

# Evaluative Reflections on Oppressive Structures that prevent us from Designing Budgets and Projects for Social Change and Transformational Learning.

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I respectfully and gratefully acknowledge  
the xwməθkwəy̓əm (Musqueam),  
Skwxwú7mesh (Squamish), Stó:lō  
and Səlílwətaʔ/Selilwítulh (Tsleil- Waututh) People  
for allowing me to work, play, and reside on their traditional and  
unceded territories.

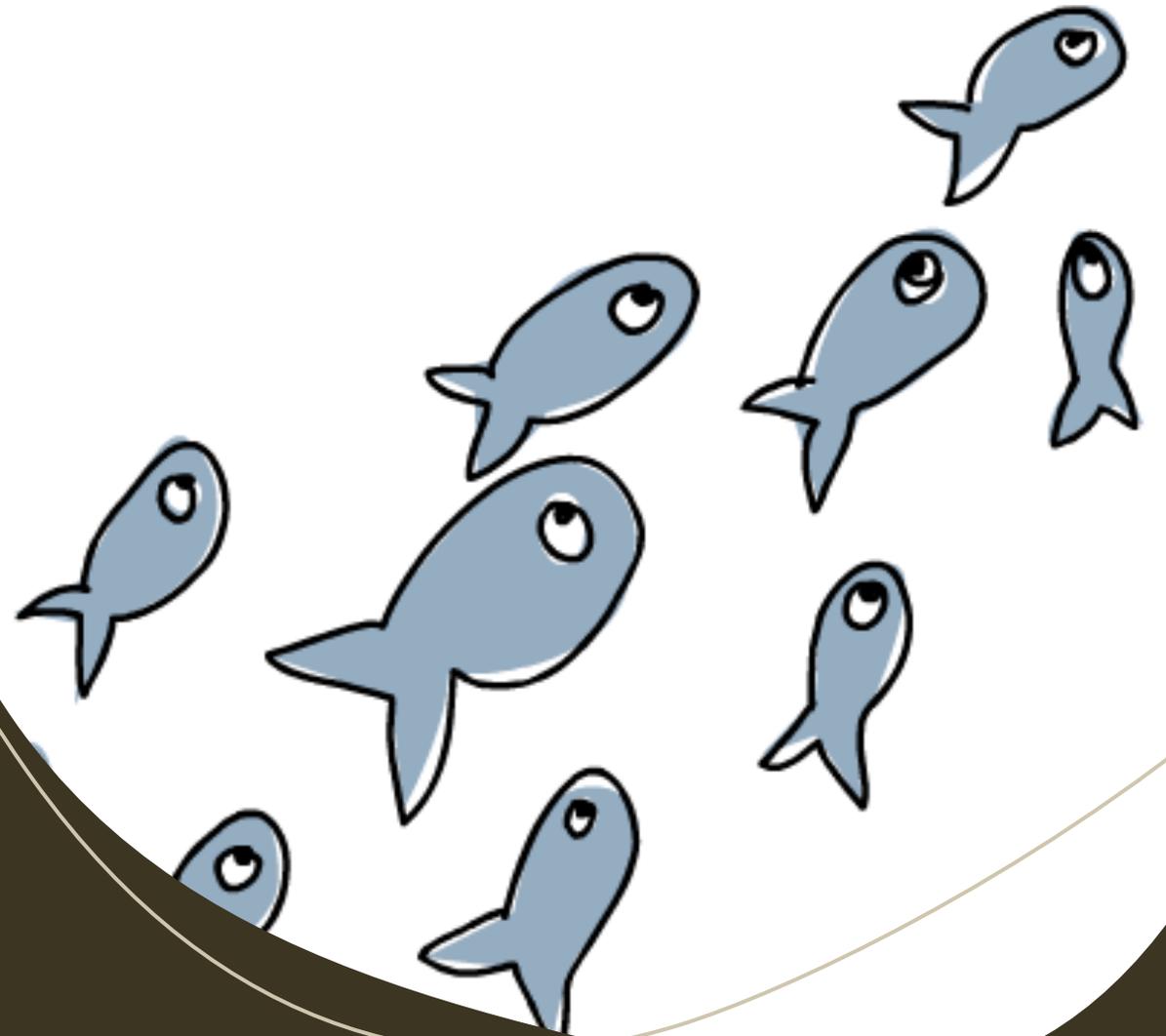
Cf. [www.native-land.ca](http://www.native-land.ca) and the Indigenous Portal at [www.indigenous.ubc.ca](http://www.indigenous.ubc.ca) by the University of British Columbia in collaboration with Elder Larry Grant (Musqueam).

