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CANADIAN
WORKER
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FÉDÉRATION
CANADIENNE DES
COOPÉRATIVES
DE TRAVAIL



INTENSIVE 1B:

Back to the Fundamentals Part 2:

Mental Health & Holistic Wellbeing for Equity-Denied Groups and the Role of Social Purpose



LIGHTWORK



Agenda

1. Welcome/ Introduction
2. Juliet Kego's Presentation
3. Mohammed Zaqout's Presentation
4. Question and Answer Period



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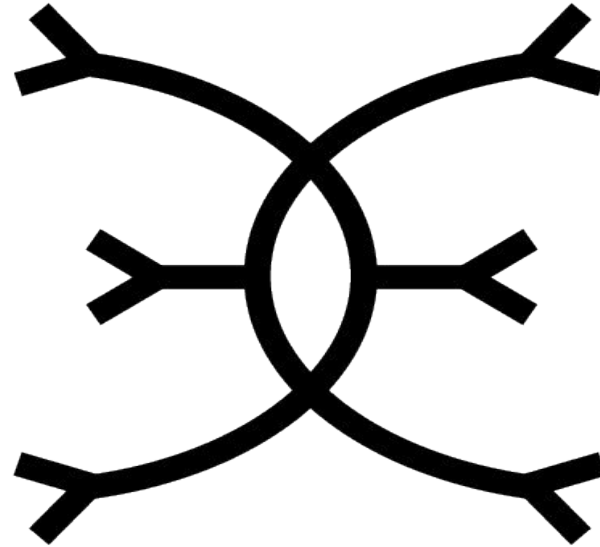
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Juliet 'Kego Ume Onyido
Black Women Professional Worker Co-op
Whole WoMan Network



**BACK TO FUNDAMENTALS II - A FOCUS ON JUSTICE,
EQUITY, DIVERSITY, DECOLONIZATION, INCLUSION &
ACCESSIBILITY**



Presented at the 2023 Annual CWCF CONFERENCE



By: JULIET KEGO UME-ONYIDO | November 14, 2023

BACK TO FUNDAMENTALS II - A FOCUS ON JUSTICE, EQUITY, DIVERSITY, DECOLONIZATION, INCLUSION & ACCESSIBILITY

AGENDA:

- **PERSONAL LENS - Self-Awareness, Values, Identity & History**
- **Afrocentric (Kwanzaa) Principles & Cooperative Principles**
- **ENVIRONMENTAL LENS**
 - Racism in Canada
 - The Colour of Poverty
 - Gender Dynamics
- **WORKER COOPERATIVES & SOLIDARITY ECONOMY**
 - Best Practice Across the Globe
 - Recommendations Towards a Care Economy



- **Question & Answer Session**

PERSONAL LENS - SELF AWARENESS, VALUES & HISTORY

MODEL OF THE WORLD: I AM Because WE Are (*UBUNTU*)

- **Collectivist Model/”It Takes a Village”**
- **“Work to Live” vs. “Live to Work”**
- **Food as Medicine - First Principles**
- **Eldership vs. Ageism**
- **Ecology: Ties to Land/Environment**



12 Afrocentric Values (NVI)

❑ SANCTITY OF LIFE

Ozoemena: I celebrate/learn from my history/heritage; I remember/honour all living and dead heroes who sacrificed that I may thrive today. I affirm the sanctity of all lives.

❑ ENVIRONMENTAL SUSTAINABILITY

Obodo ọma; ebe onye nọ ka ọna awachi: I am a responsible custodian of my environment; I will interact responsibly & preserve it as legacies for future generations.

❑ GENDER EQUITY & EQUALITY

Nwanyị bu ife: Women are bearers of indigenous wisdoms; women are equal in beingness, worthy and valuable; women are illuminators and central to the well-being of families and communities.

❑ CARING FOR OTHERS

Onye Aghana Nwanne Ya: I am my brother's/sister's keeper, helper, supporter, advocate; no child, man or woman, citizen, cooperative, community, left behind.

12 Afrocentric Values (NVI)

❑ INTEGRITY & TRUSTWORTHINESS

Ikwuwa aka oto na Ikwesị Ntụkwasị Obi: I am a person of integrity; I live my words; I affirm that truth is life. ***Ezi afa ka ego:*** A good name/character triumphs.

❑ ACCOUNTABILITY & RESPONSIBILITY

Inye asịsa ọrụ: I answer to my community; I am responsible, transparent and submit my words and actions for evaluation by others.

