



VIDEA: Our Ways of Knowing, Being, and Doing

This document includes:

- Strategic Plan Overview
- Mandate, vision, mission
- Organisational Values
- Outline of how we work
- Statements on feminism and anti-racism

Overview - Strategic Plan 2020 – 2025

This strategic plan overview is accompanied by a decolonisation action plan and goals identified to progress VIDEA’s responsibility to addressing the Truth and Reconciliation Commission Final Report, Honouring the Truth, Reconciling for the Future and 94 Calls to Action, and the Missing and Murdered Indigenous Women and Girls National Enquiry Final Report, Reclaiming Power and Place and 231 Calls to Justice. It is also accompanied by an organizational PSEA (physical and sexual exploitation and abuse) prevention action plan and goals.

Staff report monthly in writing at Board meetings against all strategic, decolonization, and PSEA prevention goals. The VIDEA Board assess progress against these goals on a monthly basis.

VIDEA provides feminist, anti-oppressive, decolonised programme leadership and direction, using different knowledge systems, and shared power, to deliver programming that challenges oppressive norms, shifts traditional power structures, and gives leadership and voice to those who have been historically silenced and held back.

VIDEA encourages a feminist culture of kindness, inclusivity, and connection where different knowledge systems are honoured, and where everyone exercises voice, and holds power, in the delivery of programmes. We deliver our programmes in an environment that encourages innovation, questioning of oppressive norms, decolonised, progressive management and opportunities for engagement and leadership.

Our Strategic Priorities 2020 - 2025:

Integrate feminist, decolonizing, organizational values into improved organizational sustainability

Operationalize feminist, decolonizing, values and leadership across the organization.

As equal partners, support (Indigenous) youth and women’s leadership.

Acknowledge and celebrate what makes VIDEA unique.

Undertake and embody an ongoing process of decolonization.

Use our voice and position to advocate for decolonization, social justice and change.

Mandate:

VIDEA's mandate is to strengthen the environment where youth and communities, have access to the education, skills and support necessary to take feminist leadership in developing their own sustainable solutions to gender equality, environment, Indigenous and human rights violations and injustice. We strive to support and inspire others, especially Indigenous, and underrepresented youth, to better understand global issues, and issues of systemic discrimination, and to use their power and voice, towards more just communities. Our work integrates intersectionality and gender justice throughout, centering the needs, experiences, and leadership of those most impacted by inequality, discrimination and oppression. We are more than a feminist organisation, we are a womxn's organisation. It is our role as a feminist, womxn's organisation to create the conditions where the voices of womxn and girls are brought to the centre of conversations.

Vision, Mission, and Values

"Community connections, global change"

Our Vision:

A just and equitable world in which everyone enjoys full knowledge of their human rights, and the education, skills and support necessary to claim and live them.

Our Mission:

To strengthen the environment where youth and communities, globally, have access to the education, information, skills and support necessary to take feminist leadership in developing their own sustainable solutions to gender equality, environment, Indigenous and human rights violations and injustice.

Our Values:

- We have applied a human rights-based approach across our work since 1978.
- We are a feminist organization. We believe that gender equality is central to international and Canadian community development. We believe in the right of all women to make their own decisions about their sexual and reproductive health. We are a pro-choice organization.
- We develop long-term relationships with partners in Canada and overseas that are based on solidarity and friendship. We consider our overseas partners to be our equal partners in development.
- We strive to actively participate in coalitions. We strive for humility. We recognize that our role is that of supporter and ally and that we play a small role in global development.
- We are willing to be courageous, innovative and radical in order to confront environmental, indigenous and human rights injustices.
- We believe that youth are the leaders of today and are critical agents of change. We work to ensure that youth from diverse backgrounds are represented at all levels of our organization. We believe that young people should have their voices heard and we are willing to stand up to prevent the silencing of youth.
- We believe in the value of diversity and rights for all. We believe that women's rights, disability rights, LGBTQI2+ rights, and Indigenous rights, are human rights.
- We align our work with the Sustainable Development Goals. We believe in the centrality of internally agreed-to frameworks and conventions as guiding instruments.
- We believe in every person's right to religious freedom. We are a non-religious organization.
- We support the rights of Indigenous peoples to control their own land and governance systems. We are committed to collaborating and consulting Indigenous peoples on our work. We work to ensure that Indigenous people are represented at all levels of our organization, and support reconciliation activities in Canada.
- We integrate environmental stewardship, including environmental analysis, across our work. We work to prevent climate change, to protect biodiversity, and to honour the sanctity of our land, forests, oceans, air, and fresh water.
- We believe that the absence of armed conflict, disarmament, and non-violence are key in addressing global issues.
- We believe in the right of all workers to organize to protect their wages, working conditions and work environment. We believe that all people deserve an equal chance to earn a livable and competitive wage for their

work, including workers in the not-for-profit sector and our own employees.

