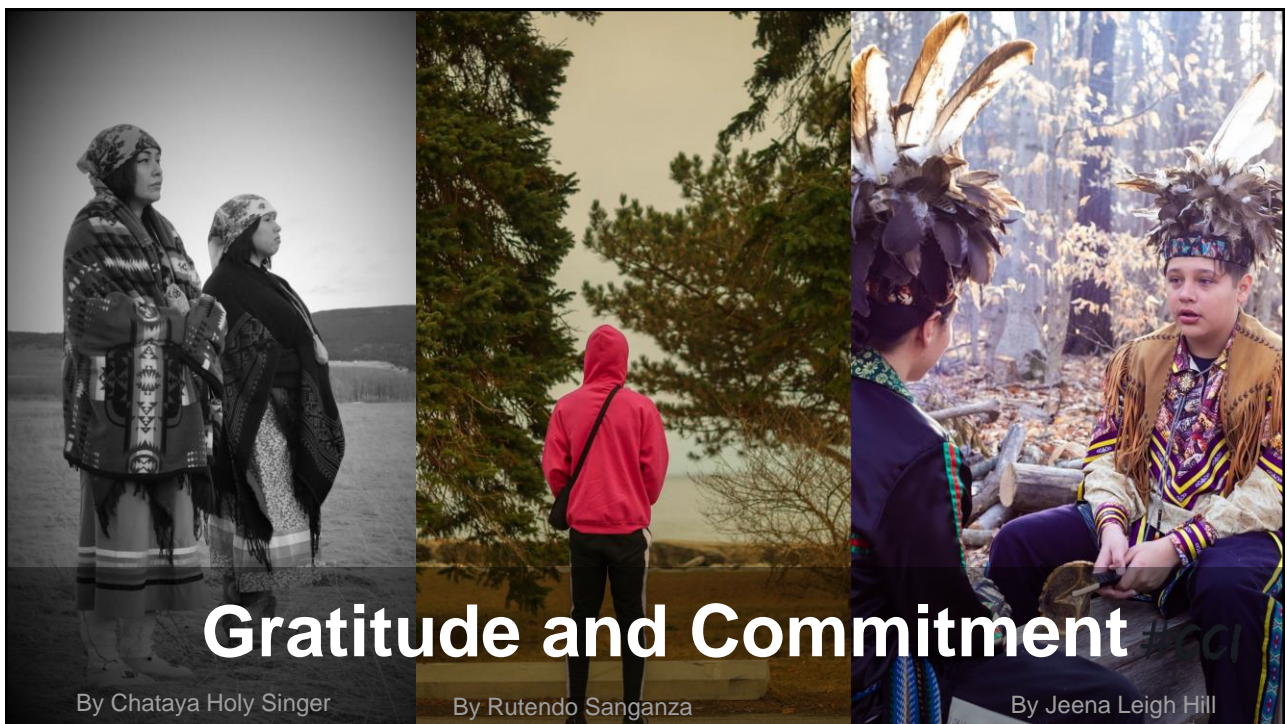




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In the Tamarack **Learning Centre** we support our learners in the **five interconnected practices** that we believe lead to impactful **community change**.



In **Vibrant Communities**, we support **cities and local leaders** to implement large-scale change initiatives to **reduce poverty, deepen community, build youth futures and address climate transitions**.

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Workforce Transitions - Employer Practices Community of Practice

Session 1: Workforce Transitions, Training and Experience
March 23, 2023

Session 2: Human Centered Design for Workplaces
March 30, 2023

Session 3: Advancing Equitable Employer Practices – Employer Portal and Ready to Hire List
April 27, 2023

Session 4: Community Engagement and Organizing Models
May 18, 2023

Session 5: Bringing the Themes Together
June 8, 2023

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Session 4: What do you do to create an engaged learning session?

Getting to Know Each Other

- Introduce yourself
- Introduce your organization

Session 4: Community Engagement and Community Organizing Models

Agenda for Today

1. Welcome, Land Acknowledgement and Setting the Context for the Session
2. Community Engagement and Community Organizing Models – Learning from our Colleagues
3. Question and Conversations
4. Our Final Session in this COP series – what we have learned together