❑ EMPATHY

Omiiko: I treat people of all cultures, classes, religions, genders, orientation, abilities, belief systems, with equity, dignity, justice, respect, compassion, tolerance and understanding

❑ UNITY, SOLIDARITY, COLLABORATION

Igwebuike, Njikọaka na Adịmnotu: I am part of a bigger community, and we are stronger, empowered in unity; living and working together. ***Maduka.***

12 Afrocentric Values (NVI)

❑ DISCIPLINE

Ezi Ọzụzụ: I am a person of honour, dignity & principles, and reflect these in my life, work, business; with a zero tolerance for criminality & indiscipline.

❑ HUMILITY & CONTENTMENT

Obi ume ani na afo ojuju: I am a contented, whole, and conscious being; I will persevere and succeed with humility, patience, and hard work

❑ SERVICE

Ejemozi: I serve my vision, family, co-operative, enterprise and community selflessly and wholeheartedly, with all my gifts, talents, abilities, and resources.

❑ CREATIVITY

Nchepụta nkà/Echiche: I am a creative being; embracing openness, critical thinking, tact, wisdom, foresight, and goodwill in all interactions and 3 dimensions of learning – ***akwukwo, imu ahia, oluaka.***

Kwanzaa Principles & Co-operative Principles

- UMOJA (UNITY)
- KUJICHAGULIA (SELF-DETERMINATION)
- UJIMA (COLLECTIVE WORK & RESPONSIBILITY)
- UJAMAA (CO-OPERATIVE ECONOMICS)
- NIA (PURPOSE)
- KUUMBA (CREATIVITY)
- IMANI (FAITH)
- VOLUNTARY & OPEN MEMBERSHIP
- DEMOCRATIC MEMBER CONTROL
- MEMBER ECONOMIC PARTICIPATION
- AUTONOMY & INDEPENDENCE
- EDUCATION, TRAINING & INFORMATION
- COOPERATION AMONG CO-OPERATIVES
- CONCERN FOR COMMUNITY

ENVIRONMENTAL LENS - RACISM IN CANADA



Systemic Anti-Black Racism by the Numbers

(Canada vs. the United States)



Source: www.turnerconsultinggroup.ca

ENVIRONMENTAL LENS - THE COLOUR OF POVERTY

- **Poverty is both a Cause and Effect of Mental Illness**
- **1 in 5 Single Adult Canadian Lives in Poverty (2023)**
- **Racialized Women earn 32% less than other demographics.**
- **41% of “chronically poor” Immigrants have Degrees.”**
- **12.4% of Black Canadians were living in poor households, compared to 8.1% of the total population.**

ENVIRONMENTAL LENS - GENDER DYNAMICS

FRAMEWORKS

- **INTERSECTIONALITY - Dr. Kimberlé Crenshaw**
- **BLACK “SUPERWOMAN” SYNDROME - Dr. Raquel Martin**
- **ANALYSIS OF UNPAID WORK BY BLACK WOMEN/POC - Dr. Sadie Alexander**
- **FORMAL, INFORMAL AND CARE ECONOMIES - Dr. Suzanne Bergeron**

ENVIRONMENTAL LENS - GENDER DYNAMICS

- **ECONOMIC FACTORS**
 - Gender Pay Gap
 - Access to Funding
- **WOMEN'S HEALTH**
 - Sexual Reproductive Health Rights (SRHR)
 - Pregnancy, Parental Policies, Childcare, Menopause
 - Sexual and Gender-based Violence
 - National Institute of Health Report on Uterine Cancer in Black Women
- **SOCIO-CULTURAL-POLITICAL**
 - Behavioral Norms (Workplace Micro & Macro Aggressions)
 - Politics of Hair (Crown Act)
 - Regulatory and Political Barriers

BRIDGING THE GAP:

How can the Cooperative Sector, and the wider Solidarity Economy Sector, better address the mental health needs of racialized demographics and other Equity Denied Groups (EDGs)?

GLOBAL BEST PRACTICE: UAE

- **Ohood Bint Khalfan Al Roumi**
- **Ministry of Happiness & Wellbeing**
- **Happiness Charter**



RECOMMENDATIONS

- Best Practice Across the Globe
- UAE, SCANDINAVIAN NATIONS
- Human-centred Policy Designs

- Operationalizing the Cooperative Values & Principles
- Best Practice in Canada
- Living Wage/Benefits

- Reframe JEDDI as Human Rights, Ecological and Economic Issue (HRBA & ABCD Frameworks)
 - Education/Training (DEI, Anti-Racism, Unconscious Bias..)

- Leadership: deMultidimensional Approach - Top down, Bottom up and Lateral
- Evidence-based & Storytelling

THANK YOU!

