

CASE FOR SUPPORT Q&A DOC

Answers to help organizations pursue the advancement of decent work, racial justice, and equity.

1. Why should nonprofits be thinking about decent work?

Decent work calls for the creation of workplaces that are equitable, stable, and productive for all workers. Nonprofits should meaningfully engage with [principles of decent work](#) to create spaces in which workers feel welcome, respected, and valued. As a sector with a women-majority and racialized workforce (in Ontario), there is a greater need to implement decent work principles, which can serve to mitigate structural inequities.

2. What are the connections between decent work, racial justice, and equity?

Decent work provides a framework to explore equitable working conditions from both an employee and employer perspective, and how to embed equity based practices into work policies and culture. Decent work can be [another pathway](#) to advance gender equity, racial justice, and truth and reconciliation, by promoting economic security and improved quality of life to groups that have faced historical (and ongoing) discrimination. There is no final destination for organizations to have successfully implemented equity; it is an ongoing process that requires commitment, continuous learning, and accountability.

3. What if my team is at different learning points?

While it is common for team members to be at different learning points, it is important to identify these different points, as well as the existing organizational culture. Asking how your organization [defines decent work](#), if there is an explicit commitment to decent work, and if decent work practices are being implemented can be a valuable way to assess organizational culture. Once you have a sense of where the organization and team members are in their learning journey, you can work on your decent work action plan. While the learning journey will look different for different folks, what is vital is that

there is an institutional commitment to advancing this work with clear goals, principles, practices, outcomes, assigned tasks, and a timeline.

4. What if people don't agree that decent work or equity is important - how can I respond?

It is important to acknowledge that people are likely at different points in their learning journey. One of the ways you can explain the importance of decent work and equity within your organization or sector is by underscoring how the creation of healthy, respectful, secure, and equitable work environments benefits everyone. Key elements of the decent work concept, including the creation of strong labour market standards, improved wages, adequate benefits, and robust social supports serve to improve workers' overall quality of life. Additionally, you can mention that given the sector's high proportion of racialized and women workers, the equity-advancing elements of decent work are especially important for the nonprofit sector. For further information, you can refer people to [resources](#) on decent work included in the pathways to decent work.

5. How can I bring my board along?

Decent work principles and practices are not solely for staff leaders and employers, but are also important for people engaged in governance. Decent work directly impacts board members as governance volunteers, particularly as organizations seek to engage people with diverse lived experiences and backgrounds in governance work. In addition to examining organizational culture, it's valuable to examine your organization's [governance culture](#) to understand peoples' different values, mindsets, and ways of interacting. This exploration can help uncover opportunities to embed decent work practices across all levels of the organization, including the board. As the [first pathway](#) points out, recognizing and challenging dominant culture is an essential step toward building a more just, and inclusive nonprofit sector.