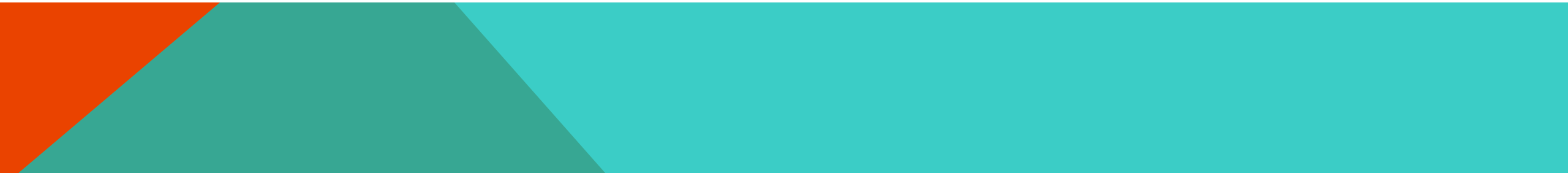


Anti-racism in action

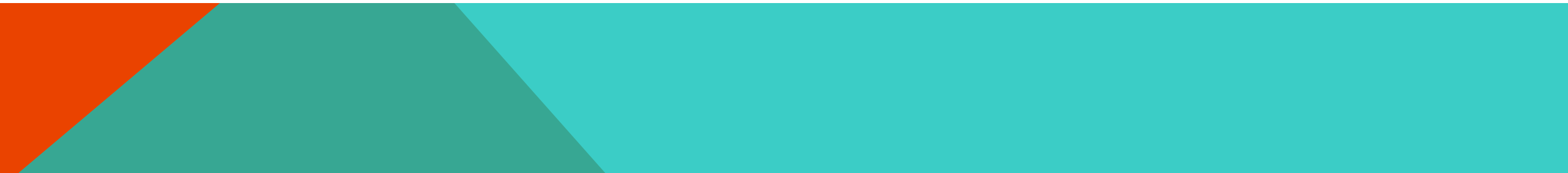
The background of the slide is composed of several large, overlapping triangles. A large teal triangle occupies the top-left and middle-left portions. A smaller, darker teal triangle is positioned below it on the left side. An orange triangle is located at the bottom-left corner. The remaining area on the right and bottom-right is white.

Territorial Acknowledgement

Our work is situated in Burnaby, which is located on the ancestral and unceded homelands of the hə́n̓q̓əmi̓n̓ə́m̓ and Skwxwú7mesh speaking peoples.



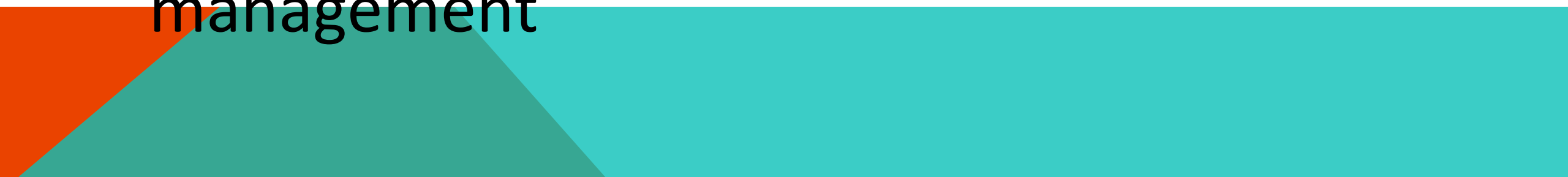
- Going beyond inclusive programs and outreach
- Working in tandem with internal assessment and structural change
- Improved working conditions for BIPOC staff leads to improve services to community



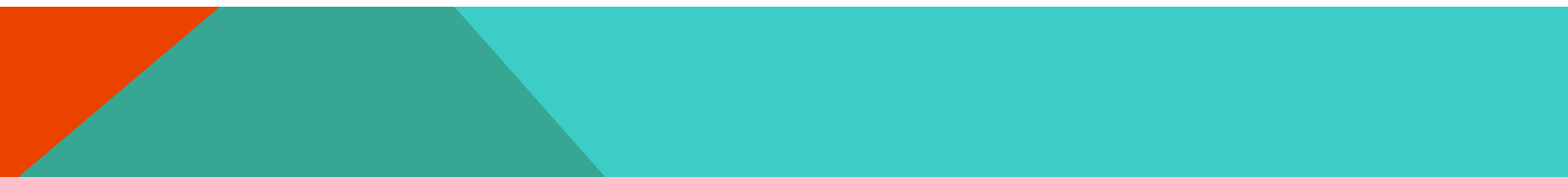
Equity work at BPL

- Three standing working groups:
 - Trans Inclusion
 - Indigenous Initiatives
 - Anti-Racism
- Members come from across the organization
 - Non-supervisory roles
 - Extra paid hours if needed
 - Consult and work together

