

INFORMED CONSENT FORM—Individual Participants (SK only)

Project Title: *Addressing the Human, Social and Economic cost of the Intersection of OPPRESSION based Perceived “Race”, Gender, and Religious Differences: A community Development & Research Project*

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You expressed interest to participate in this project entitled: ***ADVANCING HUMAN RIGHTS VALUES & EQUALITY OF DIGNITY AND OPPORTUNITIES: A Community Development & Mixed Methods Research Study Exploring & Addressing the human, social and economic cost of the Intersection of Oppression Based on Perceived “Race”, Gender and Religious Differences Experienced by Canadians of African Descent.*** This is an inter-provincial project being implemented in Manitoba, Saskatchewan and British Columbia during 2017 to March 2010. However, as an individual participant you are also involved in an intervention project component that is taking place only in Saskatchewan.

This letter and form is part of the process of **research informed consent**. It should give you the basic idea of what this research is about and what your participation will involve. In order to re-confirm and make a further decision to participate in this research study, you should understand enough about its risks and benefits to be able to make an informed decision. It also describes your rights and responsibilities, including the right to withdraw from the study after it commences - if you so wish to without any penalty, now or in the future.

Please take time to read this carefully and to understand the information provided under the following 8 sub-headings.

1. Introduction:

We are **Dr. Michael Baffoe**, an Associate Professor at the School of Social Work at the University of Manitoba and **Dr. Christine Lwanga**, a Registered Social Worker in the province of Saskatchewan and the Lead Researcher and Community Development Consultant of the African Canadian Resource Network (ACRN), the agency that initiated this project. We are the Principal Co- Researchers for this study. This is a Canadian Government (Department of Heritage) funded community development and research project that explores and addresses the human, social and economic cost of the intersection of oppression based on perceived “race”, gender and religious differences among people of African descent in the Provinces of Saskatchewan, Manitoba and British Columbia. This includes experiences of oppression both within the African Canadian communities and public institutions in Canadian society. It also includes relates experiences with regards to immigration, settlement and full integration and participation in Canadian society.

2. Purpose of study:

The study objectives are to:

- (i). explore the experiences that people of African descent in the three provinces identified above have had or continue to have with regards to oppression (discrimination) based on perceived “race”, gender and religious differences both within the African Canadian communities and public institutions in Canadian society.
- (ii). Our goal is to be able to generate sound socio-cultural and economic data on people of African descent in Canada that will help to inform and influence programs and policies at local, Provincial and Federal levels.
- (iii). To identify key areas/service sectors and partners to work with them towards positive change/solutions to the issues identified in the research.
- iv) To implement a 6-8 months intervention program with a statistically large enough number of individuals in (SK. only) and evaluate the impact of our intervention.

3. What you will do in this study, Length of time, On-going Feedback and Benefits:

As an individual level participant you will complete a demographic questionnaire and a pre and post intervention life satisfaction standardized questionnaire, as part of the 6 to 8 months intervention project activities. In addition, you will also contribute to the larger part of the inter-provincial research component through focused group discussions at the beginning of this research study. Similar discussions are held among African descent community leaders in three provinces Manitoba, Saskatchewan and British Columbia. The cities participating in the three provinces include: Winnipeg, Regina and Vancouver; in Saskatchewan more cities will be included to provide a provincial context. An estimated 56 to 84 community leaders in Saskatchewan will participate in these group discussions and an additional 48 to 72 in Manitoba and British Columbia. The individual study component comprises of 90 to 100 participants.

Prior to the focused group discussions, you will have an overview and general discussion about the universal declaration of human rights and related legislation and programs in Canada and specifically your province. You will also receive an introduction to contemporary theory about the intersection of oppression. You will be invited to participate in an individual exercise- i.e. to take a critical self-reflection on one personal lived incidence / experience of oppression in its full breadth and depth, including its human, social and economic cost. You will also take a turn to fully critically reflect on one incidence in which you were the oppressor.

After this you will be invited to participate in a focused group discussion in which you will discuss in detail about a lived case example of oppression experienced within your community agreed on by group. The group discussion guided by a facilitator will expose the intersection of oppression and its human, social and economic cost. The group discussion will also generate broad themes on the human social and economic cost of oppression and strategies to overcome oppression at the personal (internalized and inter-personal), institutional/organizational/ structural and cultural/ religious levels.

As a participant in the individual level intervention an additional component of the research project you will also take part in the following: a) completing a demographic data questionnaire, b) completing a life-satisfaction questionnaire (in relation to your human, social and economic well-being) – both at the beginning of this project and after your participation in a 6-8 month intervention program aimed at starting a process of addressing experienced intersection of oppression. This will include workshop discussions aimed at overcoming oppression and diversity management and may include access to additional training, mentoring and or services that meet your unique needs. The research and standard intervention component will take an equivalent of three full day sessions to be held on Saturdays: one during

November, 2018 and the rest during the first quarter of 2019 (January- to March of 2019). This will be an equivalent of a minimum of 30 hours.

You are also invited to attend an interprovincial project conference to be in Regina during the weekend of May 17-19, 2019. At this conference, your registration is free and you will have the opportunity to receive the preliminary research findings together with officials from various public service sector and other stakeholders at the local, provincial and Federal Government levels. There will be opportunity to clarify further areas of concern and need, and strategies towards positive change. Completing the post-intervention questionnaire will take place during July, 2019. All participants (including those not able to attend the project conference) will receive a summary project feedback during the first quarter of (January-March) 2020 as part the overall project reports.

