



BCLA Anti-racism Committee Terms of Reference

Approved by the BCLA Board: November 29, 2024

Mandate

The BCLA Anti-racism Committee (ArC) will guide and inform BCLA's work to become an anti-racist organization by advising the Executive Director and making policy recommendations to the BCLA Board, guided by the Association's [constitution](#), [bylaws](#), [mission](#), [vision](#), and [values](#).

The Committee is focused on anti-racism within the Association, and in doing so influences the larger library community.

BCLA's ongoing work is grounded in our [values](#) and guided by principles of anti-racism including:

- Identifying and examining racism on a systemic, cultural, individual, and institutional level,
- Challenging underlying and normalized belief systems that uphold racism,
- Encouraging direct action on individual and collective levels,
- Developing an action plan to actively redress racism within our organization.

The ultimate approval of and responsibility for BCLA strategic direction and actions resides with the BCLA Board.

Objectives

1. Recommend prioritization of the recommendations for the [BCLA Current Assessment Report](#)
2. Identify additional recommendations as needed.

Deliverables

- Progress reports at each BCLA Board meeting
- Progress reports for BCLA members and the wider BC library community, to be shared via the BCLA forum and website

Composition

BCLA membership is not required. The BCLA President and Executive Director are ex



officio members as per BCLA bylaw 15.1.

The majority of the Committee will be Indigenous, Black, and People of Colour (IBPOC), but the Committee will also include non-IBPOC people, as anti-racism work cannot and should not be the responsibility of IBPOC.

The Committee will have up to 12 members:

- 2 Co-chairs, at least one of whom is Indigenous, Black, or a Person of Colour
- 3-5 members from the BCLA Board
- 4-7 members from BC library community
- The BCLA Executive Director (non-voting)

Selection of Committee members will be by the BCLA Board representatives appointed to the Committee and based on a call for expressions of interest. While the final composition will depend on who is willing to serve, we will strive for a Committee that represents a variety of professional and lived experiences and perspectives. Members will be selected to create a committee that represents the most diversity possible in terms of:

1. lived experience
2. location within the province
3. type of library
4. library position

Recognizing the emotional and psychological labour required of members of this committee, particularly those with lived experience, members may leave the committee at any time without question and will be eligible to volunteer to serve again in future years.

Resources and Budget

- Requests for resources to be made to the Executive Director and brought to the Board for approval as necessary.

Timelines and Tools

- The Committee is expected to meet monthly for 90 minutes, excluding July, August, and December.
- All meetings will take place virtually via Zoom.
- Agendas will be prepared by the co-chairs, with support from the BCLA Executive Director, and distributed in advance of meetings
- At least 6 members will be required for the committee to achieve quorum,



excluding the Executive Director; meetings will not be held without quorum

Type of Committee

Standing Committee:

- BCLA bylaw 15.2: created by the Board to accomplish specific work for the Association, and is responsible to the Board or the Executive Director
- Established by Board resolution

Term of Appointment

All members are appointed for 2 years (aligned with BCLA board terms), with the exception of Board members, who will be replaced as their Board term ends. If members are unable to serve the entire term, vacancies will be filled on a rolling basis using a call for expressions of interest.

Note: The Terms of Reference were reviewed by the Committee once formed and revised, and will be reviewed annually thereafter.