

Acting Against Racism and Intolerance (AARI) Logic Model



	Inputs/Resources	Outputs		Outcome/Impact		
		Activities	Participants	Short Term	Medium Term	Long Term
Knowledge	ACOT Staff, Council, Key Partners	Update SoP/CoE with AARI/equity focus	ACOT Staff, Council, Key Partners			Clients receive equitable OT services
	ACOT Staff	Presentations on updated SoP/CoE	Registrants	Awareness of new requirements in SoP/CoE. Links to AARI tracker items 4.1 through 4.6.	OTs implement new SoP/CoE requirements	OTs are addressing and guiding anti-racism and anti-intolerance work within their spheres of influence. Links to AARI tracker items 4.1 through 4.6, 6.1, 6.2, 7.3.
	ACOT Staff and Consultants for Learning Modules	Provide learning and development for staff, council, and registrants. Develop learning modules on Indigenous cultural history, colonialism, racism in Canada, etc., including reflections on how the registrants will apply the concepts in their practice setting.	Staff, Council and Registrants	By 2026 100% of registrants will have taken at least one learning module on AARI related topics. Modules are used at Council annual retreats and staff meetings for learning activities. Link to AARI tracker items 6.1, 6.2, 7.3, 9.1.	OTs know how to address cultural safety requirements including anti-racism, equity, cultural humility and intersectionality, and reflect on this in their continuing competence programs. By 2028, OTs will take remaining learning modules produced by ACOT on anti-racism, Indigenous cultural safety, and demonstrate the application of this knowledge in their practice, reflecting on equitable practice through all their processes.	OTs are addressing and guiding anti-racism and anti-intolerance work within their spheres of influence. OTs are applying principles of equitable practices across all their processes. Links to AARI tracker items 4.1 through 4.6, 6.1, 6.2, 7.3.
	ACOT Staff, Registrants	ACOT Practice Advisors are able to support registrants in their learnings about anti-racism, equity, cultural humility and intersectionality.	Staff, Registrants	Guidelines are developed relating to anti-racism, cultural safety, equity and intersectionality, and posted on ACOT's website. Modules/workshops to be developed. Circulated to key partners.	OTs know how to address cultural safety requirements including anti-racism, equity, cultural humility and intersectionality, and reflect on this in their continuing competence programs. By 2028, OTs will take remaining learning modules produced by ACOT on anti-racism, Indigenous cultural safety, and demonstrate the application of this knowledge in their practice, reflecting on equitable practice through all their processes.	OTs are addressing and guiding anti-racism and anti-intolerance work within their spheres of influence. OTs are applying principles of equitable practices across all their processes. Links to AARI tracker items 4.1 through 4.6, 6.1, 6.2, 7.3.
Communication	Registrar	Communicate to registrants in an on-going manner by committing a portion of the website to promote current project status, priority actions, and updates. Include a direct line of communication to the College that identifies the college lead in this work (i.e., the Registrar).	Registrar, Registrants	Website features progress tracker, logic model and contact information as well as AARI reports. Links to AARI tracker item 3.2.	The website evolves to include more guidance on anti-racism, anti-intolerance resources, and houses all communications sent to registrants about the work and its progress.	OTs are addressing and guiding anti-racism and anti-intolerance work within their spheres of influence. OTs are applying principles of equitable practices across all their processes. Links to AARI tracker items 4.1 through 4.6, 6.1, 6.2, 7.3.
		Provide a clear and simple descriptor of the differentiation of responsibilities between ACOT and employers when responding to issues/experiences of racism and discrimination.	Registrar, Registrants	Descriptor of employers and ACOT's responsibilities when responding to racism, intolerance and discrimination communicated on ACOT website, in eNews. Links to AARI tracker item 10.1.	Awareness of where to bring up issues of racism, intolerance and discrimination (employer or ACOT).	Partnership between ACOT and large employers on messaging of each others' responsibilities in responding to racism, intolerance and discrimination. Links to AARI tracker item 10.1, 15.1.
People	AARI Committee	Explore models of intersectionality that honour the unique needs of e.g., Indigenous, BIPOC, persons with disabilities, all equity denied groups.	AARI Committee, LGBTQ2S+, persons with disabilities, allies	Identify the safety, inclusion measures that are already in place with the Committee, and explore how we can replicate and keep these properties in place if/when the Committee expands membership. Explore ways that anti-racism measures don't get diluted when we expand membership. Links to AARI tracker item 1.1.	Expand the focus of AARI to have a stronger intersectional analysis that better addresses equity and inclusion for people with disabilities and gender diverse individuals.	Apply a stronger intersectional approach to create safe, inclusive, and equitable environments that affirm the dignity and uphold the human rights of Black, Indigenous, racialized, 2SLGBTQ+, persons/people with disabilities and religiously diverse people. Links to AARI tracker items 1.1, 4.1 through 4.6.
	Staff, Council	Improve staff and council representation and competencies.	Staff and council.	Recruitment to staff processes and appointment to council processes updated to invite greater representation in hiring and appointments. (completed) Links to AARI tracker items 5.1 through 5.7.	Intentional outreach to equity denied OTs as a pipeline to recruitment on Council	Percentage of BIPOC, LGBTQ2S+, persons with disabilities increases on staff and council. Links to AARI tracker items 5.1 through 5.7.
Processes	Staff	Update the annual registration process.	Registrants	Mandate that 1 annual learning goal prescribes learning about equity, anti-racism, and cultural safety in practice and provide a critical reflection tool to guide daily practice. Links to AARI tracker item 9.1.	Annual review and evaluation of continuing competence program submissions shows registrant engagement in college selected learning about equity, anti-racism, and cultural safety in practice.	OTs are equipped to and address racism and intolerance within their spheres of influence. Links to AARI tracker items 4.1 through 4.6, 6.1, 6.2, 7.3, 9.1.
		Create a unique complaints process for experiences of racism and discrimination, that embodies principles of access, accountability, and trauma-informed practice.	Registrants, the public, employers	ACOT communicates via eNews and on its website the mechanisms created to mitigate barriers to reporting complaints (e.g., ACOT staff trained in trauma informed regulation, separate stream for experiences of racism and discrimination. Links to AARI tracker item 14.1.	Barriers of reporting such incidents are mitigated, including retaliation, inaccessibility, low accountability, and inflexibility within ACOT's sphere of influence.	ACOT receives complaints related to experiences of racism, intolerance. Links to AARI tracker item 14.1.