



Anti-Racism Ambassadors Network (ARAN)

THE STORY



It all started with a [Tweet](#).

ARAN was established in **June 2020**, following the violent killings of Black, Indigenous, and racialized people in the United States and Canada. **It was born out of a will for meaningful change.**

ARAN is a grassroots volunteer network of public servants across jurisdictions in Canada. It is not tied to any corporate organization/agenda.



Anti-Racism Ambassadors Network

a grass-roots volunteer network of public servants across Canada

We aim to:



Support existing efforts in the public service to dismantle systemic racism with an intersectional lens.



Create a space for public servants in Canada at the municipal, provincial, territorial and federal level as well as other jurisdictions, to share knowledge, spread information and be inspired to take action.



Act as a community mobilizer and connector to collect, amplify, house and disseminate information and resources on Anti-Racism activity for all to use.



Amplify the work being done by Black, Indigenous and racialized colleagues and, connect all people working in this space.



Encourage and support members in taking practical action to dismantle systemic racism.

Who/What is the Network?

- The Network is anyone and everyone that wants to join the **community** with the **same spirit** and **common goals** of dismantling systemic racism and other discriminatory practices.
- The Network is a community of folks who are working in the space of Anti-Racism and its **intersections** - including but not limited to Positive Space, GBA+, Diversity, Equity and Inclusion, Accessibility and so on.
- The Network is a **safe space**. It is open to all who are **dedicated** and **passionate** about bringing real change in this space. It is for those who want to be inspired to **bring action** to their respective organizations or networks.
- The Network is a network of multiple networks that are coming together to **share, co-create and ideate** in a way that lifts each other up, **builds community and busts silos**. It is a community resource of resources. We learn and unlearn through our interactions with each other.
- While the Network is not tied to any corporate entity/agenda or other authority, there are folks working in the background to support this community of communities by playing the roles of administrators, creating and holding space for interactions, helping to disseminate information/resources across platforms and acting as facilitators and community builders to help drive collective efforts forward for each respective community.
- We call this the group the Core Team.

MEET THE CORE TEAM



Aalya Dhanani (She/Her), Co-Founder and Head of Engagement & Community Building

- Aalya is a community connector and policy professional with Transport Canada. She has worked in the Federal Public Service for over 12 years. She holds a B.A. in Psychology and an M.A. in Sociology with specialization in Feminist and Gender Studies.
- Aalya brings her education, insight and experience of working across horizontal communities, GBA+, and mental-health background to the team. Her lived experiences as a POC in the South Asian diaspora, passion and commitment to dismantle systemic racism led her to the Network. More recently, she has joined the School as part-time faculty to deliver training on Anti-Racism and Mental Health topics.
- Aalya is a firm believer in bringing empathy to the way we work and live.



Barâa Arar (She/Her), Head Liaison - Indigenous Partners

- Barâa Arar works at Shared Services Canada as a program officer in Equity, Diversity and Inclusion, currently leading the Diversity Council and other strategic planning files. She holds a Master's degree in History from the University of Toronto.
- Before joining the Federal Government, she worked alongside a number of charities and non-profit organizations on matters of social justice and youth civic engagement.
- Baraa is a firm believer in storytelling and is a published author in a number of Canadian and International magazines. She is a settler on Turtle Island and a child of immigrants.

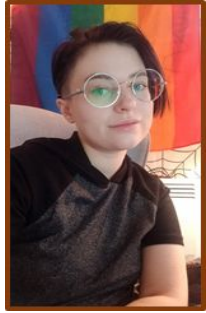


Ali Khan (He/Him), Co-Founder and Head of Regional Engagement & Community Building

- Ali works at Service Canada and has years of experience building networks within the public service.
- He looks forward to working with his colleagues to continue to promote Anti-Racism within the public sector.



MEET THE CORE TEAM



Sarah Patrick (She/Her), Co-Founder, Head of ARAN Secretariat

- Sarah is a graduate of Carleton University's Gender Studies B.A. program and Algonquin College Theater Arts program.
- She currently works at Transport Canada in the Transformation Branch as an Inclusive Designer.
- Previously she worked at SSC as the Gender and Technology and Student Lead to the Chief Information Officer and was co-chair of the SSC Pride Network, before then, Sarah was a Briefing and Governance Analyst at PSPC.