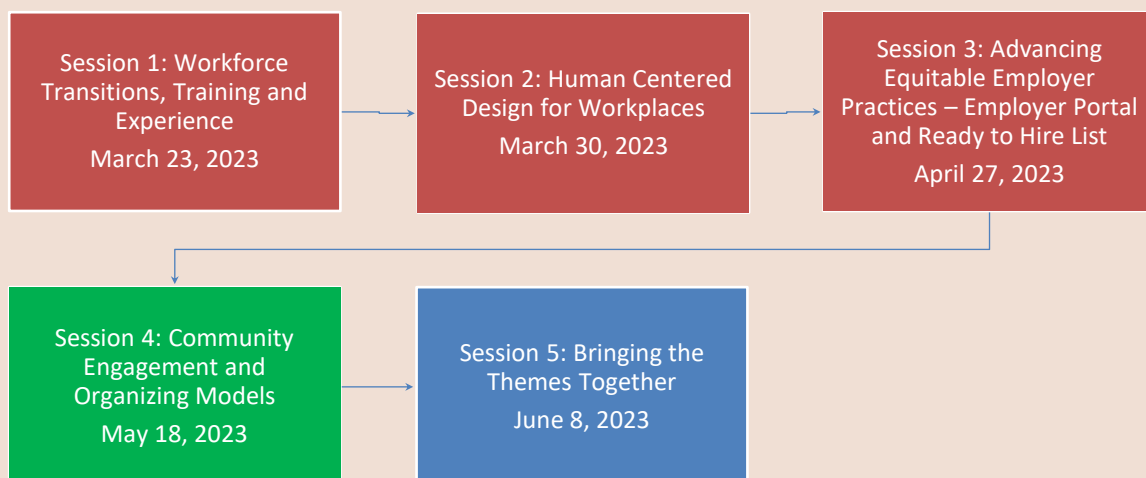
Community of Practice

- A community of practice (CoP) is a group of people who share a common concern, a set of problems, or an interest in a topic and who come together to fulfill both individual and group goals.
- Communities of practice often focus on sharing best practices and creating new knowledge to advance a domain of professional practice. Interaction on an ongoing basis is an important part of this.
- The Employer Practices - Community of Practice will be a web-based collaborative environment to communicate, connect and conduct community activities.



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Workforce Transitions - Employer Practices Community of Practice



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Employer Practices - Co-Design Team

The Employer Practices Community of Practice Co-Design Team

- Bassel Ramli – Jump Start Refugee
- Crystal Kalaitzakis – Momentum Centre
- Tom Strong - The National Fund for Workforce Solutions
- Carolyn Yang -TechEquity Collaborative
- Rochelle T. Cooks – The Welcoming Center
- Kannyka Pouk – Centre for South-East Asians
- Abdulla Daoud – The Refugee Centre



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Community Engagement and Community Organizing Models

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Meet the Speakers

Community Engagement and Community Organizing Models



Kannyka Pouk,
Center for
Southeast Asians,
United States



Jun Naraval
Action Dignity,
Canada



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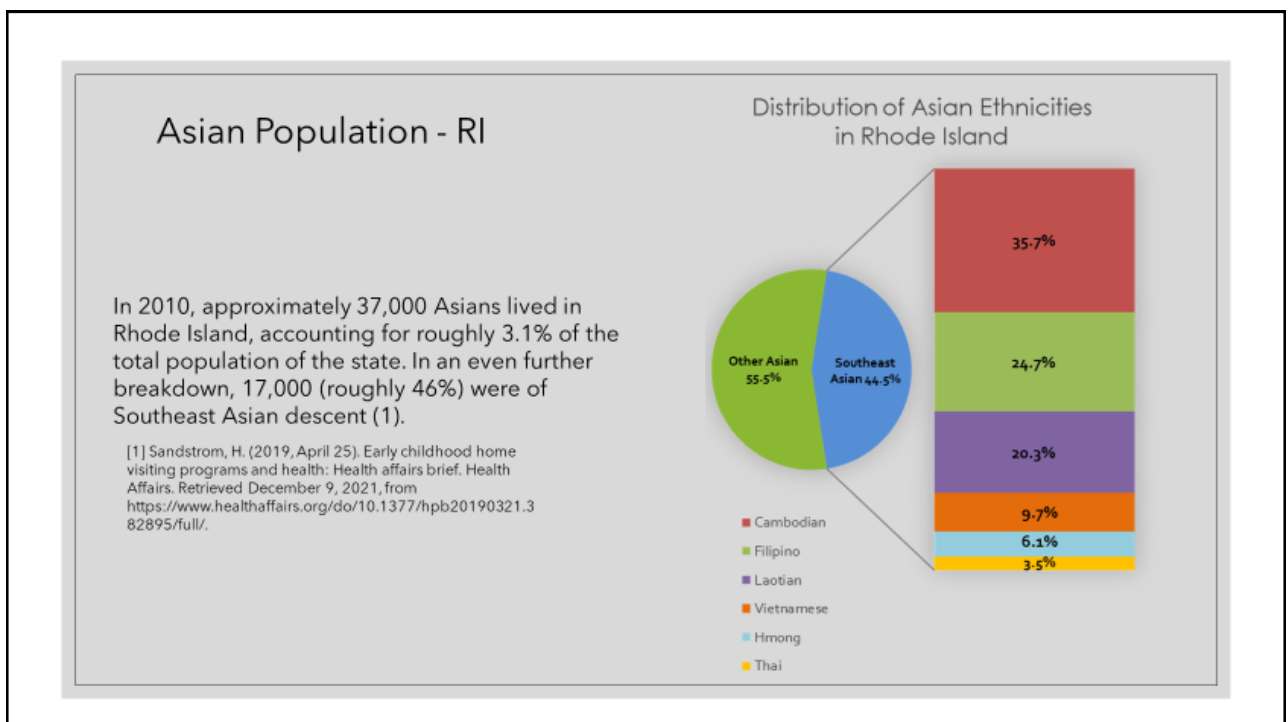


