

Curriculum for Life: Anti Oppression Policy

PURPOSE

The purpose of this policy is to complement Curriculum for Life's mission of diverse and inclusive growth, making way for meaningful and respectfully challenging discussions and conversations by combating oppression and discrimination in all forms and in each area of the organisation.

DEFINITIONS

Curriculum for Life, as defined by its members, is an organisation that is:

- Flexible
- Innovative
- A community of educators, learners, thought leaders and creators
- Inspiring unity, diversity and positive change
- Co-creating freely accessible resources

Curriculum for Life, hereafter referred to as "The Organisation", defines oppression as a systemic imbalance of power, where certain individuals or groups exert control over others based on various identities and experiences such as race, ethnicity, gender, economic status, ability, sexual orientation, citizenship, language capacity, HIV status, age, engagement with sex work, drug use, and educational background. This power dynamic restricts access to resources, rights, freedoms, and safety for those with less or no power.

CFL ATTITUDES TOWARDS ANTI-OPPRESSION

The Organisation aspires, and is committed to:

1. Recognizing the intersectionality of individuals, acknowledging that they may simultaneously experience multiple forms of oppression and privilege.
2. Identifying, confronting, and taking action against all manifestations of oppression.
3. Integrating an anti-oppression lens into policies, procedures, and daily operations.

4. Collaborating in solidarity with constituents to end various forms of oppression.
5. Eradicating all "-isms", including, but not limited to, racism, sexism, ableism, ageism, casteism.
5. Holding itself accountable to these principles.
6. Developing anti-oppression education initiatives for staff, the Board, and members.
7. Using accessible language to ensure effective communication and creating an environment where individuals feel safe to seek clarification without judgement.

IMPLEMENTATION STRATEGIES

The Organisation recognises that the implementation of the policy needs to happen at not one, but at three levels simultaneously:

- (A) At the organisational level
- (B) At a personal level by the members
- (C) Through a consciousness employed in the use of power aimed at empowering all the members of the organisations

(A) Organisational Strategies:

- Commit time to identifying and discussing oppression and discrimination in various contexts.
- Commit resources for the members to better understand the meanings and implications of these terms.
- Incorporate anti-oppression values in every initiative undertaken, in a physical space(s) or online.
- Routinely evaluate implementation of the policy within the organisation.
- Create a feedback and grievance redressal mechanism through which members can safely report incidents that come under the jurisdiction of the policy.

(B) Personal Strategies:

- Consciously engage with discussions around discrimination and oppression
- Challenge yourself to recognize your aspects of privilege
- Speak out against incidents of oppression you might come across

- Recognise that confrontation with oppression might not be easy and everyone might have different approaches - offer support to a fellow colleague when asked for; reach out to someone you trust if you find yourself in such a situation.
- Acknowledge feelings of guilt, but realise that being a part of the problem does not signify that you cannot contribute to the solution.
- Actively attempt to build healthy relationships and create a non judgemental and safe space among colleagues.

(C) Use of Power

- The Organisation aims to emphasise a model of power-sharing and responsible use of authority, aiming to use power in a manner that empowers others and aligns with its mission.

Adopted by Board and due for review every year