

Summary

Building on the [statement and call to action](#) put out by the British Columbia Academic Library Section in June 2020, this action plan outlines specific actions for BCALS to take that align with the BCALS Constitution and Bylaws in areas such as communications, continuing education and knowledge sharing, and material support. Some of these actions have been underway for some time, and others will be the focus for BCALS in subsequent years.

Communications

BCALS will:

- Continue sharing resources related to academic libraries and adjacent topics via Twitter and the BCALS listserv, especially by BIPOC library workers
- Schedule regular listserv messages on topics of interest to the membership, especially those related to antiracism and anti-oppression

Continuing education and knowledge sharing

BCALS will:

- Collect information and create ways to share knowledge about what individual institutions are doing in relation to antiracism and EDI work
- Interview library workers who are doing antiracism work in their organization and share via BCALS channels, whether through the BCLA Perspectives column or other means
- Support spaces, conversations, and resources specifically for BIPOC library workers, whether originating from BCALS or from other places
- Create and/or collect additional continuing education opportunities, such as journal or book clubs, speaker series, or resource lists.
- Continue existing events such as the Winter Event that have a focus and/or elements related to antiracism and EDI in both formal and informal structures

Material support

BCALS will:

- Advocate for the Partnership Job Board to require salary ranges in its postings as other job boards have done recently to support transparency and equity in matters of compensation

- Explore the possibility of bursaries for BIPOC library workers and students to attend the BC Library Conference, library education programs, or other paid offerings
- Steward funds in support of BIPOC speakers and organizations at future events and connect with BCLA about collection, distribution, and access of funds for such events

Internal processes

BCALS will:

- Create an explicit policy to ensure a diverse representation of speakers at events hosted or supported by BCALS
- Create a statement to guide how the BCALS executive team will consult affected communities and how it will be accountable for any mistakes or harm done
- Continue assessing existing processes and creating documentation for the organization to support representation, inclusion, and accountability in the BCALS executive team, events, and communications

Miscellaneous

BCALS will:

- Continue partnering with and promoting other organizations doing related work, including but not limited to the Visible Minority Librarians of Canada, the BCLA Antiracism Committee, the BCLA Multicultural Services Committee, and IDEAS@UBC.
- Continue increasing involvement from library technicians and library technician students through events such as the annual student CV/resume clinic
- Advocate for recruitment and retention of BIPOC library workers in LIS education programs and the field at large

Sources informing this plan

- [Feedback and responses on action plan](#) from BCALS members
- [BCALS Statement and Call to Action](#)
- [Black Lives Matter Canada Demands](#)
- [Black Lives Matter Vancouver Demands](#)
- [Statement and Commitments from Canadian Library and GLAM Community](#)
- [BCALS Winter Event 2020](#)