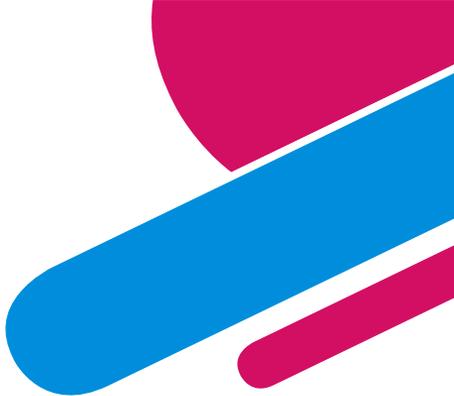


Land Acknowledgment



I acknowledge that I live and work in treaty 1 the territories of the Anishinaabeg, Cree, Dakota, Dene, Métis, and Oji-Cree Nations.

I acknowledge this land sits on the ancestral and traditional homeland of Anishinaabe peoples.

I acknowledge the historical harm done to Indigenous people and I take full responsibility to understand the impact of this harm on Indigenous relatives and neighbors.



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Systems Literacy Awareness Barbados Association of Winnipeg

Presenter

Mandela M.Kuet

Chief Executive Officer

Mark=1T Consulting Firm LTD

Sustainability



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Pre-Survey Participation





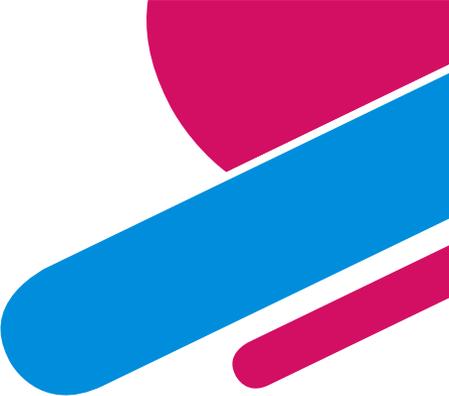
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Overview

To engage with multiple systems BAW will need to mobilize its people around shared understanding of BAW organizational transformation. BAW can encourage innovation, cooperation, and collaboration as more important as BAW grow.

With this process BAW aims to increase critical reflection, system-wide connectivity, and community accountability in the hopes that it might identify new ways of distributing BAW collective wealth of talent, protecting BAW community, providing social programs and services, and preparing for and responding to future challenges.



Leadership Responsibilities

we developed a strategic engagement process that was meant to create opportunities for purposeful dialogue about the non-profit sector's past, present and future.

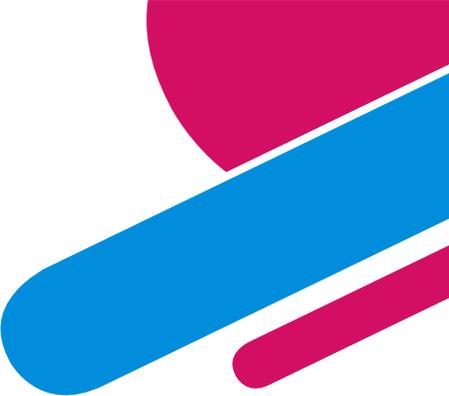
BAW can encourage the process of critical reflection by discussing the ideological shifts and operational changes soon.

BAW can use the knowledge of their historical injustices to imagine and develop new operational structures and practices that will bring BAW closer to its desired future outcomes.



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The non-profit sector has become more vulnerable to many of the bureaucratic limitations that all levels of government present.

Many have adopted a 'corporate' mindset focused on programmatic accountability and efficiency at the expense of responding to ever growing calls for systemic change from the community.

Despite having an undeniable relationship with community members, most non-profits have very few mechanisms to ensure there is direct community accountability.



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Majority of non-profit organizations, due to the current nature of their funding, are primarily accountable to pressures from above (i.e., government policies and funding), and outside (i.e., private sector motivations and donations).

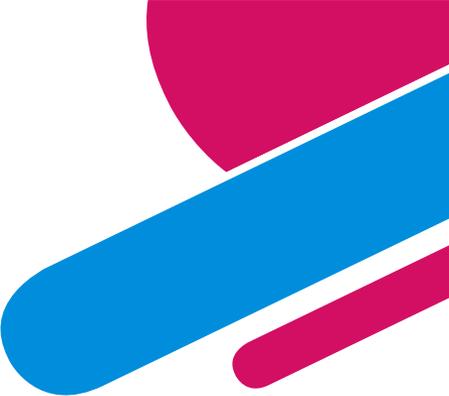
Despite the desire of many community non-profits to remain outside the realm of politics, all non-profit programming—whether through action or inaction, intentionally or not—either challenges the dominant political ideology or reinforces it.

Most non-profit programming is data-driven and evidence-based. However, most organizations only engage with a small fraction of the ‘evidence’ that has been generated.



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There is an undertone of competition that has many non-profits compromises on their missions due to a need to secure particular contracts or funding.

This has created an environment where, rather than building cooperative networks and working toward social justice, organizations are increasingly forced to compete with one another other for short-term contracts that can be measured and documented, but that do little to address structural systemic inequities.



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To increase their fewer resources, most non-profit organizations have increasingly embraced market values and methods that are associated with the business community.

Using the language and skills of corporations, organizations can advance the material wellbeing of their members or clients by becoming more 'competitive' members of the marketplace or industry. BAW can look at increase practices in marketing and branding, fee-for-service models, and the move towards social enterprises as way to sustain the organization long-term.





Furthermore, by providing individualized services that target particular categories of people (e.g., LGBTQ2S youth, seniors, people living in poverty, people with disabilities), non-profit organizations tend to ignore the ways systems of oppression (i.e., racism, ableism, heterosexism, exploitative labour practices) operate in relation to each other.

There for the organizational goal within the BAW pillar of service should ensure that programs and activities are not only well funded, but that this funding is used in the best interests of the larger society and the BAW community.

Collectively BAW leadership can determine what it is their holistic non-profit community we want (and what it is we don't want).

BAW can begin to make transformational decisions about the services we offer, how we structure our organizations, how funding is distributed, how we engage with governments and businesses, and most importantly how we remain accountable to the community.





We might also look to emerging governance models for examples of how to mobilize our collective efforts through shared leadership and decision-making models that stretch across organizations and institutions.

If BAW as an organization is going to address the systemic barriers that negatively affect its community, then it must discover new ways for organizing BAW resources, services and leadership direction.

Whatever structure is decided upon, it is the hope that BAW leadership team can put their individual egos and community dynamics aside to move beyond BAW organizational limits and begin to collectively act in ways that purposefully reflect the transformational change BAW seeking in the future.



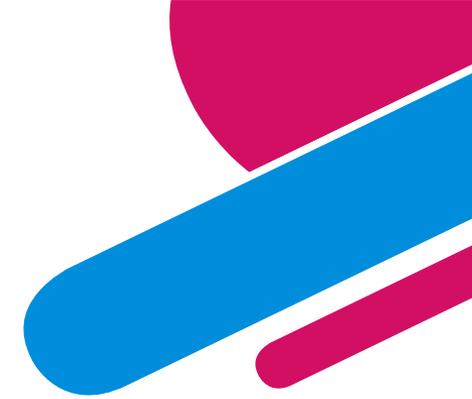
Post-Survey Participation



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THANK YOU!

Questions & Answer Period

Mandela M.Kuet

Phone:

204-952-2642

Email:

mandela@mark1tconsulting.ca