A close-up photograph of a sharpened pencil tip. The pencil has a reddish-brown body and a light-colored wooden core. The tip is sharp and is resting on a light gray, textured surface. The lighting creates a soft shadow to the left of the pencil.

**Draw a fish!**

**What does your fish look like?**

The diversity of fishes:  
Many shapes, colours, sizes,  
abilities; many are yet to be  
discovered.





Write a project proposal!



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Using the same logic of diversity in diversity...

These proposals all look alike. But some are “better” than the rest.

# Auditing for equitable and just budgets.

Who has the know-how and resources to write a successful grant proposal?

Which social actors usually get funded?

What are funders “really” looking for?

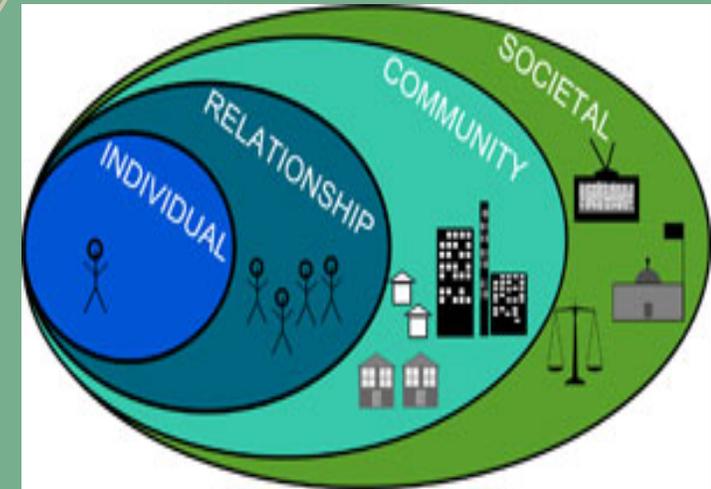
What kind of expenses are being validated in a colonialist philanthropic system?

Case study:  
**Budgeting for Participatory Action  
Oriented (PAR) initiatives.**

