



# SEEDS OF TRANSFORMATION EXECUTIVE SUMMARY

*This hope is our door, our portal.  
Even if we never get back to normal,  
Someday we can venture beyond it,  
To leave the known and take the first steps.  
So let us not return to what was normal,  
But reach toward what is next.*

- Amanda Gorman ("New Day's Lyric")

The stanzas from Amanda Gorman's poem "New Day's Lyric" (shared above) speak to our current moment. A time of crisis but also of possibility. A time that asks us not just to react, but to rethink how we relate to each other and to the systems that shape our lives.

The foundation of Seeds of Transformation was made possible by the leadership, wisdom, and care of Ruth, Venecia, and Donniel of Power of Discourse Consulting, and Rochelle Ignacio who is Tamarack's Director of Equity, Anti-Racism and Reconciliation who led our equity and reconciliation audit process with skill and integrity.

### **Seeds of Transformation: A Loving Framework for Equity, Reconciliation and Belonging is:**

- ♡ The culmination of engagement with our community of learners, members, staff and volunteers.
- ♡ A living framework and action plan for communities in which equity, belonging, and well-being are not just ideals, but lived realities.
- ♡ Grounded in on the reality that systems change depends on many entangled things, including care, courage and community.
- ♡ Rooted in humility and a readiness to learn, unlearn, and begin again.
- ♡ Long, detailed, and ambitious. It reflects nothing less than what is required to realize the promise of Equity, Anti-Racism, Reconciliation, and belonging.
- ♡ Rooted in Tamarack's work of ending poverty in all of its forms. The undeniable truth is that we won't make transformational progress on poverty eradication, youth futures, sense of belonging, climate action, or any other meaningful goal if we don't name and address the equity gaps.



**If you are:**

- ♡ the leader of a team or organization
- ♡ an entrepreneur pursuing a plan to make the world a little better
- ♡ a government official shaping policy that impacts people's lives
- ♡ a worker on the frontlines fighting for justice and equity
- ♡ a community builder looking to build support across neighbors, or
- ♡ a leader using your lived experience to affect change

**... then Seeds of Transformation is for you.**

## **WHAT YOU'LL FIND INSIDE**

Built by listening to our community, Seeds of Transformation shares how the Tamarack Institute is building equity, anti-racism, and reconciliation into the heart of our work, through governance, strategy, policy, partnerships, and culture.

It's not a blueprint, but rather a tool for learning and experimentation.

**It includes:**

- ♡ The principles and learnings that guide the framework
- ♡ A grounding process for learning and improving together as we go, and
- ♡ A valuation framework





**At the centre of this framework are specific, interdependent actions related to seven priorities:**

- 1 Support Tamarack members and learners to take action to close community-identified equity gaps.
- 2 Foster a diverse team and a culture that supports team well-being and personal and professional growth.
- 3 Build reciprocal partnerships with equity-denied communities.
- 4 Implement accessibility measures that support equitable participation in all parts of the Tamarack network.
- 5 Use our public policy, learning, and communications platforms to further advance Equity, Anti-Racism, and Reconciliation goals.
- 6 Foster supportive and inclusive governance structures.
- 7 Promote transparency, accountability, collaboration, and psychological safety among the Tamarack team, members, and learners.

Seeds of Transformation is grounded in the concept of *pérégrination* – a journey of growth, reflection, and learning. It is a reflection of where we are.

The framework provided an opportunity to review and update our guiding principles in alignment with our equity, anti-racism and reconciliation goals

Frameworks don't catalyze change; people coming together do. For this reason, we invite you to explore Seeds of Transformation and ask:

- ♡ How are we addressing disparities in outcomes for equity-denied people and communities impacted by our work?
- ♡ What is preventing equitable access to resources and opportunities?
- ♡ How are we ensuring that diverse voices are centred in decision-making processes?
- ♡ What data and information are we using to measure progress toward equity, and how are we acting on it?
- ♡ What gifts and responsibilities am I bringing into this work?
- ♡ Where do I need to grow, reflect, or seek more collaboration?

## JOIN US ON A JOURNEY

Whether you are starting your equity journey or have been leading this work for years, we hope a piece of this document moves you; grounds you; and invites you deeper into your Equity, Anti-Racism, and Reconciliation practice.

**Danya Pastuszek (she/her), President & CEO**

**Rochelle Ignacio (she/her), Director, Equity, Anti-Racism,  
and Reconciliation**

**and the Tamarack board and staff team**



## ABOUT THE TAMARACK INSTITUTE

The Tamarack Institute was founded on the belief that centring lived and living experiences is key to fostering equitable, sustainable, and community-driven solutions. Collaboration and community are superpowers, and we are on a mission to deploy them to end poverty in all of its forms.

Ending poverty means sharing material wealth; increasing our connections to each other and the lands we're on; and nurturing mindsets of thriving, equity, abundance, and strength.

Transformational change occurs through new ways of thinking, being, and working together.

### We:

- ♡ Build **people's** practical skills to collaborate for systems change.
- ♡ Equip **places** with the skills, knowledge, resources, and connections to make lasting, meaningful impacts.
- ♡ Amplify communities' wisdom and experience to advocate for federal public **policy** and other macro-level systems changes that are most necessary to end poverty in all of its forms. We are currently focused on cross-scale alignment, universal basic income, and diverse pathways to education and employment.

You can learn more in our (held flexibly, always emergent) [2025 operational plan](#) and [2030 Strategic Framework](#).

