

AGENDA

8:30am to 9:00am

Registration and coffee

9am to 9:45am

Panel

Introduction to the issues

9:45am to 10:30am

Question period

10:30am to 12:30pm

Group Discussions

How is government restructuring affecting anti-racism programs and immigrant services and what will be the impact on immigrant and racial minority communities?

What are the existing programs/services and their similarities?

Are there possibilities for partnerships and are there alternatives to the existing service delivery systems?

Are there alternatives to government grants?

12:30pm to 1pm

Lunch and Networking

1pm to 1:45pm

Plenary and group discussions reports

1:45pm to 3pm

Development of action plans to implement strategies

Developing action plans to implement strategies

*Participants will be grouped according to strategies they are interested in working on. The number of groups will depend on the strategies that will come out of the morning group discussions

3pm to 4pm

Reports and coordination of strategies

Strategies Discussed

Re-Thinking Strategies:

The community, workers and anti-racist activists need to rethink how the community has worked and organized in the past and re-think the strategies that have been utilized. Given the current political and ideological shift, there is a need to challenge the apathy that has been developed in the community as a result of the assumption that the government has a role to play in funding anti-racism, advocacy and lobbying activities. This shift demonstrates clearly that the governments will fund community partnerships when they feel they can benefit from this. In light of the prevailing racist and pro-business ideology the community needs to think of itself as being in an oppositional role and not take for granted the good relations that may have existed with governments in the past. Although some public interest issues may be considered normal, the racial minority communities and the issues affecting racial minority communities fit into the "Other" category. Ways of increasing the political power of the communities should be explored.

Organize, Educate, Agitate:

The community can use our demographics as a political tool. The number of racial minority people of Metro represent a big resource and a common ground among the different immigrant and racial minority communities should be found so as to mobilize collectively and increase our political voice. Some methods to use to mobilize and educate the community are the community media, new technologies and popular theatre. Seniors, ESL classes, youth, women's groups, women of colour and other constituencies can be reached, educated and mobilized through these methods to have an impact on elections and play a role in making governments accountable. As tax payers, racial minority constituencies have a right to services and if the needs of these constituencies are not met, a non-cooperation strategy can be developed and used as a political tool, i.e. tax revolt.

Mobilizing Without Funds:

It was evident at the Beijing UN Women's Conference that there is a difference between how Northern and Southern Countries organize. Activists from Southern Countries are successful at mobilizing more people at the grassroots level without access to funds. Lessons can be learned from activists in Africa, Asia and South America and from the historical and current examples of peoples who have had an impact on the power structures without having any government funding.

Building Alliances and Working in Coalitions:

To gain a political voice, racial minority communities should work in coalitions with other progressive forces such as labour organizations, the mainstream women's and anti-poverty movements and reach out to multi-faith communities. However, because this strategy has been used by the racial minority communities for years, organizations which seek such alliances should know of the difficulties that this strategy presents due to the lack of an anti-racist analysis within these progressive movements. Often these mainstream organizations and movements are not inclusive and there is never an equal power sharing when these partnerships are sought. Organizations such as Women Working With Immigrant Women and the Cross Cultural Communication Centre have been promoting these partnerships for the last ten years. In the experience of these organizations, the work and issues affecting racial minority communities are secondary on the agenda of mainstream

movements and organizations because they are not incorporated into the structures and policies of these movements and organizations. The community needs to hold these allies accountable and demand that these movements recognize and address anti-racism, that they develop anti-racism guiding principles and that issues of class, gender, sexual orientation and disability are incorporated in the analysis of these movements.

To be more effective, racial minority communities should form their own coalition on a permanent basis instead of forming ad hoc coalitions only when there is an issue to respond to. Such a coalition will provide a consistent and sustained effort and it can be composed of representatives from all the different communities. In forming such a coalition we should keep in mind that this is a difficult task because in general, racial minority communities are dominated by the right wing sector within these communities.

Political Lobbying and Advocacy:

The community should jointly monitor the impact of government policies and action and compile and use information regarding government policies and action to challenge the government and to fight back. The framework for advocacy and lobbying activities should be that the government has a responsibility to all its citizens. The community needs to get the government to agree to allocate a percentage of the national budget for community and social services. This demand was promoted in the conferences leading up to the Copenhagen and Beijing conferences, by NGO's. The community can use this demand as a strategy. Also, the community should promote the demand that donations to advocacy organizations be tax exempt the same way that contributions to political parties are.

Legal Challenges:

The community should look at government directions and use the law as a tool in cases that legal challenges are possible.

Collaborations:

The community can do together what individual organizations cannot do alone. Organizations should explore areas where partnerships can be formed and identify areas where joint programming with other organizations can be developed. Partnerships and joint programming will increase the community's voice, power and representation. These collaborations should be done in a way that individual organizations don't lose their identity, history and mandate, and that the integrity of services remain at the agency level. If they can maintain their identity and service their particular constituency, organizations with similar mandates and programs can discuss the possibility of merging. To save money, organizations should share resources such as space, phones, fax, photocopying, printing etc. and share ways of delivering programs.

Monitoring and Using the Media:

Racism is not monitored by Media Watch. The community needs to be visible by responding to media actions and should monitor and be vigilant of these actions. Also, the community should develop better relationships with the media, both community and mainstream and should involve the media in the activities and actions of community organizations.

Anti-Racism Activists Strategizing Together:

A space needs to be created for anti-racist activists so they can come together to discuss issues and perspectives and develop collective strategies and action plans.

Need for Community Forums:

Participants assessed that the community has the human resources that are necessary to organize and mobilize. These are people with skills, experience and knowledge. What is needed is to create a space so the community can come together to discuss issues and perspectives and develop collective strategies and action plans. To start, the community can develop an agreement of common principles that defines the relationship among different organizations and communities and how the communities can work together. Participants asked that the conference's sponsors organize another similar conference to follow-up on strategies.