# Thinking in Systems.

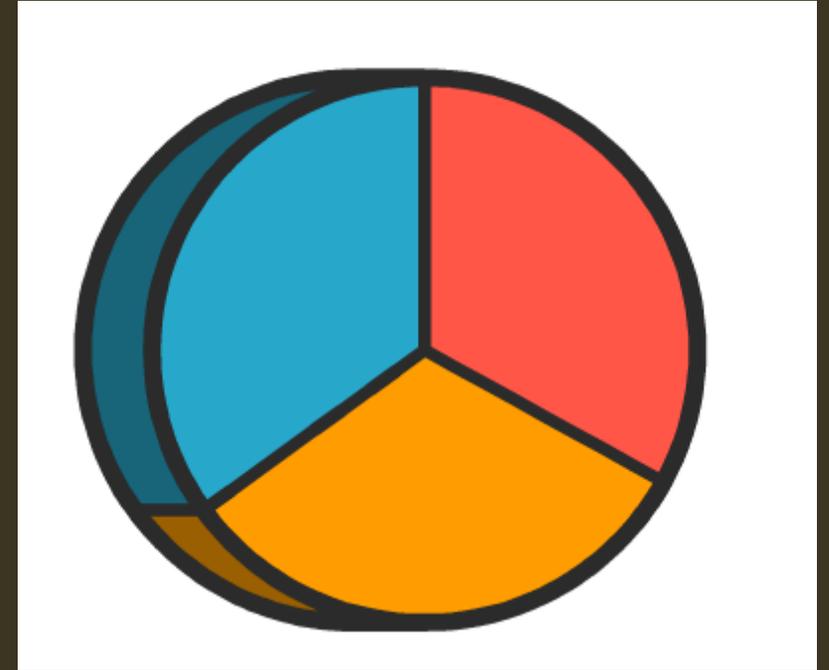
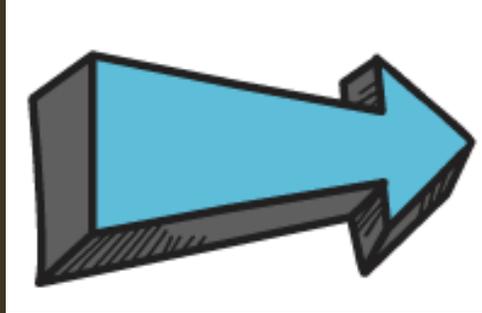
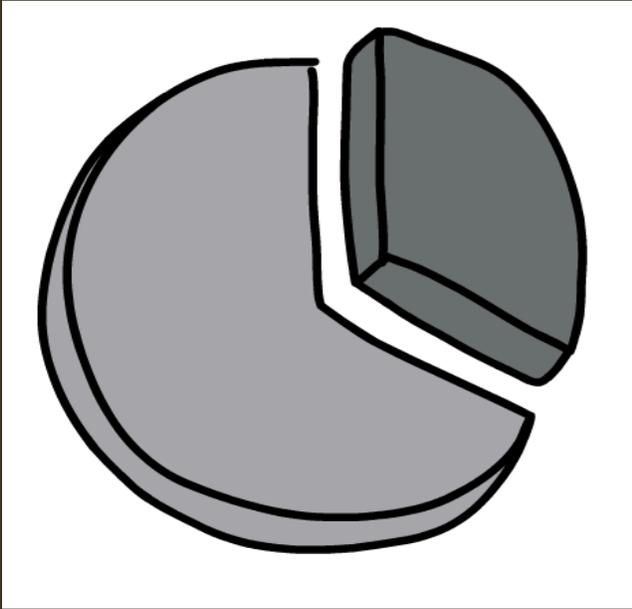
A system isn't just any old collection of things. A system is an interconnected set of elements that is coherently organized in a way that achieves something. If you look at that definition closely for a minute, you can see that a system must consist of three kinds of things: elements, interconnections, and a function or purpose.

(Donella Meadows, 2008. p.11).



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- Decolonizing and Indigenizing our systems.
- Disruption our ways of knowing and building relations with one another.



Colonialized, patriarchal biases in budgeting:

90% of budget allocated to external evaluator fees.

5% for supplies.

5% participation.

Goal: Equitable and Just Relations.



**Mainstream systems are designed to silence voices of social change.**

Transformational design:

- Beneficiary-informed.
- Beneficiary-centred.
- Beneficiary-oriented.
- Beneficiary-driven.

# 4Rs principles and values.



Evaluation for  
social change &  
transformative  
learning.

