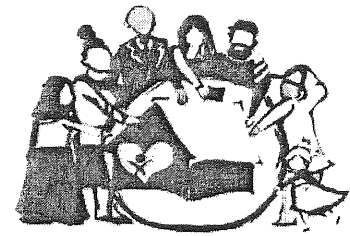


## Tips for an Inclusive Consultation

CCR Consultations bring together a diversity of people from different walks of life. In order to foster a safe and positive space for everyone. Here are some things to think about.



Points to reflect on:

- Some identities and groups have privilege that others do not.
- What is your **social** location? What groups do you belong to on the power wheel? (see reverse) Do you have certain privileges not enjoyed by others as a result? If so, how can you help mitigate the power imbalance between you and others?
- Who speaks most often in group discussions? Are there individuals whose opinions are expressed or reflected more often than others? How can you help to make the space more participatory?
- Are you someone who feels confident participating in CCR group discussions and meetings? If yes, how can you foster leadership and encourage initiative among others newer to the CCR? How can you support people at the CCR who have less privilege than you do?
- Keep in mind that there are a variety of ways to participate. If people are quiet this doesn't mean they are not engaged, and that their presence isn't valuable. Think about creating space for participation, but not demanding it.

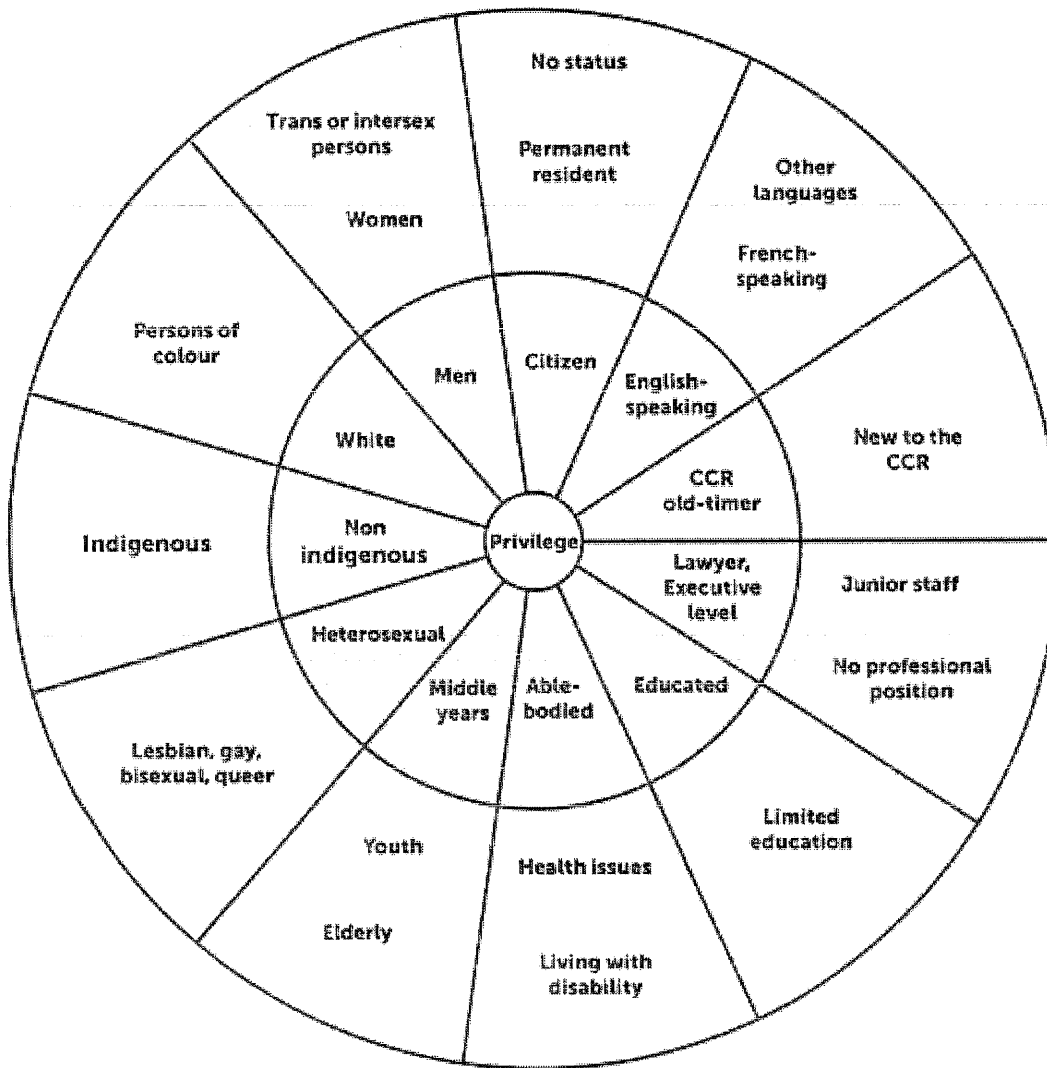
Tips:

- ✓ Keep track of how often you speak in a discussion or meeting.
- ✓ Do you belong to the group being discussed (e.g. refugees, migrant workers)? If you're speaking on behalf of the people you work with, be aware of the line between their experience and your interpretation of their experience.
- ✓ Avoid making assumptions about who is taking part in the discussion. Don't assume that members of a group being discussed are not present to speak for themselves.
- ✓ Don't interrupt or speak over other people.
- ✓ Pay attention to the kind of language you are using. Is it respectful? Is it accessible and easy to understand?

The CCR has made a commitment to anti-oppression – the practice of acknowledging oppression and power imbalances in societies, economies, cultures, and groups, and making efforts to remove or negate the influence of that oppression. These efforts must be made both to address systemic oppression and individual oppression.

## THE POWER WHEEL

See where you fit on the power wheel. The closer people are to the centre, the more privileges they have.



### Glossary:

**Privilege:** An unearned advantage or right that a person or group has.

**Systemic Oppression:** practices, policies, laws, and standards that disadvantage a particular group or category of people.

**Individual Oppression:** behaviour by an individual towards a person or group of people that is disempowering, demeaning, or oppressive (Systemic and Individual oppressions are not opposites, and may overlap and **intersect**).

**Social location** refers to the groups people belong to because of their position in history and society. All people have a social location that is defined by their gender, race, socio-economic status, age, ability, religion, sexual orientation, gender identity, migratory status, and so on.

**Intersectionality** promotes an understanding that individuals are shaped by the interaction of different social locations, so inequities are never the result of single, distinct factors. Everyday experience is shaped for many by multiple oppressions.