- We value our independent voice and protect our financial autonomy from political or corporate interests.

How We Work at VIDEA

This document outlines the ways we work at VIDEA, how we relate to one another, and what makes us stand out.

- We take a human rights+, GBA+, decolonising, intersectional approach to our work.
- We recognise land rights, Indigenous rights, diverse language rights, rights that uphold Indigenous knowledge democracy, and the rights of mother earth as human rights.
- We are a social justice, youth-led, feminist organisation.
- We are guided by our organisational values.
- We recognise that our organisation sits and operates on stolen land and has benefited from this land in ways that were not given by its Indigenous stewards. We seek to redress this in our work and values.
- We hold ourselves accountable to our responsibilities under the Truth and Reconciliation Commission and Missing and Murdered Women and Girls Calls to Action and for Justice.

Decolonisation and reconciliation:

- Our work is guided by and measured against identified actions from the TRC and MMIWG that we have responsibilities to address.
- Our strategic goals are developed using a decolonised approach and integrating decolonisation and reconciliation throughout.
- We reject annual holidays that celebrate colonial acts and instead we recognize and celebrate holidays that hold up the cultures of team members based on annual consultations.
- We integrate many ways of knowing and being and different (Indigenous) knowledge systems throughout our work.
- We recognise the diversity of First Nation, Metis, and Inuit people on this land and avoid pan-Indigenisation in our work.
- We advocate for decolonisation and reconciliation in our sector.

Investing in people and lived experience:

- We recruit our staff, Board and contractors from our programme participant base first, ensuring that those with lived experience of the issues that we work on lead our programmes.
- We take a team based approach to all of our work.
- We define experience and qualifications in a decolonised way, acknowledging that the hegemony of western knowledge systems has been used to gatekeep the social justice and international development sectors for too long.
- We recognise that Canada has 2 colonial languages, and many Indigenous languages. The requirement to speak colonial languages continues to limit opportunities for inclusion in our sectors today. People are free to speak the language(s) most meaningful to them.
- We delegate leadership and budgetary responsibility throughout the organisation to ensure that diverse staff with lived experience are in decision making positions.
- We recognise that too often people with learning “disabilities” and difficulties are excluded from knowledge-based jobs and leadership positions in the sectors in which we work. We seek out funding and opportunities that support those with different learning abilities to bring different abilities to our staff base.
- We celebrate our differences and value everyone’s unique experience, background, and story.
- We recognize that people are working in spaces where life is taking place and children, loved ones, and pets make appearances. We welcome these introductions and consider it a privilege to be a part of peoples’ day-to-day.
- We acknowledge that people thrive and are most successful when they pick their own hours and work in spaces that are comfortable and safe for them. This might mean staff working in their home territories, starting work later because they drive their kids to school, working in the evenings if they work another job, or working in flexible spaces that honour caregiving responsibilities.

- We recognize that everyone is on their own learning journey, and we support their growth. We create spaces that promote exploratory learning in all our practices.

Sustainable Stewardship:

- We are always evolving, learning and growing, and we recognize that the work we do is always moving and changing. We recognize the importance of life, cultural, and experiential learning opportunities inside and outside the organization.
- VIDEA values all knowledge sets, including lived experiences, traditional, and Indigenous sets of knowledge and we seek to include a diversity of knowledge within all teams, including board and advisory capacities.
- At VIDEA, leadership structures are shaped by different dynamics of responsibility that are accountable to all voices within the organization.
- Everyone is encouraged to share their voice in ways that are meaningful to them: spoken, written, and creative means of sharing are all welcome.
- We have decolonised staff evaluation and have crafted a unique system that is safe for everyone focused on mutual check-in and open space for reflection on personal and professional goals.