Respect

Relevance

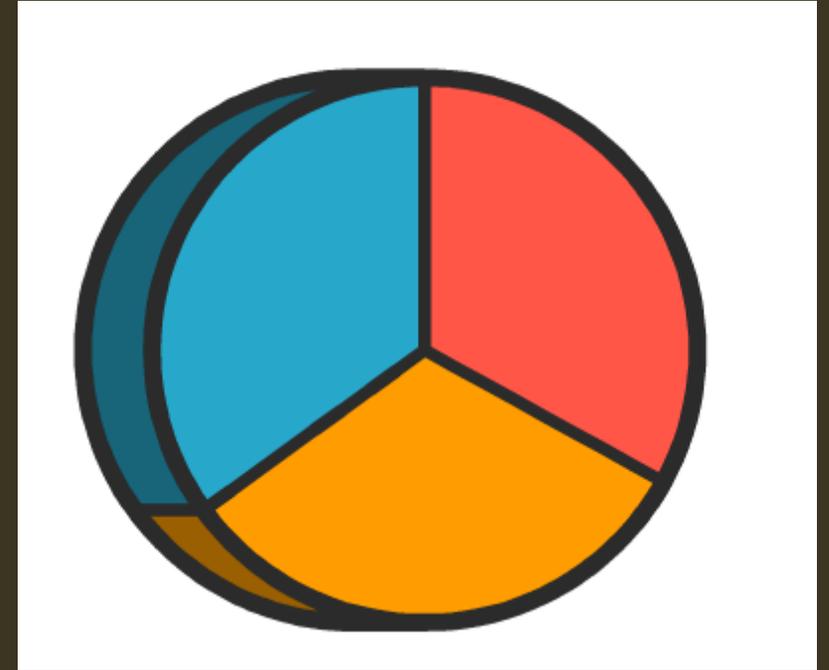
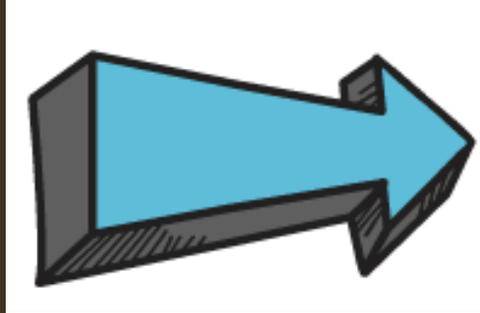
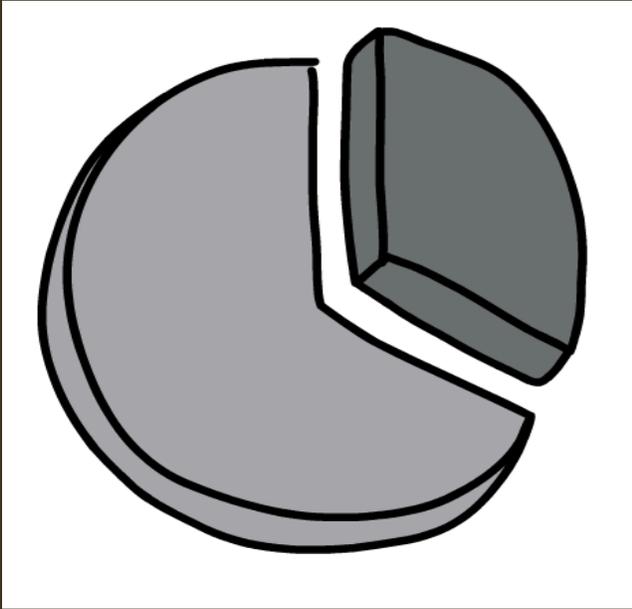
Responsibility

Reciprocity



How do you know we are doing the work to address systemic inequity and injustices?

Treating the symptoms or short term “fixes” : Amend the budget and keep the existing ways of budgeting and planning.



