Virtual Inaugural Community Sponsorship Conference
Refugee Welcome Collective
May 17, 2024

Fostering Diversity, Equity, and Inclusion in Community Sponsorship

Denver Governor
Senior Officer, Planning & Delivery
Gender, Equality, Diversity, and Inclusion (GEDI)

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What comes to mind when you think about DEI integration in your community sponsorship programming?

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Training Objectives

- Learn to apply a GEDI lens in examining elements of the GEDI Continuum toward effective co-sponsor program design and implementation
- Take away tools to incorporate diversity, equity, and inclusion into relationship-building with newcomers and increase awareness of co-sponsorship staff

Agenda

- Importance of DEI in Co-Sponsorship

- Gender, Equality, Diversity, and Inclusion (GEDI) at the IRC
  - GEDI Integration
  - Discrimination Matrix
  - GEDI Continuum
  - GEDI in the IRC Community Sponsorship Program

- Community Sponsorship is Community Transformation

Importance of GEDI in Co-Sponsorship

- Cultural humility
- Awareness of identities
- Integrating DEI principles in managing relationships

Gender

Equality

Diversity

Inclusion

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What is DEI/GEDI Integration?

GEDI Integration
or
GEDI Mainstreaming

3 main objectives:

- **Do no harm**
- **Reach diverse groups & meet their needs**
- **Narrow inequalities**

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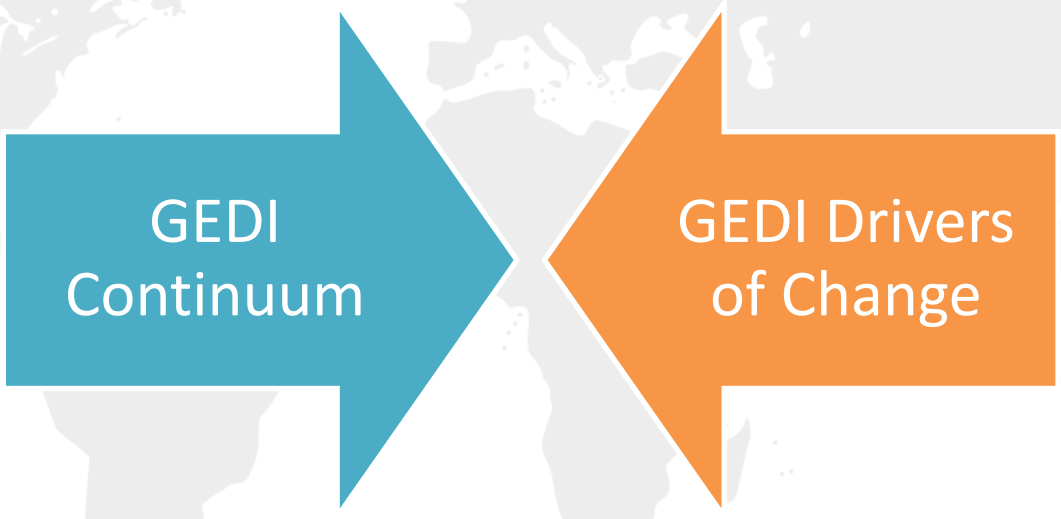
How do we Measure GEDI Integration?

We start by looking at two different frameworks



Power & Intersectionality

Power is the ability or capacity of a person or a group to make, influence, or implement decisions that impact their own, and/or others lives

Intersectionality is the understanding that systems of unequal power do not impact people the same way

People's experiences of privilege and inclusion, exclusion and discrimination differ by identity, system of power, and context

Discrimination Matrix

Discrimination SYSTEM / TYPE	Difference CATEGORY	Included HISTORICALLY + STRUCTURALLY	Excluded HISTORICALLY + STRUCTURALLY
RACISM	Race / Origin / Racialized ethnicity	Dominant races / Racialized groups	Minoritized races / Racialized groups
PATRIARCHY	Sex / Gender / Sexuality	Men / Gender-conforming men and women	Women / Gender non-conforming people
RELIGIOUS OPPRESSION	Religion / Belief system	Dominant religion	Marginalized religions and belief systems
CLASS-BASED OPPRESSION	Socio-economic status	Middle and upper classes	Socio-economically marginalized groups
ABLEISM	Ability / Disability	(Temporarily) able-bodied	People with disabilities
XENOPHOBIA, ETHNO-NATIONALISM	Citizenship / Nationality / Ethnicity	Citizens / Dominant nationality & ethnicity	Non-citizens, migrants, refugees / Newcomers
LINGUISTIC OPPRESSION	Language / Dialect or accent	People fluent in the dominant language	People not fluent in the dominant language / People who speak with accent
AGEISM	Age	Adults	Children and youth / Seniors

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Which system of unequal power is most prevalent in your context?

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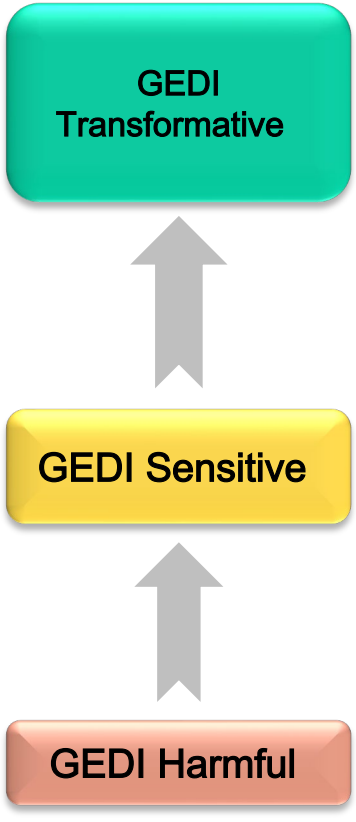
GEDI Continuum

Programs, policies, or activities can fall at different stages of the continuum.



Minimum requirement

The initiative is transformative if it:

1. Addresses long-term, strategic interests
2. Challenges the root causes of inequality
3. Relates to strengthening control and personal agency

The initiative is sensitive if it:

1. Addresses short-term, practical needs
2. Does NOT challenge social norms or systems
3. Relates to increasing access, participation, or safety

The initiative is harmful if it:

1. Reinforces harmful stereotypes
2. Exacerbates inequalities
3. Leads to harm of staff/clients

Harmful?

Sensitive?

Transformative?

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In a home visit with the caseworker and the client, the co-sponsor team lead openly criticizes how the parents are raising their children.

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The co-sponsor team withholds scheduling meetings and visits with their Muslim newcomers in the early afternoon on Fridays.

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The co-sponsor team employment lead works with the father of the family to help him prepare long-term for certification in his trade.

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Before introducing the newcomers to their neighbors, the co-sponsor team leads ask the neighbors not to ask the newcomers about their story.

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Veteran co-sponsor team leads attend community meetings to share their experiences in advocating for community-based refugee resettlement.

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GEDI in the IRC Community Sponsorship Program

- Cultural Considerations in Co-Sponsorship
- Recognizing newcomer identities
- Bridging cultural considerations and identities through cultural humility

Community Sponsorship is Community Transformation

- ✓ Partnering with newcomers on navigating their resettlement
- ✓ Advocating for newcomer participation in community integration
- ✓ Building cultural awareness and education
- ✓ Breaking down cultural, identity-related, and political barriers
- ✓ Encouraging the formation of partnerships

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Takeaways

- Incorporating DEI in Community Sponsorship is transformative
- DEI in Community Sponsorship can serve as a model for other departments
- Tools to carry DEI forward in training and beyond
    - Discrimination Matrix
    - Intersectionality Wheel
    - My Power Index

Thank you!

Questions?

Post-Session Survey