Finding Alternative Funds:

In order to maintain an independent political voice, the community needs to find alternatives to government funding. Possibilities to explore are:

Establish a Community Foundation: The community can work together to develop a community foundation which can fundraise for the whole community and for organizations working with people of colour, refugees and immigrant communities. This will decrease competition for funds and will allow us to keep our mandate and do our work. Also, this will ensure that contributions from our communities benefit our communities.

Fundraising Events: Special events do have a public relations value, but in terms of money, they are a drain on the organization. Organizations should lean away from special events as a fundraising strategy because the impact and return is low, while a lot of staff and volunteer time is needed to carry out these activities. It is difficult for individuals to contribute to organizations during these times due to the high cost of living and unemployment. Instead of organizing individual events, the community could collectively organize 2 or 3 fundraising events and share the funds.

Business Plans: Organizations should look at developing a business plan, cost effectiveness and controlling costs. Looking at business plans, however, could be difficult because the need is driven by economic necessity and not by the needs of the community. Also, this change may result in less services and staff which can make the organization ineffective.

Profit Centres: Organizations can look for areas in their services where money can be made. An example is to charge for consultations with government and institutions such as the police. Despite the fact that the community is told to engage in money making activities, often such institutions and governments devalue the community's expertise by expecting the community to provide consultation services for free.

Approaching Corporations: This strategy raises political questions and it is up to individual organizations to decide as to whether they want to adopt such a strategy. Some organizations consider approaching corporations a last resort when it becomes a matter of survival. Organizations should be careful when pursuing

such relationships and should define clearly what will be gained and what will be lost and they should consider the compromises that they may have to make.

Using the Internet: Organizations can use the internet to do fundraising

Insurance Plans: Organizations can ask individuals to contribute to the organizations' insurance plans and use this technique to do fund raising.

Managing Human Resources:

Membership: Organizations need to get close to their membership and involved the membership in service delivery, the promotion of the organization's programs, in lobbying and in fund raising activities.

Volunteers: Organizations should use volunteers whenever possible. However, a high turnover of volunteers is not always efficient because organizations need people on a permanent basis.

Board of Directors: Organizations need to be clear on what the role of the Board is in order to avoid "Board burnout." The mandate of the Board should be to develop policy and set policy and fundraising parameters for the organization. The Board of Directors should engage in strategic planning, and deal with the questions of what does the organization need in each situation, what is the role of the Board in each situation, what the organization is about, and what does the organization want to be. Organizations need to rethink the role of the Board and whether the role of the Board is to fund raise.

Strategies to Use During Elections:

During elections, individual organizations can mobilize their particular community and different communities can work together to have a powerful political impact. The community can use the argument that our communities pay thousands in taxes and therefore tax dollars must go to immigrant services and anti-racism work. We should not think of immigrant services as just settlement services, but think of other needs such as education, housing, health care and other services. Our communities are not getting what they pay for in these services. Umbrella organizations and advocacy organizations can call a leaders debate on specific issues affecting our communities. Community organizations can organize local all-candidates meetings in their ridings. The community can develop a list of demands and questions to ask candidates when they approach our communities for our votes. Collectively, our communities can buy mainstream media ads.

Federal Election 1997:

The community can be mobilized around the June 1997 Federal Election and raise issues that are relevant to our lives. Two common major demands that should be raised during the Federal elections are:

Immigrant Settlement Services: Immigrant settlement services must be the responsibility of the federal government. This responsibility includes language training, anti-racism, newcomer and refugee services, job placement and training.

Bill C-76: Bill C-76 must be repealed and the CAP must be restored.

Theme: "Dollars for Advocacy = Dollars for Democracy"

Conclusion

Government restructuring of which immigrant settlement, multiculturalism and anti-racism programs is part of, is dictated by an ideological shift in social and economic development which is driven by the corporate agenda. Economic Equity is not part of this restructuring which threatens to eliminate services to which immigrant and racial minority communities are entitled to, and threatens to eliminate the political voice of these communities.

In light of the prevailing racist and pro-business ideology, immigrant and racial minority communities need to think of themselves as a political force being in an oppositional role. In order to increase their political voice and power, immigrant and racial minority communities need to work collectively and work in coalitions with other progressive forces.

RACISM GETS NO CUTS

**A ONE-DAY PLANNING FORUM ON THE
IMPACT OF GOVERNMENT RESTRUCTURING
ON MINORITY COMMUNITIES AND THE
FUTURE OF ANTI-RACISM AND IMMIGRANT
SERVICES**

MARCH 20, 1997

**20 GROSVENOR STREET
(CENTRAL YMCA)**

8:30AM TO 4PM

Speakers

Anne Marie Steward	Formerly Director of the Anti-Racism Secretariat
Elaine Prescod	Executive Director of the Coalition of Visible Minority Women
Alok Mukherjee	Chair of the Coalition of Agencies Serving South Asians
Antoni Shelton	Executive Director of Urban Alliance on Race Relations
Amy Go	Director of Community Support Services at Woodgreen Community Centre

Registration Form

Name/s.....
Organization.....
Address.....City.....PC.....
Phone.....Fax.....

**Mail or fax your registration to: 2909 Dundas Street West, Toronto, On
M6P 1Z1 Tel. 760-7855 Fax 760-7911**

Registration Fee:

Organizations \$15 Students \$ 5.00

(Includes lunch)

**Organized by:
Women Working With Immigrant Women,
Cross Cultural Communication Centre,
Coalition of Visible Minority Women and the
Anti-Racism Action Centre Task Force**

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