

# MILESTONE JOURNEY

Equity, Anti-racism & Reconciliation (EAR)

## 1 JULY 2020

Tamarack made its first public acknowledgement of systemic racism and committed to embed anti-racism across the organization following the murder of George Floyd, beginning an organization-wide learning journey.



## 2 FEBRUARY 2024

Tamarack developed its inaugural Land Acknowledgement after engaging with First Nations Matriarchs and Elders.

## 3 SEPTEMBER 2021

Tamarack implemented an annual practice of closing the office to observe the National Day for Truth and Reconciliation, providing team members opportunities to engage in community-led learning and reflection.



## 4 APRIL 2022

Tamarack established Equity, Diversity, Inclusion, Justice, and Reconciliation (EDIJR) working groups to advance commitments across the organization. Team members self-selected to join at least one group: Internal Work, External Communications and Board Members, Individual/Personal Work, Programmatic Work (e.g., events, curriculum), Measurement, and Coordinating EDIJR.



## 5 SUMMER 2022

Tamarack launched a public call for board members to support board diversification from historically excluded communities.



## 6 SEPTEMBER 2022

Tamarack onboarded its inaugural Director of Equity, Diversity and Inclusion who initially focused on better understanding people, communities, and processes and to identify EDIJR opportunities for the organization.

# 7

## SEPTEMBER 20, 2022

Tamarack launched the monthly Anti-Racism Community of Support ([guidelines are here](#)), which explored topics such as futurism, white supremacy culture, epistemic exploitation, and their connections to characteristics like Right to Comfort, Power Hoarding, and Fear of Conflict, while also sharing article prompts and resources.



# 8

## FEBRUARY 2023

Power of Discourse Consulting was selected to lead Tamarack's EDIJR Audit following a competitive Request for Proposal process.



# 9

## FEBRUARY 2023

**CEP Member Spotlight:** Saskatoon Poverty Reduction Partnership supported the City of Saskatoon to launch a free high-speed Wi-Fi pilot, improving digital access for equity-denied communities and enhancing access to health services, social connections, and digital inclusion. Learnings were shared across Tamarack's network of learners, staff, and board members.



# 10

## APRIL 2023

Power of Discourse Consulting led engagement with Tamarack board members, staff, and members to inform recommendations for the EDIJR Audit.

# 11

## APRIL 2023

**CEP Member Spotlight:** Eastern Ontario's Health Unit learned about the Equity Indicators Framework at CEP's Summit for Strength, sparking a regional movement of 36 organizations to complete equity training and create an Inclusion, Diversity, Equity, and Anti-Oppression Coalition focused on addressing systemic oppression, advancing culturally safe practices, and embedding equity into poverty reduction efforts.



# 12 AUGUST 2023

**CEP Member Spotlight:** Vibrant Communities Calgary informed Networks for Change that Elders gifted Calgary’s Enough for All Strategy a Blackfoot name, *iih kanii tai staiiwa* (“everything is there”), recognizing the collaborative’s commitment to work alongside Indigenous communities and honouring the role of the Indigenous Advisory Committee in co-creating a future without poverty. Tamarack has been a key partner and supporter of Vibrant Communities Calgary and the Enough for All Strategy.



# 13 JANUARY 2024

Tamarack board members and staff received recommendations from the EDIJR Audit and prioritized them to inform development of an EDIJR Framework and Action Plan.

# 14 JANUARY 2024

Tamarack’s Strategy for Belonging gained momentum as a tool to strengthen skills and knowledge by introducing metrics to measure the impact of belonging initiatives and by fostering next-generation leadership to embed belonging into strategic plans and interventions.



# 15 JANUARY 2024

The Circle of Actions and Pathways for Change Cohorts are launched to catalyze community leaders’ efforts to create plans, strengthen collaboration competencies, and carry out interventions that foster a sense of belonging.



# 16 FEBRUARY 2024

Tamarack shared a draft of Seeds of Transformation with team and board members to gather feedback on relevance to priorities, accountability, and timelines.



# 17 MARCH 2024

A small cohort reviews the draft action plan against organization-wide priorities. The revised document is shared at the March 28 Directors Meeting and with functional team members for feedback.

# 18 MARCH 28, 2024

As part of Tamarack's efforts to be transparent about its equity journey, Tamarack hosted the first of a two-part webinar series focused on strategies for learners to operationalize their commitments to equity. Team and board members shared insights from the equity audit process and framework and action plan development.



# 19 SPRING 2024

**CEP Member Spotlight:** In Alberni-Clayoquot, BC, community engagement revealed widespread experiences of stigma and racism, leading the Alberni-Clayoquot Health Network to launch a Building Equity project with provincial support. Tamarack's Anti-Racism Community of Support provided support for framing conversations and identifying strategies for organizations to embed equity in governance and drive systems-level change.



# 20 APRIL 8 2024

Tamarack shared an updated draft of Seeds of Transformation as a pre-read for EDIJR discussions at the board of directors retreat.



# 21 JUNE 2024

Tamarack took accountability for finalizing its equity, reconciliation, and belonging framework and action plan as part of its ongoing journey, recommitting to share learnings across the network to remain transparent about its processes.



# 22 2025

Tamarack required all funding applications and proposals to include community compensation for engaging and collaborating with people with lived experience of the challenges being addressed.



# 23

## APRIL 2025

The Tamarack Board of Directors gave final approval on Seeds of Transformation our equity, reconciliation and belonging framework and action plan and engaged in conversations about what this milestone means in our continued peregrination (journey).



# 24

## MARCH 2025

Tamarack incorporated actions from the equity audit and framework into operational planning, ensuring accountability across all teams and board committees.



# 25

## MARCH 2025

The Equity, Anti-Racism, and Reconciliation Team met with Elder Bonnie Evans and Matriarch Kahienes Sky to review reconciliation language, expanding organizational knowledge of decolonization, Indigenization, and (re)Indigenization and informing updates to Tamarack's Land Acknowledgement and Reconciliation Commitments.



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## MAY 8, 2025

Tamarack published [Seeds of Transformation: A Loving Framework for Equity, Reconciliation and Belonging](#) a practical tool for nonprofits and collaboratives to embed equity, reconciliation, and belonging into community change efforts.

To coincide with the launch, Tamarack officially launched its Equity and Anti-Racism practice area through the Learning Centre. By August 2025, five consulting directors had supported six equity and anti-racism contracts, generating \$64K in revenue.





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## JULY 2025

**CEP Member Spotlight:** Communities Ending Poverty hosted Empowering Change: Advancing Diversity in Collaboratives, A Three-Part Journey for members of Tamarack's Networks for Change facilitated by Tamarack's Daren Okafo and Rochelle Ignacio. Sessions explored strategies to support diverse talent, trust, belonging and intersectionality, and collaboration strategies



# 28

## AUGUST 1, 2025

Tamarack staff developed individual and team African Ancestral Acknowledgements to incorporate into meetings, events, and publications as a way to deepen the commitment to confronting anti-Black racism



# 29

## AUGUST 2025

Tamarack began a process of opening submissions to government partners with its Land Acknowledgement, Reconciliation Commitment, and African Ancestral Acknowledgement to better signal commitments to EAR (Equity, Anti-Racism, and Reconciliation).



# 30

## SEPTEMBER 24, 2025

Tamarack hosted part two of its equity webinar series, reflecting honestly on what worked, what challenged the organization, and what supported growth in the first year of publishing Seeds of Transformation.