

The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance.

DISMANTLING ANTI-BLACK RACISM IN NON-PROFIT GOVERNANCE

**OCASI WEBINAR
NOV 4, 2020**

LIBEN GEBREMIKAEEL & AMANUEL MELLES



KEY BOARD ROLES & RESPONSIBILITIES

- ESTABLISHING IDENTITY AND DIRECTION
 - ENSURING THE NECESSARY RESOURCES
 - PROVIDING OVERSIGHT
 - BOARD OPERATIONS
- 

FIDUCIARY DUTIES

I) DUTY TO ACT HONESTLY

- DIRECTORS MUST DEAL HONESTLY WITH THE CORPORATION
- CONFLICTS OF INTEREST WITH THE CORPORATION ARE TO BE AVOIDED AND MUST BE DISCLOSED IF ANY EXIST
- DIRECTORS MUST NOT ACT FRAUDULENTLY

II) DUTY OF LOYALTY

- A DIRECTOR'S SOLE INTEREST IS TO THE CORPORATION
- THE INTERESTS OF THE DIRECTOR MUST NOT BE PLACED IN CONFLICT WITH THOSE OF THE CORPORATION

III) DUTY OF DILIGENCE/DUTY TO ACT IN GOOD FAITH

- DIRECTORS MUST BE DILIGENT IN ATTENDING TO THEIR LEGAL DUTIES

IV) DUTY TO EXERCISE POWER

- DIRECTORS ARE RESPONSIBLE FOR MANAGING THE CORPORATION, I.E. DEVELOPING AND ENSURING THE IMPLEMENTATION OF POLICIES AND DIRECTION, SUPERVISING MANAGEMENT AND STAFF
- MAY DELEGATE CERTAIN RESPONSIBILITIES AND/OR AUTHORITY, BUT THEY MUST SUPERVISE
- DIRECTORS MUST HOLD FUNDS COLLECTED FROM THE PUBLIC IN TRUST FOR DESIGNATED CHARITABLE PURPOSES

FIDUCIARY DUTIES

V) DUTY OF OBEDIENCE

- DIRECTORS MUST COMPLY WITH ALL APPLICABLE LEGISLATION AND THE CORPORATION'S GOVERNING
- DOCUMENTS (LETTERS PATENT, BY-LAWS, ETC.)
- NEED TO ENSURE THAT VALID CORPORATE DECISIONS ARE IMPLEMENTED

VI) DUTY TO AVOID CONFLICT OF INTEREST

- DIRECTORS MUST DECLARE AND AVOID ANY CONFLICTS OF INTEREST OR ANYTHING THAT GIVES A DIRECTOR THE APPEARANCE OF A PERSONAL BENEFIT
- WHERE A CONFLICT OF INTEREST ARISES, IT MUST BE DECLARED, THE DIRECTOR MUST NOT PARTICIPATE IN ANY DISCUSSION OR VOTE AND, DEPENDING ON THE CIRCUMSTANCES, THE DIRECTOR MAY HAVE TO RESIGN

VII) DUTY TO CONTINUE

- DIRECTORS HAVE CONTINUING OBLIGATIONS TO THE CORPORATION WHICH CANNOT BE RELIEVED BY RESIGNATION CAN ONLY RESIGN FROM THE CORPORATION WHERE THERE ARE ADEQUATE INDIVIDUALS TO REPLACE THE RESIGNING DIRECTOR
- RESIGNATION TO AVOID PERSONAL LIABILITY IS INEFFECTIVE AND MAY CONSTITUTE BREACH OF FIDUCIARY DUTY WHERE THE DIRECTOR PUT OWN INTERESTS AHEAD OF THOSE OF THE CORPORATION

(SOURCE: CARTERS)

ANTI-BLACK RACISM IS...