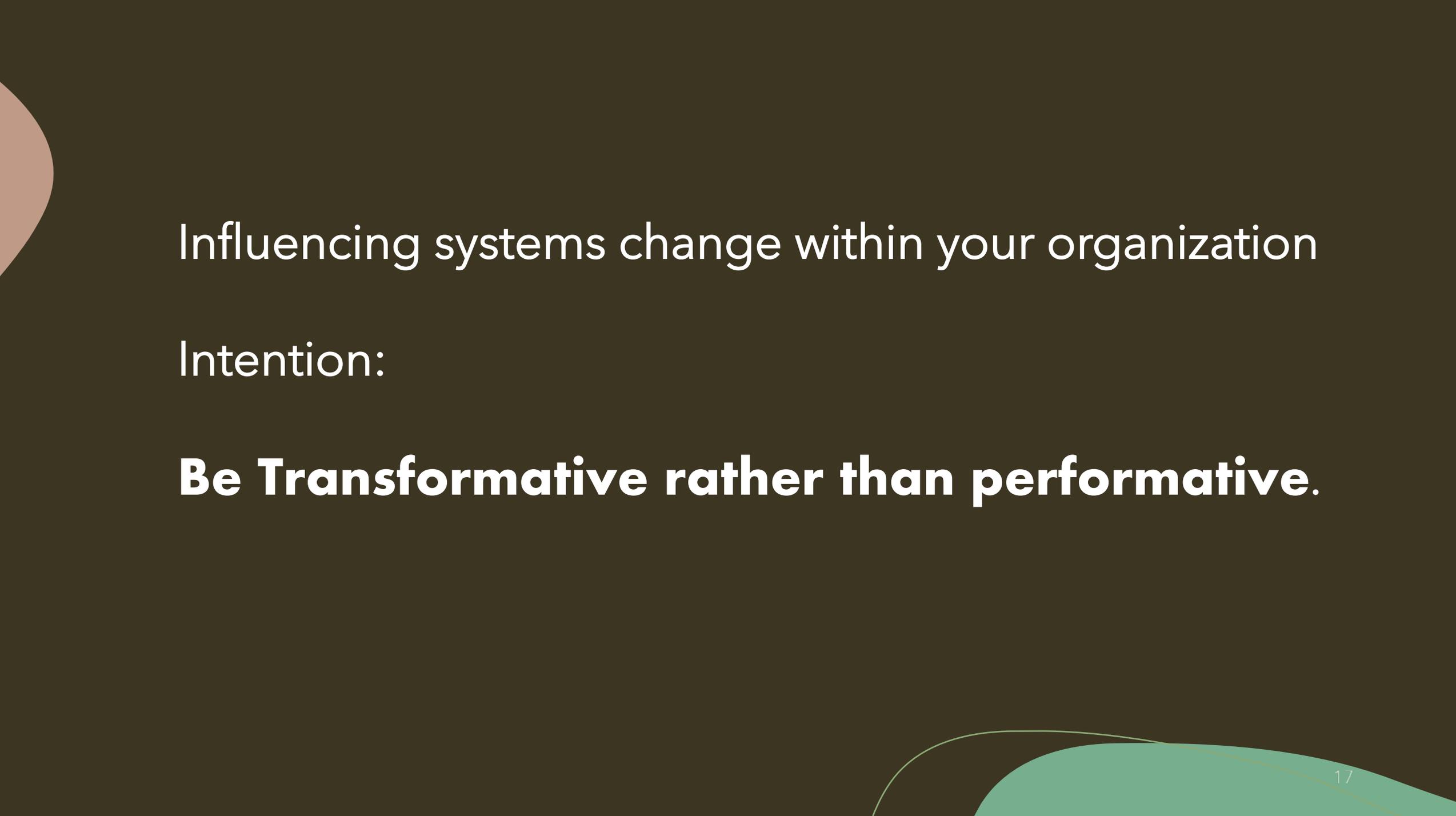
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Influencing systems change within your organization

Intention:

**Be Transformative rather than performative.**



Auditing your design for social change and transformative learning.

**Are you willing and able to do the work?**

If yes, then let's go to the next slides.



Reflection for each of the 4 areas.

1. How is your project or organization **currently** performing?
2. What structures do you **currently** have in place to maintaining your level or performance?
3. What structures can you put in have in place to improve your level or performance in the **coming** fiscal year?

