LEARNING TO NAVIGATE CHALLENGES: HOW MUNICIPALITIES ADAPT TO MOVE FORWARD

Anti-discrimination work is challenging. It is challenging because it not only requires collaboration among multiple stakeholders, but also demands that individuals and group confront their own, sometimes deeply-held, prejudices and biases. The ability to navigate challenges effectively is critical to the continued success of municipalities seeking to promote positive change.

In this chapter, five CCMARD municipalities share their reflections on challenges they have faced in moving anti-discrimination work forward. While each of the texts is based on the experiences of a specific municipality, the reflections and practices highlighted point to potentially shared areas of challenge. The challenges identified by the contributors range from retaining and engaging diverse groups, the shifting contours of issues and institutional readiness and transformation. Through their texts, municipalities show that while challenges might be inevitable, they can be addressed through thoughtful planning and action.

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