- EMBEDDED IN THE **POLICIES AND PRACTICES** OF CANADIAN INSTITUTIONS THAT REFLECT AND REINFORCE **BELIEFS, ATTITUDES, PREJUDICE, STEREOTYPING AND/OR DISCRIMINATION** DIRECTED AT PEOPLE OF AFRICAN DESCENT.
- **HISTORICALLY GROUNDED** AND HAS AN ONGOING LEGACY
- EXISTS IN **UNCONSCIOUS AND CONSCIOUS BIASES** HELD BY INDIVIDUAL PEOPLE AND INSTITUTIONS (E.G. HEALTHCARE, POLICING, RETAIL, EDUCATION, AND ACCOMMODATION).

ABR MANIFESTATIONS...

- **DIRECT:** THERE ARE THOSE WHO EXPRESSLY ESPOUSE RACIST VIEWS AS PART OF A PERSONAL CREDO.
- **UNCONSCIOUS:** THERE ARE OTHERS WHO SUBCONSCIOUSLY HOLD NEGATIVE ATTITUDES TOWARDS BLACK PERSONS BASED ON STEREOTYPICAL ASSUMPTIONS CONCERNING PERSONS OF COLOUR.
- **SYSTEMIC/INSTITUTIONAL:** FINALLY, AND PERHAPS MOST PERVASIVELY, RACISM EXISTS WITHIN THE INTERSTICES OF OUR INSTITUTIONS. THIS SYSTEMIC RACISM IS A PRODUCT OF INDIVIDUAL ATTITUDES AND BELIEFS CONCERNING BLACKS AND IT FOSTERS AND LEGITIMIZES THOSE ASSUMPTIONS AND STEREOTYPES.

BLACK GOVERNANCE & LEADERSHIP

- **BUILDING CAPACITY FOR BLACK LED GROUPS:** A LOT OF HIGH PERFORMING AND WELL ENGAGED BLACK LED GRASSROOTS & EMERGING COMMUNITY ORGANIZATIONS
- **BUILDING CAPACITY TO OCCUPY SPACE:** ENGAGING WITH MEMBERS OF THE BLACK COMMUNITY TO PROVIDE CAPACITY, MENTORSHIP AND SUPPORT TO OCCUPY SPACE ON BOARDS AND COMMITTEES
- **BUILDING CAPACITY TO DISRUPT BOARDS PROCESSES AND DYNAMICS:** WORKING TO MOVE AWAY FROM TOKENISTIC (CHECKING BOXES) ACTIVITIES OF HAVING MEMBERS FROM THE BLACK COMMUNITY ON BOARDS WITHOUT DISRUPTING AND DECOLONISING THE BOARD ROOM, PROCESSES AND POLICIES

African Centred Leadership Models (Values & Principles)

RESTORATION of SOVEREIGNTY

Focused on self-determination

- Build on the premise of ancestors having sovereignty and therefore contemporary leaders work to reclaim lost agency
- Right to dictate own affairs in all realms of human activity with no external coercion or manipulation

SANKOFA INSTALLATION

Focused on learning from the past

- Willingness to take up the struggles of Black leaders where they left off
- Going beyond knowing the stories of Black leaders to embracing the values of leaders within the contemporary work and direction
- Based on restoring connections with ancestors i.e. rites of passage

African Centred Leadership Models (Values & Principles)

MAAT RESTORATION

Core Principles

- Truth
- Justice
- Order
- Harmony
- Balance
- Reciprocity
- Propriety

There is no single English word which embodies the meaning and these seven words

JOHARI SITA INSTALLATION

Focused on processes, procedures & practices (Maroons)

- Organizing African people to exercise control over the production, distribution and consumption of their six basic survival needs: *food, clothing, shelter, education, health care and self-defense*
- Mental transformation
- Training, development and practice



ACCOUNTABLE & EFFICIENT



INNOVATIVE MODEL OF CARE FOR
OPTIMAL ACCESS AND UTILIZATION OF
SERVICE



NOTHING ABOUT US WITHOUT US



COLLECTIVE WORKS & RESPONSIBILITY



HOLISTIC HEALTH APPROACH
INCLUDING SPIRITUAL HEALTH



I AM WHO I AM BECAUSE OF WHO WE
ALL ARE



RACISM & INTERSECTIONALITY AS
SOCIAL DETERMINANTS OF HEALTH

Six Conditions of Systems Change