Elisabeth (Liz) Martin (She/Her), Head Liaison - FBEC and BEN(s)

- Liz was born and raised in France. She decided to settle in British Columbia after visiting South Africa.
- Liz became a Public Servant 10 years ago. Her three favourite words are “why?” and “why not?” Her mantra is “Purpose over popularity”.
- Liz challenges status quos and unassumed biases and she believes in the power of grassroots movements.
- She graduated from a law school in France. Her time spent as a Black student in law school gave her powerful insight into systemic racism and she brings these insights to the Network.



Heraldo Jacques, (He/Him) Community Support

- Heraldo is a Political Science student at the University of Ottawa
- He is currently on a work term with SSC in the Chief Information Office.
- Heraldo is passionate about social justice and racial equality.



CORE TEAM MEMBERS ON LEAVE

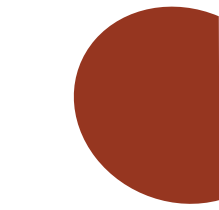
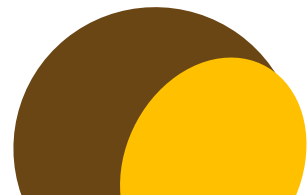


Glennys Egan (She/Her), Co-Founder

- Glennys is a recent addition to the public service, currently working at Employment and Social Development Canada. Previously she worked on program policy and design at the Public Health Agency of Canada.
- She brings years of experience of working at the community and policy level in the non-profit sector, supporting and advocating for vulnerable youth in Canada and East Africa. She has also sat on the Board of Directors of the Ottawa Rape Crisis Centre, an anti-oppressive feminist organization.
- Glennys holds a B.A. in Political Science and Human Rights and an M.A. in Political Economy.

Vickie Patacairk (She/Her), Head of Accessibility

- Vickie is a long time Public Servant and advocate for Accessibility and Inclusion. Her strong background in HR and work in Unconscious Bias are the driving force of her mission statement.
- Vickie is the NCR Executive Representative to the ESDC Employees with Disabilities Network, advocating for her colleagues and advising on many committees and working groups to advance awareness across the departments and government at large.
- Vickie brings her experience as Mixed Indigenous – Polish Canadian



CURRENT ACTIVITIES



Developing a draft mandate/core principles for the Network and its longevity.



Developing an online presence to house information and resources provided by Network members and all communities in this space.



Connecting with horizontal networks and communities across departments to build an inter-organizational group for monthly check-ins and knowledge exchange.



Outreach, engagement and awareness activities (e.g. via Federal Youth Network, FBEC, LeadersGC and more.)



Sharing information about events or resources to the growing Network



Accomplishments to Date

The First 6 Months: Establishment & Exploration

(June 2020 - December 2020)

- ✓ Coming together (the passion that unites us)
- ✓ Outreach and exploration of existing efforts and identifying our value added
- ✓ Determining goals/objectives
- ✓ Naming & establishing the Network
- ✓ Establishing the inter-organizational community
 - noteworthy: virtual smudge and bringing in guest speakers
- ✓ Logo design
- ✓ Setting up Slack channel and building an online community
- ✓ Launching Twitter
- ✓ Setting up GCcollab presence
- ✓ Creating distribution list of community (ongoing)
- ✓ Developing and sending out QAs
- ✓ Partner events with FYN, FBEC and LeadersGC
- ✓ Heavy outreach focus

Next Steps - 2021 - 2022: Setting the Foundation

- ✓ Core Volunteer Recruitment and Community Support
- ✓ **Establish Volunteer Teams**

Outreach, Engagement & Community Building (*not exhaustive list):

Communications/Research Team

- Establish, monitor and update **social media presence**
- **Content development and planning** (e.g. DYK, Awareness Months, Amplify events/partner events etc.)
- Content development/planning for newsletter/bulletin
- Use of multimedia for content planning (e.g. Reels, TT, etc for social media)
- **Expand reach** of online presence on Social Media (e.g. LinkedIn, FB etc.)
- Expand Reach of online presence in GC platforms (GCWiki, Collab etc.)
- Validate information and credibility of various sources
- **Research** and environmental scanning

Engagement & Events Team

- **Outreach to departments/networks missing** from our inter-organization table
- Develop content for speaking engagements
- **Engage/support Slack Community**
- Partner on Events
- **Share** information about upcoming events to Comms Team
- Work closely with communications team on other engagement efforts
- Canvas for speakers at inter-organizational meetings

Administration (*not exhaustive list):

Website Team

- Select 1 focal platform and design **landing page** (e.g. Github)
- Organize landing page architecture
- **Post/upload landing page content**
 - e.g. about us, links to organizations, community library etc.
 - links to social media presence, mailchimp etc.
- **Build online resource library (e.g. Trello or alternate suggestion)**
- **Upload content to library**