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***Mohammed Zaqout
LightWork Co-op
Kinbrace***



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Mental Health and Displacement

About one third of displaced persons will experience high rates of depression, anxiety, and post-traumatic stress disorders (PTSD) as a result of the circumstances they faced during their migration, which can significantly affect the quality of their life.

"When something traumatic happens in your life it rocks you to the core. The world is no longer a safe place. It becomes somewhere that bad things can and do happen."

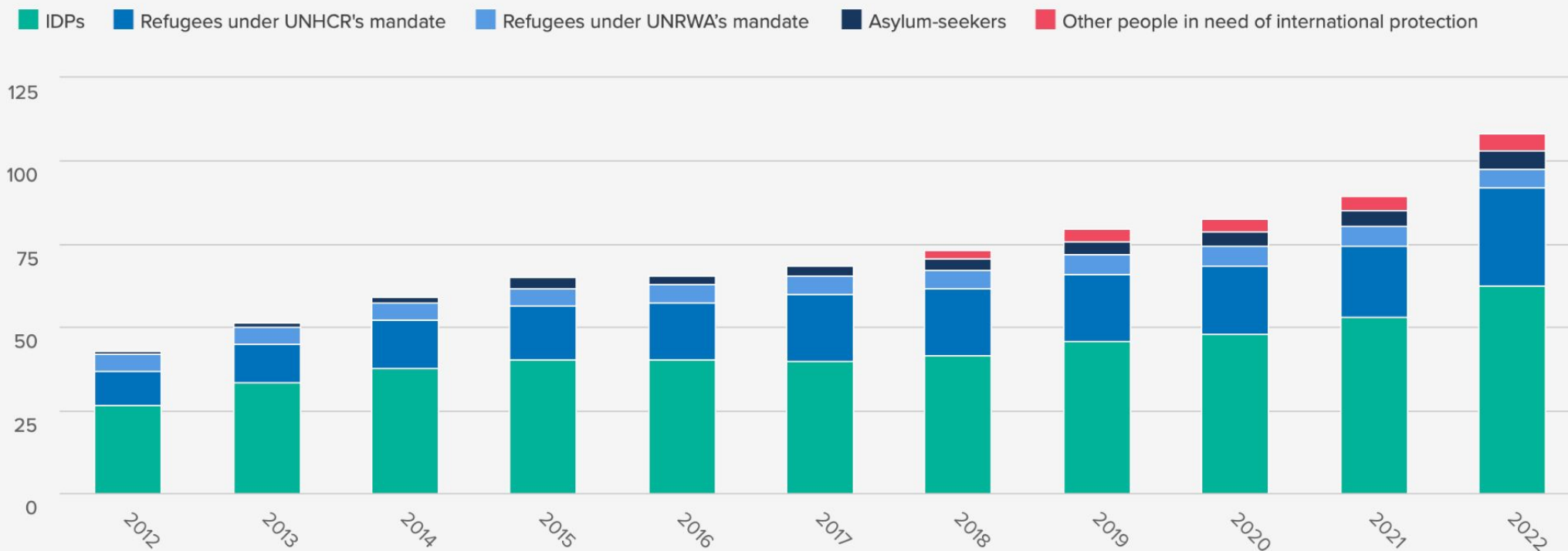


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The Stats

People forced to flee worldwide (2012 - 2022)



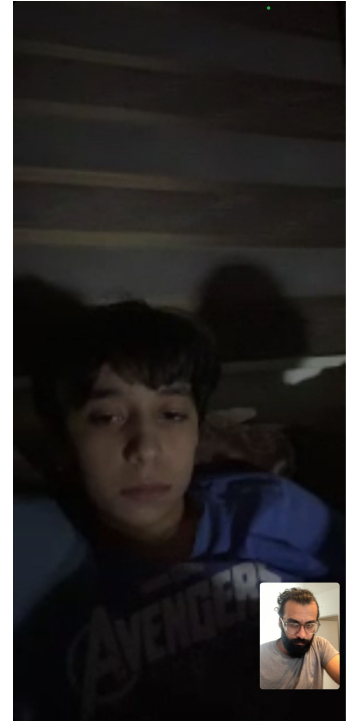
<https://www.unhcr.org/global-trends>

Trauma and the experience of Connection/Disconnection

As human beings we are *wired* to survive at all costs. Depending on how/where trauma shows up; our bodies will oscillate between connection and disconnection.

Trauma will impact our sense of connection with the environment. It does this by fostering feelings of isolation and helplessness.