First Steps

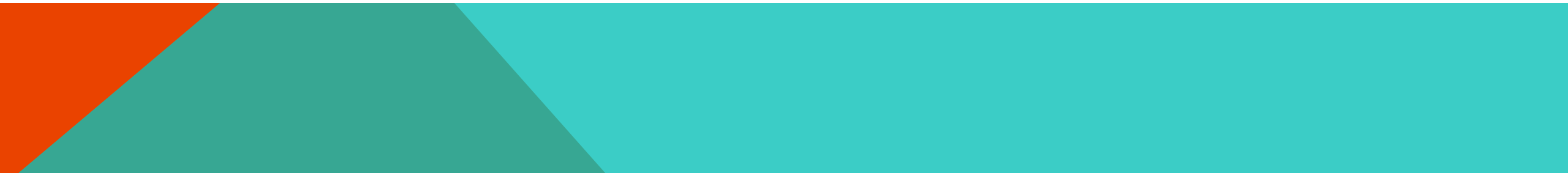
- Commitment to anti-racism
 - Decision to conduct an audit
 - Selecting the consultants
 - Process guided by two committees – one made up of equity group leads, one of management
- 

Shaping the Plan

- Consultant's workplan shared with staff
 - How to consult and who to consult guided by conversations with equity leads
 - Decided on a mix of small group interviews, individual interviews, and anonymous survey
 - Group interviews conducted in staffing groups, with some BIPOC caucuses. Separate groups for board members, and senior staff & supervisors.
- 

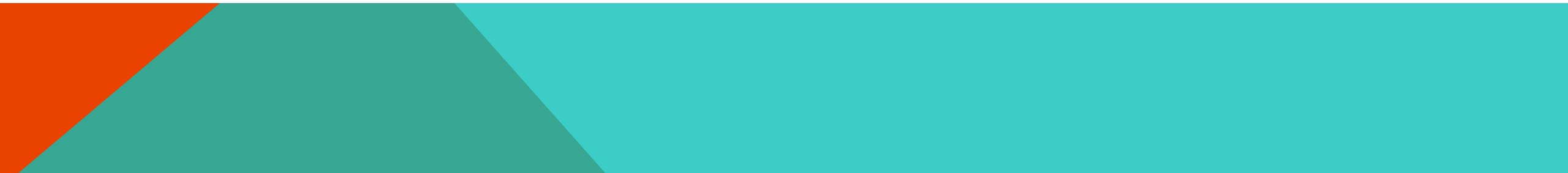
Supporting the Process

- Gave staff many options to engage, to respect need for privacy
- Built in an hour after interviews for staff to reflect and rest
- Resourcing staff time and replacement time
- Communicating with senior staff about supporting the process

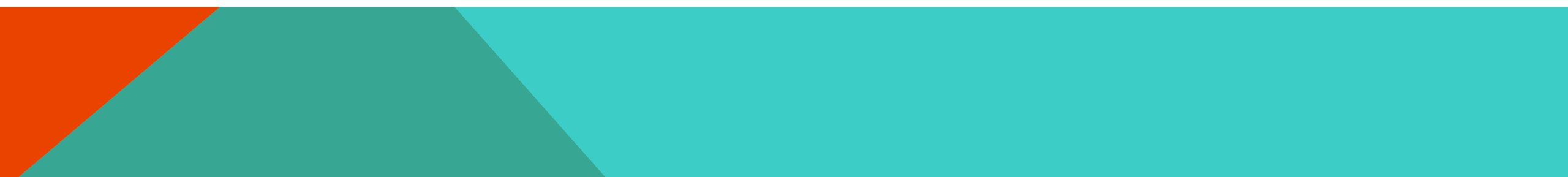


Sharing the Audit

- Physically printed out copies and distributed to every staff
- Set aside staff time to read the report
- Conducted debrief conversations, facilitated by the consultants, to continue the conversation and give staff time to connect and reflect



Next steps

- Anti-racism Commitments – forthcoming
 - All exempt positions posted as BIPOC-preferred, for 5 years
 - Board created a \$5,000 scholarship fund for BIPOC staff and residents of Burnaby who are attending Library School
 - Closer look at job descriptions and how they are weighted
 - Expanded collections in non-English languages
- 

Next steps

- Anti-racism work takes time, and needs strong relationships
- Resource it properly, through money and staff time
- Centre those most impacted within the organization and support them in leading

