

BCALS Action Plan Implementation 2022/23

BCALS is committed to implementing our [Anti-Racism Action Plan](#) that builds on our 2020 [Statement and Call to Action on Anti-Black Racism](#).

The BCALS Executive have pulled out several actions from within the plan that we will be implementing over 2022 and 2023.

Any questions, comments, concerns, or ideas related to the following can be directed to BCALS at bcals@bcla.bc.ca.

Communications

BCALS Will: Continue sharing resources related to academic libraries and adjacent topics via Twitter and the BCALS online forum, especially by BIPOC library workers.

ACTION: Create a quick submission form for followers to suggest items that should be promoted on our social media channels. The quick submission form is consulted monthly to implement suggestions and BIPOC-centered resources are targeted.

STATUS: Completed. You can find this form on the [BCALS website](#).

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.

ACTION: Post through BCLA online forum, asking if folks are working on EDI projects or have learned of any. Ask for short 200-500 word write-ups and promote as a series via social media. Create a space or add to existing on site or add to BCLA Perspectives.

STATUS: Not started.

BCALS Will: Interview library workers who are doing anti-racism work in their organization and share via BCALS channels, whether through the BCLA Perspectives column or other means.

ACTION 1: Connect with Perspectives folks to put a call out for an upcoming issue to highlight academic library EDI work.

STATUS: In progress. Communication with Perspectives started, interest about this idea from both parties.

ACTION 2: Connect with IDEAS folks to see about collaborating and cross promoting their work.

STATUS: In progress. Chair-Elect met with IDEAS - idea to create IBPOC focused spaces (conferences, focus groups, network).

BCALS Will: Support spaces, conversations, and resources specifically for BIPOC library workers, whether originating from BCALS or from other places

ACTION: Ensure that we retweet and promote VIMLoC resources and IDEAS group.

STATUS: Ongoing work of the student representatives.

Material Support

BCALS Will: Create an explicit policy to ensure a diverse representation of speakers at events hosted or supported by BCALS.

ACTION: Create a draft proposal together; once agreed upon, solicit feedback from members.

STATUS: Draft completed, notification to membership via online forum is forthcoming in 2024/25.

BCALS Will: Continue assessing existing processes and creating documentation for the organization to support representation, inclusion, and accountability in the BCALS executive team, events, and communications

ACTION: BCALS Executive will review existing documentation including policies, constitution and bylaws, and event planning documents annually to identify areas of improvement or new documents needed related to supporting BCALS anti-racism work. Review documentation created on a yearly basis. Determine yearly goals based on documentation. Create a report on goals met and not met to inform goals for the upcoming year.

STATUS: First review in progress, started in 2021. To be reviewed annually in December.

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 Multicultural Services Committee, and IDEAS@UBC

ACTION: Yearly reach out, and continued promotion on social media.

STATUS: Annual reach out to IDEAS, VIMLoc, and BCLA Multicultural Committee complete. Chair-Elect presented to the Multicultural committee to discuss [BCALS Anti-Racism work](#)).