- Located in Providence, Rhode Island, USA
- Founded in 1987 to serve the influx of refugees and immigrants who are Cambodian, Laotian, Hmong, and Vietnamese
- The Mission is to “promote the prosperity, heritage, and leadership of Southeast Asians in RI”
- Much of the work in the 1990’s and early 2000’s was to give Case Management, including interpreting for families navigating the systems in schools, healthcare, and various social service programs. Some of those programs were Food Stamps, Medicaid, Medicare, ESL classes, Citizenship classes and free tax prep.
- The Staff at CSEA speak Khmer, Laotian, Spanish, Cape Verdean Creole, Portuguese, Mandarin, Cantonese. All of our services are offered in the language that the clients need. Staff are bilingual or tri-lingual.

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Current Programs

- Over the years the service offerings have changed because of the growth and evolution of Southeast Asians in our community.

Now the services are:

- SNAP outreach (formerly known as Food Stamps)
- Food Access, with food pantry
- Elder Services: healthy aging, exercising, financial literacy, retirement benefits, and basic retirement planning
- English as a Second Language (ESL) classes
- Free tax preparation- Volunteer Income Tax Assistance
- ACA Open enrollment for healthcare
- Workforce Development
- SEA Small Business Development and Technical Assistance
- Covid-19 Vaccination and Education

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Community Engagement at CSEA

Inreach

- CSEA relies heavily on existing clients
- Long History of clients
- Each staff has a list of clients
- Contact clients via phone calls, texts
- Use of Social Media, esp Facebook
- Clients getting help for multiple programs

Outreach

- ❖ Temples, Churches, Places of worship
- ❖ Cultural Events taking place throughout community
- ❖ Health Fairs held at CSEA
- ❖ Cultural Food Giveaway
- ❖ Collaborate with other agencies
- ❖ Spring and Summer time outreach

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Inreach Efforts

- Contact clients to attend cultural events
- Arrange and set up Covid-19 Vaccination Clinics

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Outreach Efforts

- Old Fashioned word of mouth marketing
- Post on CSEA website and Facebook
- Setup food giveaways in the community



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Importance of Language Access

- ❖ Language access is often a barrier to services in all communities; it also interferes with positive community engagement
 - Clients will not attend or join in on an event if they do not understand what will be presented
 - CSEA is committed to helping all clients in the languages that they speak and understand.
 - Most staff at CSEA are bilingual
 - Flyers are translated and interpreters are available at all events and outreach tables
- ❖ When clients understand topics, they will ask more questions and advocate for themselves. Our goal is to help clients better understand what they are going through so that they trust our feedback and guidance.
- ❖ Ultimately, community engagement is connecting with our clients to educate them and support them. We listen to them to find out about their needs, they listen to us about how we can help them; and together we learn and take action.

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Overview of ActionDignity

About us:

- Alberta-wide
- Registered charitable organization
- 147 ethnocultural community members
- 100 individual members



 ActionDignity

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Overview of ActionDignity



Our desired future.

Calgary is a just and equitable society for all.



Our core purpose, the 'why' behind what we do.

To work together with ethnocultural, racialized, and equity seeking groups to create transformational changes in our communities and society



Our fundamental beliefs and principles upon which our strategies, actions and decisions are built.

