

The purpose of this policy is to ensure that the events organized by the British Columbia Academic Libraries Section (BCALS) reflect a diverse range of lived experiences of our membership, and enact the calls to action of our [Statement and Call to Action on Anti-Black Racism](#). Therefore we call on libraries, library professional organizations, and library workers to actively, consistently, and intentionally:

- Condemn white supremacy, racism, and state-sanctioned violence.
- Concretely support BIPOC and especially Black employees and library users.
- Listen to and validate BIPOC and especially Black voices.
- Divest from relationships with police, review library policies and procedures that include security and police, and call for defunding police.
- Invest in effective allyship training and education for employees.
- Critically examine their existing structures and biases and the ways that institutional silence and neutrality systematically benefit white, cisgendered, heteronormative able bodied people and individuals, while systematically oppressing individuals not conforming to this group such as People of Colour, LGBTQ2SIA+, Indigenous Peoples, people with disabilities, and neurodiverse folks.
- Use their power on behalf of those who have less.

This means that BCALS must:

- Reflect in all of our events, a diverse range of voices, experiences, and perspectives regardless of topic including People of Colour, LGBTQ2SIA+, Indigenous Peoples, people with disabilities, and neurodiverse folks.
- Properly compensate all speakers for their time and labour in contributing to our events.
- Create a publicly available Code of Conduct for events.

Questions or concerns related to this policy, please reach out to BCALS at bcals@bcla.bc.ca.