Scadding Court Community Centre
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Policy: **Anti-Racism, Access & Equity and Human Rights Complaints – Implementation Plan** **Number:** **12 - 10**

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The SCCC Anti-Racism Implementation Plan

Four principles for an effective strategy

Prevention: SCCC will, to the best of its ability, ensure that the necessary education is done within the organization to help people understand the nature of prejudice and the definition of racism. There is an anti-racism policy in place with complaint procedures and appropriate remedies. Part of the prevention strategy is to educate colleagues and the community at large in pro-active measures to achieve equality such as employment and education equity. Working with community groups, municipalities and the media to identify and eliminate organized hate groups is also part of prevention.

Representation: SCCC will ensure that victims of racism can take advantage of their legal rights. SCCC will assist community members in determining the difference between a human rights complaint and a crime. Staff are aware of when they will need to refer someone to the Victim Services Division, the police, the Hate Crimes Unit, the Human Rights Commission or Tribunal. Additionally, staff are knowledgeable on how to refer a victim of racism to an appropriate advocate.

Remedies: SCCC will assist victims of racism in selecting a remedy that will restore his or her dignity that everyone in the community can learn from, and that will work towards preventing similarly racist incidents from reoccurring.

Community Development: SCCC works and will continue to work with the whole community to improve the rights of victims of racism, and to move to an outcome of equality. As service providers, we will already have the skills required to develop one or more of these areas, and perhaps will only need to adapt those skills to respond effectively to issues of racial discrimination. In other areas, we may need to learn the law, to research new resources, or to make new connections to develop coalitions (e.g.: The Race Relations Taskteam).