Benefits:

It is hoped this study will generate new data about the lived experiences and perspectives of African Canadians on the topic under study. This will be coupled with strategies of overcoming the intersection of oppression within the communities and the public sector. It is also anticipated that, this study will also generate evidence based anti-oppressive practice theory that support overcoming the intersection of oppression at various levels and forms –with statistically significant positive results. This research information may influence practices within communities and public programs and policies in SK, plus anti-oppressive intervention programs in MB and BC and other provinces in the future, and may contribute to social work knowledge/profession. The overall goal is to contribute to efforts to respect diversity and, equality of human dignity and opportunities towards the full participation and integration of marginalized peoples and the development of Canada.

4. Confidentiality, Anonymity and Storage of Data:

Data access, uses and interpretation will be restricted to the Principal Investigators, Co-Investigators and the research assistants. Completed questionnaires will be kept in a locked file drawer in the principal researchers' office as required for confidentiality. Other field notes will be in themes and group data form and will bear no names or other identifiers – but will also be kept securely during the data analysis process.

Data collected through focused group discussions will be anonymized information with no direct identifiers in respect to name or location of individuals involved. When necessary, pseudonym will be used to report incidences of lived experiences of oppression, those related to study participants or in reference to incidences in the community. Throughout the study participants will have the opportunity to ask the research team member not to record any particular interaction or remark that may give away their or other's people's identity. You will also have the opportunity to ask any member of the Research Team to exclude particular interactions or remarks that one does not feel comfortable with. All project staff and participants will be briefed about the importance of confidentiality in respect to personal information that may be gained during project discussions, and they will pledge allegiance by signing an oath.

Individual participants' personal information will be collected and stored using Code# to be used throughout the study. The code # and personal identifiers will be stored in electronic form in a folder protected with a password known only by the principal researcher and used for follow-up support work and data analysis purposes only. Data access, uses and interpretation will be restricted to me as a Principal Investigator and the research team. The limited personal data to support having a representative

participation both for the focused groups and for individuals, field notes and hard copies of all research data will be kept in a locked file drawer accessible only to the research team as required for confidentiality.

5. Possible Risk and Withdrawal from the study:

There is possibility that, in reflecting about your lived experiences related to the *Intersection of oppression based on perceived “race”, gender and religious differences within your community and in Canadian society (public sector) coupled with barriers to successful integration into Canadian society*, may generate some negative emotions. Within this context, we want you to be aware of your rights and responsibilities. You should share only that information you are comfortable with and you may withdraw from the research at any time. As well, you have the right to demand that your personal information be struck out of the research. You also have rights to demand that certain parts of your personal experience of oppression should be excluded from the research. However, information shared as part of the focused group discussions cannot be removed.

- You may end participation in this study at any time without consequences from the project sponsors, except for those related to the benefits accrued from participating in project programs.
- Once you withdraw from the study, you may request removal of all recorded information about your individual participation until January 31, 2018 after which you can no longer remove your data from consolidated study findings.

6. Reporting of Results:

The findings of the study will be published in open-access peer reviewed journals. Papers from the findings will be presented at a project conference and other related conferences. We may also promote the study findings through community newspapers, community radios as well as through other educational and scholarly forums.

We will also submit our findings to policy makers about the development of strategies and policies that will help mitigate the negative effects of the intersection of oppression and its impact in people’s lives and society.

7. Questions:

You are welcome to ask questions at any time during your participation in this research. If you still need more information about this study, please contact: Dr. Michael Baffoe by email at Michael.Baffoe@umanitoba.ca or by phone at 204-474-9682 in Manitoba or Dr. Christine Lwanga either by email at Christine.Lwanga@umanitoba.ca or by phone at 1-306-737-1380 in Saskatchewan.

The proposal for this research has been reviewed by the Psychology/Sociology Research Ethics Board and found to be in compliance with University of Manitoba’s ethics policy. If you have ethical concerns about the research, such as the way you have been treated or your rights as a participant, you can contact the Human Ethics Coordinator, **Pinar Eskicioglu** at 204-474-7122 or e-mail at Pinar.Eskicioglu@umanitoba.ca

8. Consent:

Your signature on this form means that:

- You have read the information about the research.
- You have been able to ask questions about this study.
- You are satisfied with the answers to all your questions.
- You understand what the study is about, what you will be doing and the benefits.
- You understand that you are free to withdraw participation in the study without having to give a reason.
- You understand that if you choose to end your participation after January 31, 2019 any data collected from you up to that point will be retained by the researcher as part of the amalgamated summary findings.

By signing this form, you do not give up your legal rights and do not release the researchers from their professional responsibilities.

Your signature confirms:

- I have read what this study is about and understood the risks and benefits. I have had adequate time to think about this and had the opportunity to ask questions and my questions have been answered.
- I agree to participate in the research project understanding the risks and contributions of my participation, that my participation is voluntary, and that I may end my participation anytime I choose.
- A copy of this Informed Consent Form has been given to me for my records.

Signature of participant

Date

Researcher's Signature:

I have explained this study to the best of my ability. I invited questions and gave answers. I believe that the participant fully understands what is involved in being in the study, any potential risks of the study and that he or she has freely chosen to be in the study.

Signature of Principal Researcher

Date