A. Beneficiary-informed?

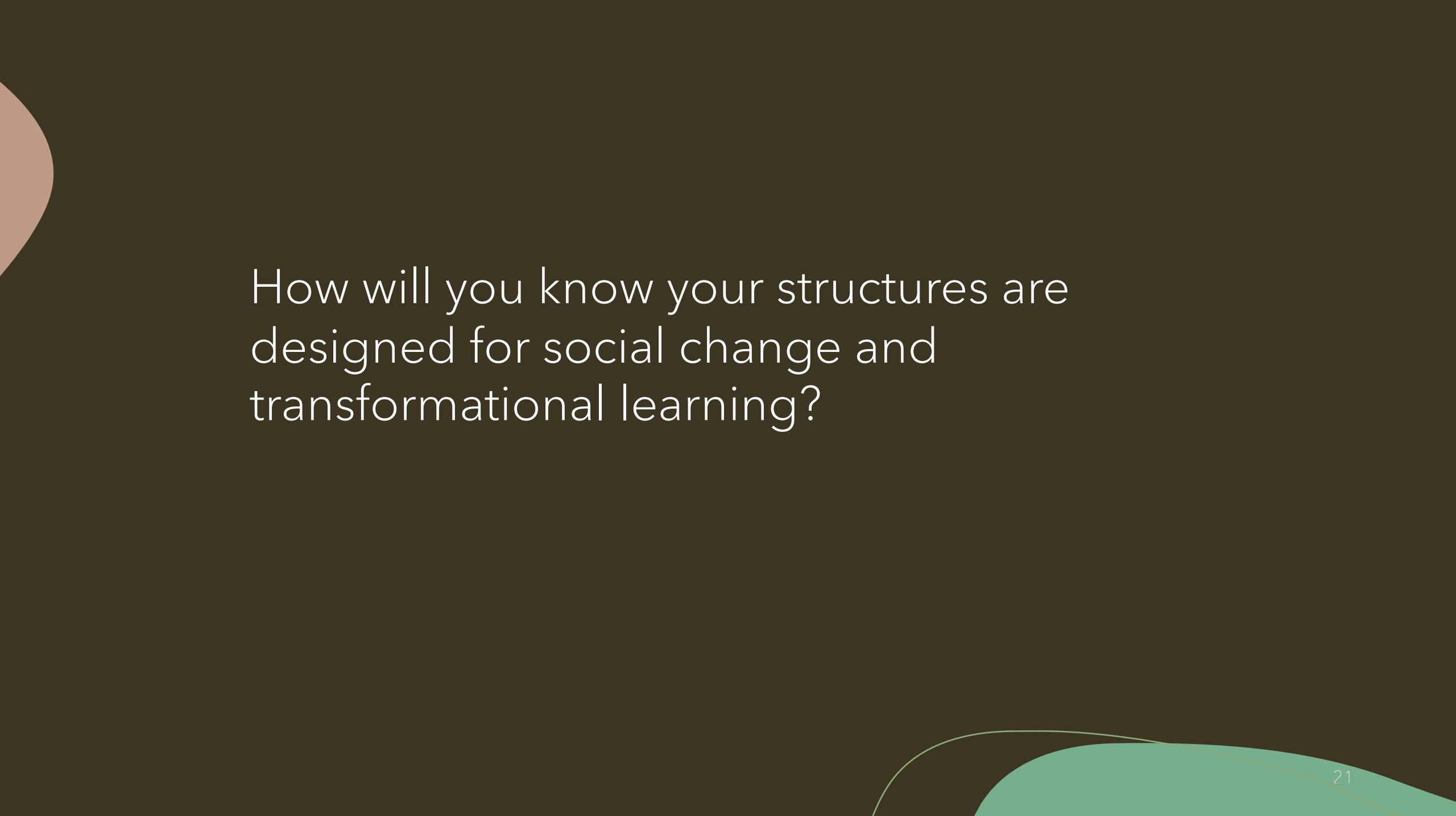
B. Beneficiary-centred?