- Respect for diversity
- Equity and social justice
- Active citizenship and democratic participation
- Collaboration

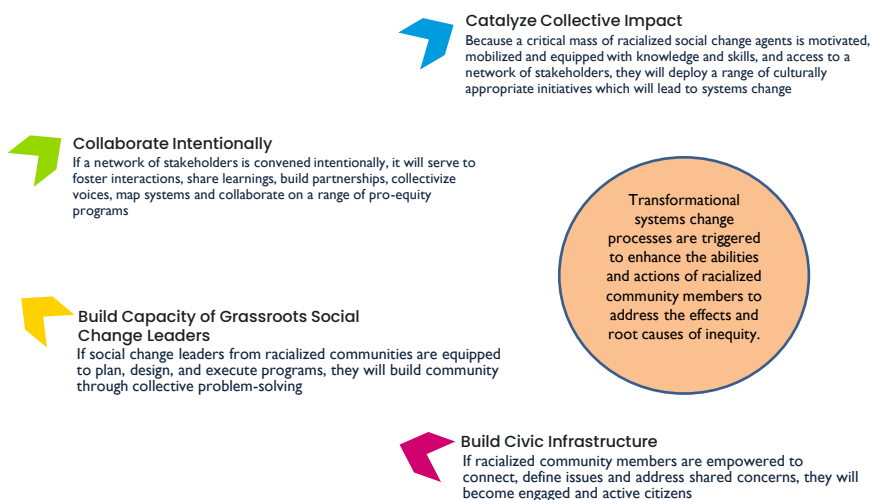
ActionDignity

www.actiondignity.org
info@actiondignity.org



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The ActionDignity Edge: Our Theory of Change



ActionDignity

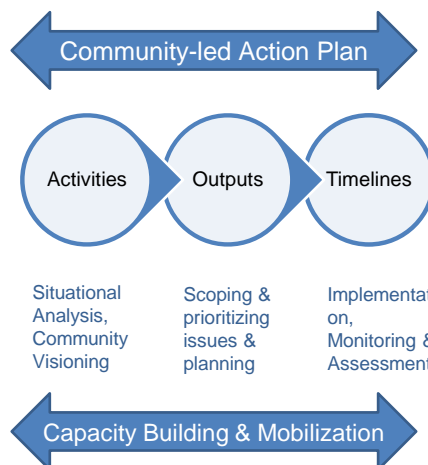
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- Community connectors
- Community-participatory Action Research
- Systems change work and policy advocacy



Community Development –
Bringing together the talents,
resources and skills of people in the
community to increase their
collective power and work for social
change.

- ✓ Leadership Development
- ✓ Community Capacity Building
- ✓ Community Mobilization



We do our work through: **Community Connectors**

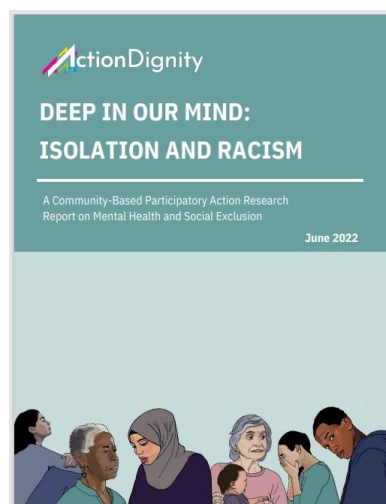
Community Connector – They are advocates and connectors imbedded in racialized populations. Connectors provide supports to grassroots organizations, amplify the voices of communities to inform decisions towards improving policies, programs and services of government, public institutions and service provider organizations.



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We do our work through: **Community-based Participatory Action Research**

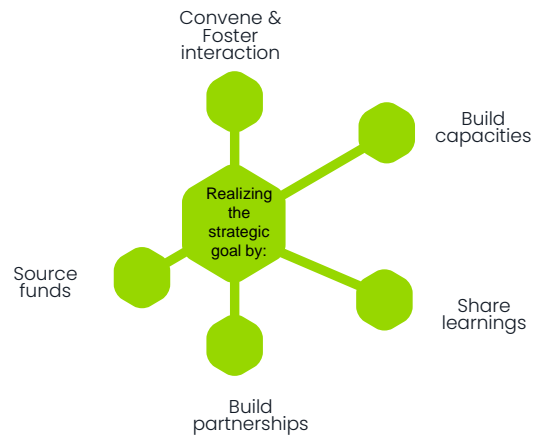
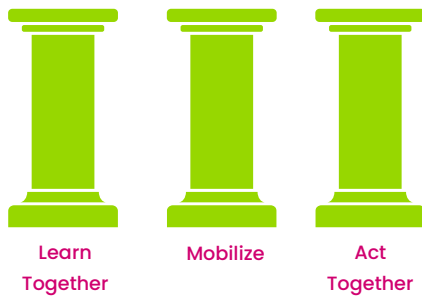
Community-based Participatory Action Research - emphasis on working with the community as full and equal partners in all phases of the research process.