Culture of Community:

- We emphasize the importance of building relationships within our organization rooted in the four R's: (Respect, Reciprocity, Responsibility, Reconciliation).
- We are committed to maintaining relationships that work through successes and challenges while always centering respect for one another.
- We seek out and invest in opportunities to build community.

Reciprocal Investing:

- We recognize that sometimes the easiest financial solutions are not always the most inclusive, accessible, or environmentally friendly.
- We do not accept funds from corporations or business. Our financial policies align with our values as a feminist, social justice, decolonizing, community-led, and strength-based organization. This includes honouring and respecting the land above all and not accepting donations from entities that cause harm.
- Fundraising activities take a feminist, decolonised, human rights and strength-based, community centred approach that aims to educate and illuminate issues that are not often brought forward. We actively respect people's autonomy to be perceived and to tell their own story.

Kinship Care:

- We meet people where they need to be met in life. We nurture spaces where everyone feels free to receive and offer support and use their voices in ways that are meaningful to them.
- We value lifetime wellness. We encourage reciprocal relationships that support kinships ties, cheer one another on, and works towards a decolonial future.
- We advocate for greater inclusion, accessibility, and authentic opportunities for all program participants within the international development sector and areas of their interest.
- We recognize and respect that people work in many different time zones, and we strive to create a work environment that is inclusive of team members' working in different geographic regions.
- We reject colonised ways of being and encourage everyone to show up and wear what is comfortable to them, that represents who they are, and how they want to be perceived in the world. Whether that's in costume or formal wear.
- Meetings and events at VIDEA celebrate our community, prioritize relationships, and promote joy.

VIDEA's statement on Feminism:

“Our feminism will challenge and shatter everything that we’ve accepted as normal. To us, feminism is decolonized, Indigenous, intersectional, difficult, brave, anti-capitalist. Our feminism meets people where they are, it is dynamic and transforming. Our feminism is not business as usual – it is about challenging existing oppressive ideas, norms and structures, and shifting paradigms, power and knowledge systems. Our feminism is about hearing and amplifying different voices, radical voices, voices that do not fit within a capitalist, patriarchal, colonial system. Our feminism will be resilient. Our feminism will challenge us at our roots. Our feminism will make us uncomfortable. Our feminism will make us stronger.”

VIDEA's statement on anti-racism:

“VIDEA denounces all forms of racism, racial discrimination, and oppression. Racism, discrimination and oppression limit opportunities, cause harm to individuals and communities, and wreck lives. Racism, discrimination and oppression are wrong. We recognize no grey areas. These issues will not be debated within VIDEA.

We will work with Indigenous youth, Elders, and others in Canadian society, especially vulnerable and racialised youth, to oppose and dismantle the Canadian systems and institutions that perpetuate systemic racism, discrimination, and oppression. We will speak loudly, we will collaborate widely, we will stand alone, we will turn up for those who experience racism and oppression where they are – in demonstrations, on the streets and in the policy rooms.

Within VIDEA every staff and Board member will be supported to speak out against racism, discrimination and oppression – it takes everyone’s voice. The voices of Indigenous and racialized staff, youth, and Board members shall always be prioritized on these issues, they will have the right to speak first, and they will have the right to speak last. The role of non-Indigenous and non-racialised staff, youth and Board members is to make space for the voices of their racialized and Indigenous colleagues to be heard, to speak when it is not safe for others to speak, and to amplify and back up the voices of their colleagues.

We recognize that the legacy of colonial systems of oppression and harm in Canada, including the genocide of residential schools, not only continue to actively oppress and discriminate today, but also continue to disproportionately affect Indigenous women and girls.

VIDEA seeks to speak loudly in efforts to decolonize Canadian society and to dismantle systemic racism in Canada. As a country, we need to develop the self-awareness, knowledge, political will, and skills, to bring about widescale systemic change. We do not believe that Canada has met any of these benchmarks to date.

We also recognize that issues of racism, discrimination and oppression have their roots in systems of colonial oppression and that through international instruments and unfair trade relationships, these same neo-colonial systems continue to oppress and limit countries today. In order to address these issues overseas we must first recognize the role that we played in creating them, and the role that we continue to play in perpetuating them.”