C. Beneficiary-oriented?

D. Beneficiary-driven?

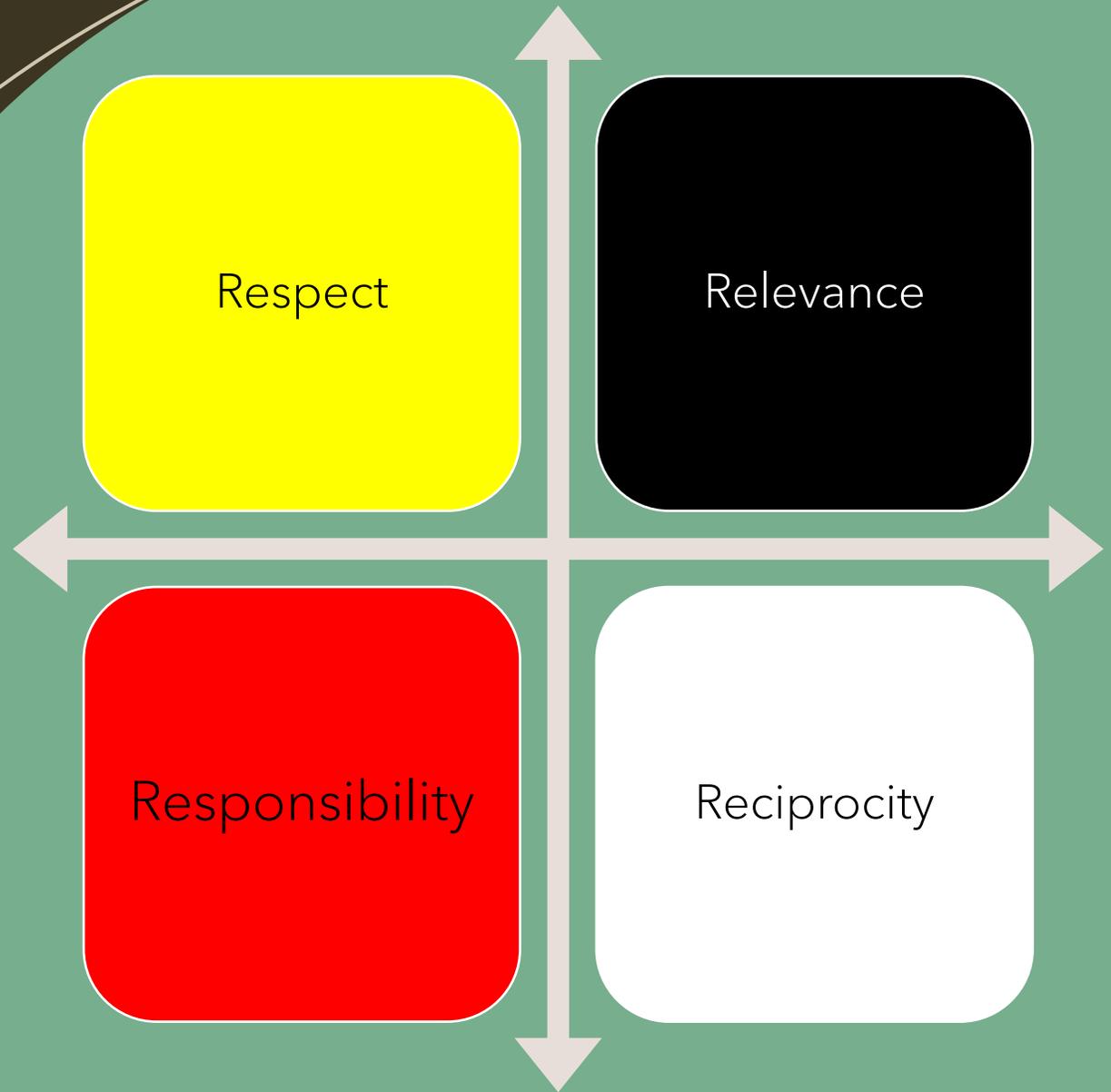


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How will you know your structures are designed for social change and transformational learning?

**Evaluating your  
project design  
or organization  
using the 4Rs.**



# Goals of auditing your budget or project design:

- Identify where your project or organization is on intentionally influencing systems change for social equity and justice.
- Examine how oppressive structures and patterns of behavior and beliefs are embedded in your organization.
- Provide members of your project or organization with a culturally safe and appropriate space to have their voice heard.
- Initiate and inform the work you and your organization need to do for social change and transformative learning.
- Give your organization realistic and feasible recommendations and calls to action to guide your short, mid-, and long-term impact.



Want to talk more about this presentation?

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