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We do our work through: **Platform**

Formalize and strengthen our platform for grassroots organizations to:



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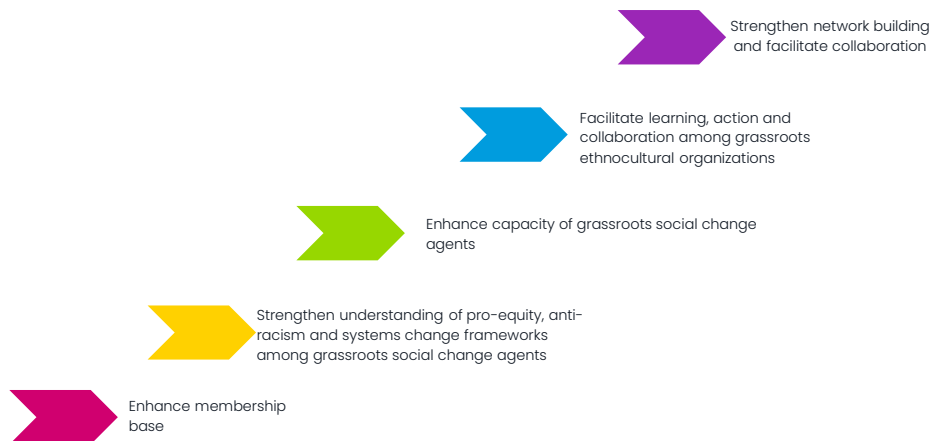
The Platform

A NETWORK of ethnocultural, racialized **COMMUNITY GROUPS** and organizations who share a **COMMON VISION** of a just and equitable society and are committed to working towards **EFFECTING CHANGE**.



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Platform Strategy 2022 - 2025

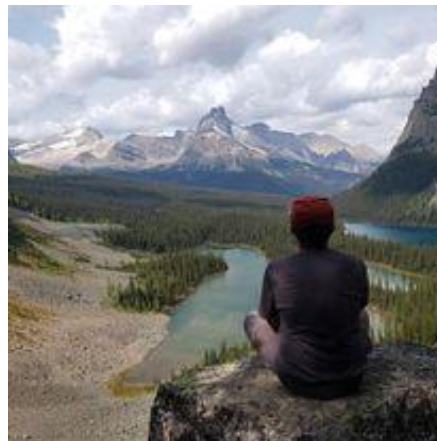


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We do our work through: Systems Change and Policy Work

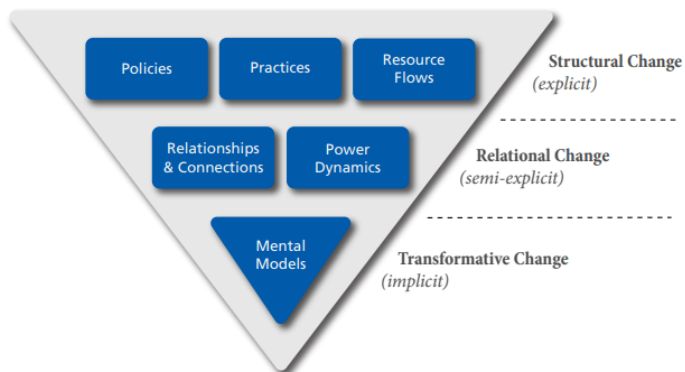
Why take a systems approach?

- Many of the problems we face are “wicked” – they defy easy categorization or solution (i.e., public safety)
- What we see as the problem – however serious – may only be the symptoms.
- We must go beyond the symptoms and deep dive to conditions that hold the problem/s in place.

