

Family Day's Anti-Oppression Framework

Family Day's Anti-Oppression Framework demonstrates a fluid process that articulates the organization's commitment to diversity and inclusion. Family Day acknowledges systemic discrimination and Anti-Black racism. We recognize the impacts of racism against Indigenous peoples and the critical importance of truth and reconciliation. Taking action at all levels of the organization, we strive to promote inclusive programs and services, where every child is empowered to reach their full potential.

Our Key Belief / Principles

Family Day acknowledges historical systemic discrimination that currently reinforces systemic inequities and systemic barriers.



Family Day challenges discrimination that reinforces inequities based on identities and social location, as identified under the Ontario Human Rights Code:

- Age
- Ancestry, colour, race
- Citizenship
- Ethnic origin
- Place of origin
- Creed
- Disability
- Family status
- Marital status (including single status)
- Gender identity, gender expression
- Receipt of public assistance (in housing only)
- Record of offences (in employment only)
- Sex (including pregnancy and breastfeeding)
- Sexual orientation



Family Day Tracks, evaluates and measures the impact of actions to promote social change

Collective Impact

Actions / Activities

Stakeholders

Who We Serve



Our Approach

Family Day's Anti-Oppression Framework focuses on:

- Raising Awareness,
- Self-Reflection, and
- Behavioural Change

Anti-Oppression Theory

Utilizing Evidence-Based Research and Practise



Accountability

All levels of the Agency



Leadership

Work Plans, Timelines, Priorities & Goal-Setting, Policies



Raise Awareness

Education, Dialogue, Conversations



Self-Reflection

Challenge Unconscious & Implicit Bias, Prejudice, Assumptions



Behavioural Change

Anti-Oppressive, Positive Behaviour, Shared Power, Inclusive



Promoting Social Change

Individual, Organizational, Societal