These feelings of isolation/helplessness impact how we interact with others including how we feel about ourselves.



Karim, 10 yrs, said we are living the 8th world wonder during this war

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kinbrace
REFUGEE HOUSING & SUPPORT

Connection/ Disconnection cont.

Disconnection due to trauma may also manifest in difficulty in expressing emotions or forming close bonds; which will influence the relationships we have with others.

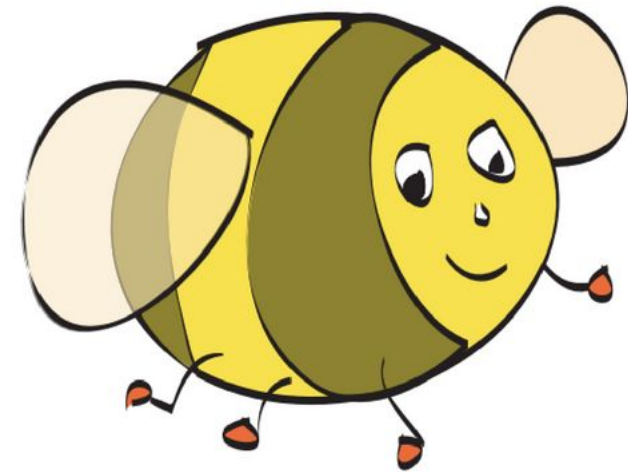
Beyond the boundaries of personal relationships; disconnection can influence the social context: how people collaborate, share resources or even talk about political ideas. This further builds isolation and feelings of disconnection...and the vicious cycle continues both interpersonally and in communities.

Humming Bee Breath Exercise (Bhramari Pranayama)

This is a 'humming' exercise that has both therapeutic and health benefits for the practitioner.

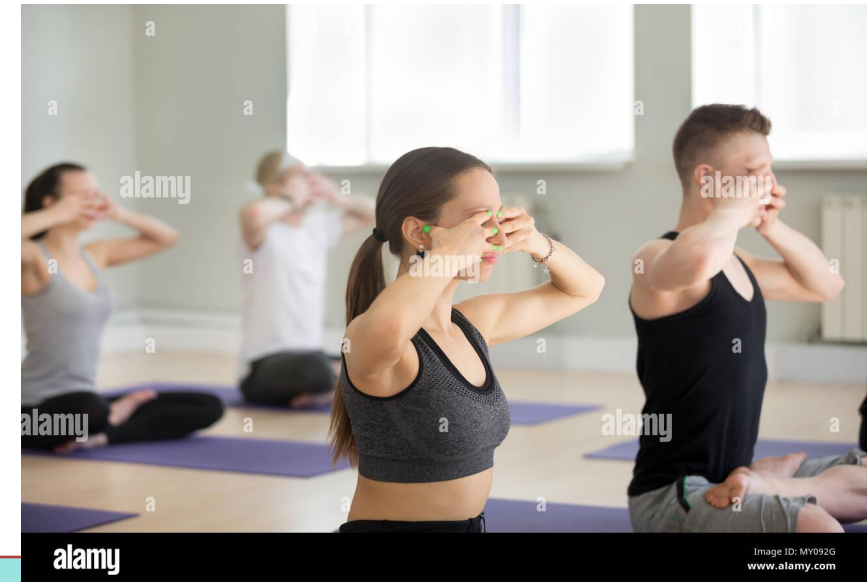
In groups of people, humming can drive co-regulatory experiences like feelings of togetherness, harmony or mutual curiosity.

Individually, humming may lower your cortisol levels, regulate your blood pressure, and/or feelings of anxiety.



How to: Humming Bee Breath (Bhramari Pranayama)

1. Find a comfortable seated position; at your best let both feet sit flat on the ground.
2. Close your eyes or cover your eyes with your hands.
3. Take a breath in.
4. Make a low buzzing sound with your throat; vibrate your larynx.
5. Take a risk. Be louder with your buzzing.
6. Breathe in when you have to. Trust your body to let you know how much fresh air you need.
7. Complete 6 full cycles (6 breaths + 6 humming)



Follow-up (What is coming up for you)?

Q1. What are you thinking right now?



Q2. If you had to use only 3 feelings words to describe how you feel; what words would you use? Ie: happy, content etc.

Thank you & Key Takeaways

- Transforming Employment Narratives - TEN
(Transformingemploymentnarratives.ca)
- LightWork JEDDI Consulting Cooperative (<https://lightworkcoop.ca>)
- Al Jazeera English | Live (<https://www.youtube.com/watch?v=gCNeDWCI0vo>)



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