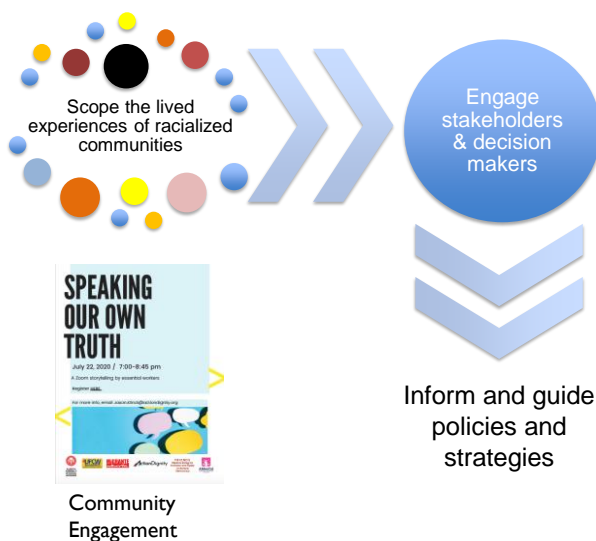


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Six Conditions of Systems Change



BRAVE Workers' Partner ECCs, non-profit
Immigrant Serving Organizations, etc.



Guides
ActionDignity's
Programming,
Systems Change
and policy
Advocacy Work



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Partner Organization's Success Story

AMexCal
ASSOCIATION OF MEXICANS
IN CALGARY

Association of Mexicans in Calgary

International Day for the Elimination of Racial Discrimination

ActionDignity
Unrelenting
Pursuit of Equity 2020

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ACHIEVEMENTS

The focus of AMEXCAL is Anti-Racism initiatives and Migrant Justice with an emphasis on serving the Seasonal Agricultural Workers who come from Mexico yearly for eight months' contracts to Rural Alberta.

During the COVID-19 Pandemic, AMEXCAL provided personal protective equipment to farmworkers across Alberta, planned and implemented a campaign to advocate for fair and equal access to COVID-19 vaccines for farm workers; Delivered food hampers to workers who were sick and in quarantine; Supported workers whose human and labor rights were being abused, etc.



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SUCCESS STORIES

“

From April to June 2021, we coordinated COVID-19 Vaccination appointments for several dozen farmworkers left behind in the vaccination rollout. We drove them hundreds of kilometers across Alberta to their appointments and translated the information provided.

Supporting them through this process made us feel proud and grateful for our work and the relationships of friendship, brotherhood and sisterhood that we developed in this very intense process. For us, the human side, the connections and the relationships are precious and essential elements to keep breaking the barriers that systemic and institutional racism inflicts on our communities.

”



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What are your next steps?

Share in the chat box.

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We Appreciate Your Perspective

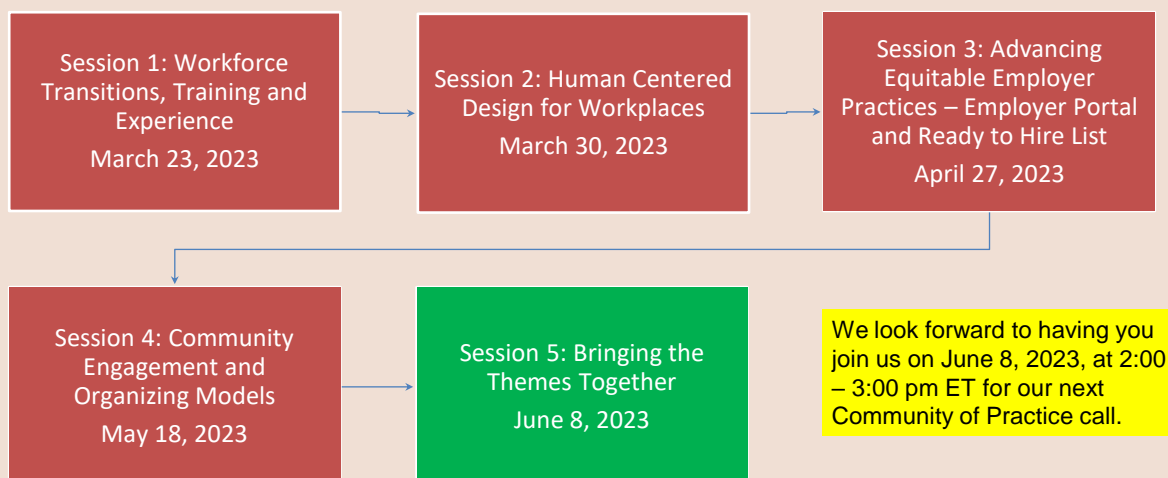
Please complete this short survey.

Your responses will help us plan for future Community of Practice Sessions.

Survey Link: <https://www.surveymonkey.com/r/2FT8LK8>

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Workforce Transitions - Employer Practices Community of Practice



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