ARAN Secretariat

- **Support planning/logistics** and invitations for inter-organizational monthly meetings
- **Monitor/respond** to gmail and triage requests
- **Organize** ARAN Google Drive
- Newsletter mailings to Network (Mailchimp)
- Calendar of Events - linked to Newsletter (Mailchimp)
- **Forward agenda** (including guests)
- **Translation**



HOW WE WORK



Asynchronous & autonomous approach



Flexibility



Slack is our BFF



Regular touch points
(Core Team)



Co-working time
(Core Team)



Google Drive/Suite of Products

- Underpinning this way of working are shared values of mutual respect, working together, attentive listening, support for each other and working in a safe space.
- We are all volunteers here and there is no space/room for any toxicity.
- Communication is essential to how we work across different departments and time zones.
- There is no such thing as over communication :)

CHALLENGES

- Being grassroots adds an extra layer of effort without additional support from an organization/champion
- Limited visibility
- Resource capacity - nature of being a volunteer network
- Emotional impacts
- Growing pains

VALUE OF JOINING THE NETWORK

- Supports and aligns with the Clerk of the Privy Council's **Call to Action on Anti-Racism, Equity and Inclusion** in the **Federal Public Service** by:
 - **Enabling** and advancing the work of grassroots networks and communities within the Public Service by providing necessary resources and bringing them into discussions at senior executive tables
 - **Combatting** all forms of racism, discrimination and other barriers to inclusion in the workplace by taking action on what we have learned, empowering employees to speak up about bias and oppression, and better equipping managers to address these issues
 - **Committing** to personally learning about racism, reconciliation, accessibility, equity and inclusion, and fostering a safe, positive environment where these conversations are encouraged throughout our workplaces
- **Strengthen** and expand **networks/partnerships** to work towards common goals
- **Develop transferable and critical skills for career advancement and development including but not limited to:**
 - Writing
 - Public Speaking
 - Stakeholder Engagement
 - Drafting Content
 - Using various collaboration tools and technology
- **Enrich** and **elevate** conversations about the work being done to dismantle systemic racism through sharing insights and knowledge exchange between people with lived experiences and their allies. This removes a siloed approach to working and allows the community to identify gaps.



ARAN Community Member Networks/Partners

(non-exhaustive list)

Include but not limited to representatives from:

- IRCC
- FBEC
- Indigenous Services
- NRCan
- Canadian Heritage
- Global Affairs
- DND
- ESDC
- Infrastructure
- Health Canada
- Government of Ontario
- PSPC
- Service Canada
- Parks Canada
- ECCC
- CRA
- CBSA
- ISED
- ACOA
- PCO
- SSC
- Canadian Space Agency
- TBS
- Finance
- CSPS
- Transport Canada
- Federal Youth Network
- NCRYPN
- National Managers Community
- Policy Community Project Office
- Leaders GC

...and many more!



HOW TO GET INVOLVED

- **Represent your organization** - if you are already part of a network working in this space, consider representing your group at inter-departmental/inter-organizational check-ins and stay tuned into what others are doing and help minimize operating in silos.
- **Share resources** - if you have relevant educational information, templates, resources, events to promote or other informational/material of value, please share it with the Network.
- **Offer Your Subject Matter Expertise (SME)** - We were so excited to see a large number of you with expertise in a range of topics. As activity in this space continues to grow across departments, there will be a need for SMEs, as speakers or facilitators to support events. Consider offering to be contacted and included on our list of (BIPOC) SMEs for folks and the Network to reach out to you. This is not limited to speaking on DEI & A-R matters.

*Many of you already signed up to provide your expertise through the survey sent out in Summer 2020. We have compiled this information onto a list for community members to use and reach out to you directly.

- **Volunteer** - As activity in this space increases, volunteers may be needed across various events. By being on our volunteer list, you will receive information about call-outs for volunteer support at these activities where you can consider offering your time. Thank you to everyone who has already signed up to be contacted for this.

CONNECT WITH US

- **Subscribe** to our distribution list - [click here.](#)
- **GCcollab:** Anti-Racism Ambassadors Network
*Note: Once we have a web page setup, we *may* redirect information from GCcollab to the webpage for folks to access updated information.
- Follow us on **Twitter:** [@arannetwork_ps](#)
(LinkedIn coming soon)
- Join our **Slack** Channel (email us for the invite)
- **Email:** aran.publicservants@gmail.com

