programming, services and needs of housing co-operatives and their members and partners.

Committee membership

The Committee has six (6) members with professional or lived experience in a range of equity, diversity or human rights topics in education, training, law, community development, non-profit or co-operative housing sectors. Members are appointed by CHF Canada's Board of Directors. The term of each appointment is three years.

In 2018, the Committee members are:

- Holly Baines (ON)
- Farnaz Behrooz (ON)
- Linda Campbell (board liason, chair, MB)
- Catherine Denison (BC)
- Lisa Forbes (MB)
- Mary Ho (ON)

In 2017, the CHF Canada board of directors adopted a new terms of reference for the Diversity Committee and appointed new members at the annual meeting. Since the annual meeting, the Committee has met three times by teleconference.

Committee Priorities and Initiatives

Every year the Committee sets priorities for raising awareness about diversity issues. Since 2016, the Committee has been focusing on Truth and Reconciliation and ways that CHF Canada can facilitate better communication and develop meaningful relationships with Indigenous communities. At the 2017 annual meeting a workshop about co-op housing and Indigenous communities, consisting of a panel of Indigenous co-ops members, was held. A similar workshop is being held this year and will work towards developing a list of ways that co-ops can develop relationships with Indigenous communities and work towards reconciliation.

Another of the Committee's priorities for 2017/2018 is the development of a diversity statement for CHF Canada. As the Committee continues to move forward with a new work plan and focus, a diversity statement will act as a way to demonstrate CHF Canada's commitment to equity, diversity, and inclusion. A process is in place to develop and finalize the vision statement over the next year with plans to share with members at the 2019 AGM.

Grants for Regional Diversity Activities

Every year the Diversity Committee offers grants to support projects that promote diversity and inclusion in their co-op communities. Any CHF Canada member co-op or federation can apply for the grant. The deadline is March 31st of each year.

To be eligible the project must:

- educate CHF Canada's membership about diversity and inclusion
- promote equity
- develop leadership in underrepresented groups
- be useful to other housing co-ops in their region or across Canada

In 2017 we were pleased to support five grants:

- **John Fitzpatrick Steelworkers Housing Co-op (ON)**
 - translation software and programming
- **Highfield Park Housing Co-op (NS)**
 - development of a community room to support diversity and inclusion initiatives
- **Peel-Halton Co-operative Housing Federation (ON)**
 - support for the Diversity Scholarship Program
- **The Co-operative Housing Federation of Toronto (ON)**
 - support for the Century of Co-operation and Living in Diversity Awards, and for Aging in Place initiatives
- **Sarcee Meadows Housing Co-op (AB)**
 - multicultural picnic and Canada 150 celebration

Information about the application process is available at the diversity table at the AGM or on CHF Canada's website.

Diversity Activities at the 2018 AGM

AGM Diversity Table

This year the Victoria Health Co-op will be featured at the diversity table. Information and materials will be focused on opioid use and prevention. With the prevalence of opioid use across Canada it has become evident that members would like more information and supports about this topic. As always CHF Canada's resources on diversity and inclusion will be made available at the display table as well.

Workshops

Each year at the annual meeting, workshops on diversity topics are included as part of the Member Education Forum (MEF) and Co-operative Management Conference (CMC). Below is a list of workshops available in 2018:

- **Building relationships with Indigenous communities (MEF)**
 Reconciliation between non-Indigenous and Indigenous peoples is a process that involves education, active learning and authentic relationship-building. Join us for an interactive session that will explore what we can do as a movement to respond in a positive way to Canada's Truth and Reconciliation Commission's report. We'll touch on the impacts of colonialism and how the history of residential schools has influenced housing options for Indigenous people in Canada. We'll also work together to identify concrete actions co-op communities can take to support respectful and healthy relationships between non-Indigenous and Indigenous peoples.
- **KAIROS Blanket Exercise (MEF)**
 In the KAIROS Blanket Exercise you will explore the nation-to-nation relationship between Indigenous and non-Indigenous peoples in Canada. Blankets that represent the land are arranged on the floor, and participants are invited to physically step into the roles of First Nations, Inuit and later Métis peoples. In an interactive way, participants will learn about the impact that colonization of the land had on those who were here long before settlers arrived. The exercise engages minds and hearts in understanding why the relationship between Indigenous and non-Indigenous peoples is often broken and how we can take action together.
- **Mental health and your co-op community (MEF)**
 Dealing with a co-op member living with a mental-health problem or experiencing a mental health crisis can be challenging. Knowing the signs and symptoms and where to find the right resources is key. Join us as we learn how to plan, network and engage appropriate community and mental-health support services. We'll discuss ways to best balance the needs of the housing co-op with the needs of a co-op member.

- **Human rights and your co-op (MEF & CMC)**

Is your co-op aware of its human rights obligations? What steps can your co-op take to be proactive about potential human rights and prevent complaints? Join us to hear from co-op legal expert Celia Chandler, a partner at Iler Campbell LLP, and explore practical suggestions about how co-op boards can meet their duty to accommodate co-op members

- **Creating an age-friendly co-op (MEF)**

We know that co-op members are increasingly choosing to age in place in our co-op communities. Is your co-op ready? Join us as we cover issues related to the diverse and aging membership within the co-op sector. We'll discuss:

- current trends in aging
- how to communicate effectively with an aging membership and
- health issues related to aging and their impact on the co-op

- **Young member engagement: Bridging the generation gap (MEF)**

We know that succession planning and engaging young people are integral to the future of our co-ops and the wider movement. We also know there are members with years of experience and knowledge to share. But how do we bridge that generational gap? Often it just comes down to understanding each other and accepting one another's differences. Join us as we look at practical ways to close the generation gap and draw on everyone's strengths.