

# BUILDING A FOUNDATION

FOR BCLA'S ANTI-RACISM WORK



# Territory Acknowledgement

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WHERE ARE YOU?



Truth and  
Reconciliation  
Commission of Canada

“Whether one is First Nations, Inuit, Metis, a descendant of European settlers, a member of a minority group that suffered historical discrimination in Canada, or a new Canadian, we all inherit both the benefits and obligations of Canada.

Without truth, justice and healing, there can be no genuine reconciliation. Reconciliation is not about ‘closing a sad chapter of Canada’s past’ but about opening new healing pathways of reconciliation that are forged in truth and justice.”



# Locating Myself

## Adeline's Lens

- Cis-gender woman
- Person of Colour/Racialized
- Queer
- Someone who strives to be an ally, advocate, accomplice & co-conspirator
- Settler - Child of immigrants displaced by war
- Relational community connector, learner, and educator
- Committed to ongoing learning & unlearning
- Willing to make mistakes and be accountable to change

# GUIDELINES

# RESPECTFUL DIALOGUE



## SOCIAL POSITIONALITY

Recognize how your own social positionality informs your perspectives and reactions to the discussion topics.

## ASSUMPTIONS

Avoid making assumptions about pronouns/gender/knowledge based on someone's name or video image.

## CHALLENGE

Challenge your own opinions and knowledge. For example, if you find yourself thinking "I already know this," ask yourself, "How can I take this deeper?" or "How am I applying in practice what I already know?"

## MAKE SPACE

If you hold a dominant viewpoint, step back and make space for marginalized perspectives.

## RESPECT

It is okay to challenge others by asking questions, but do not attack anyone personally. The goal is not to agree – it is to gain a deeper understanding.

## **Justice**

Addresses conflict  
Risk threshold is clear  
Redistribution of power  
Decision making led  
by marginalized  
communities

## **Equity**

Structures  
Barriers  
Power  
Oppression

## **Diversity**

Representation  
Categories  
Numbers  
Differences

## **Inclusion**

Belonging  
Voice  
Feeling welcomed

# WHAT IS ANTI-RACISM?

The active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.

According to Ibram X. Kendi - "The opposite of racist isn't 'not racist.' It is 'antiracist.' What's the difference? One endorses either the idea of racial hierarchy as a racist, or racial equality as an antiracist. One either believes problems are rooted in groups of people, as a racist, or locates the roots of problems in power and policies, as an antiracist. One either allows racial inequities to persevere, as a racist, or confronts racial inequities, as an antiracist. There is no in-between safe space of 'not racist.'" (*How To Be An Antiracist*, p. 9)



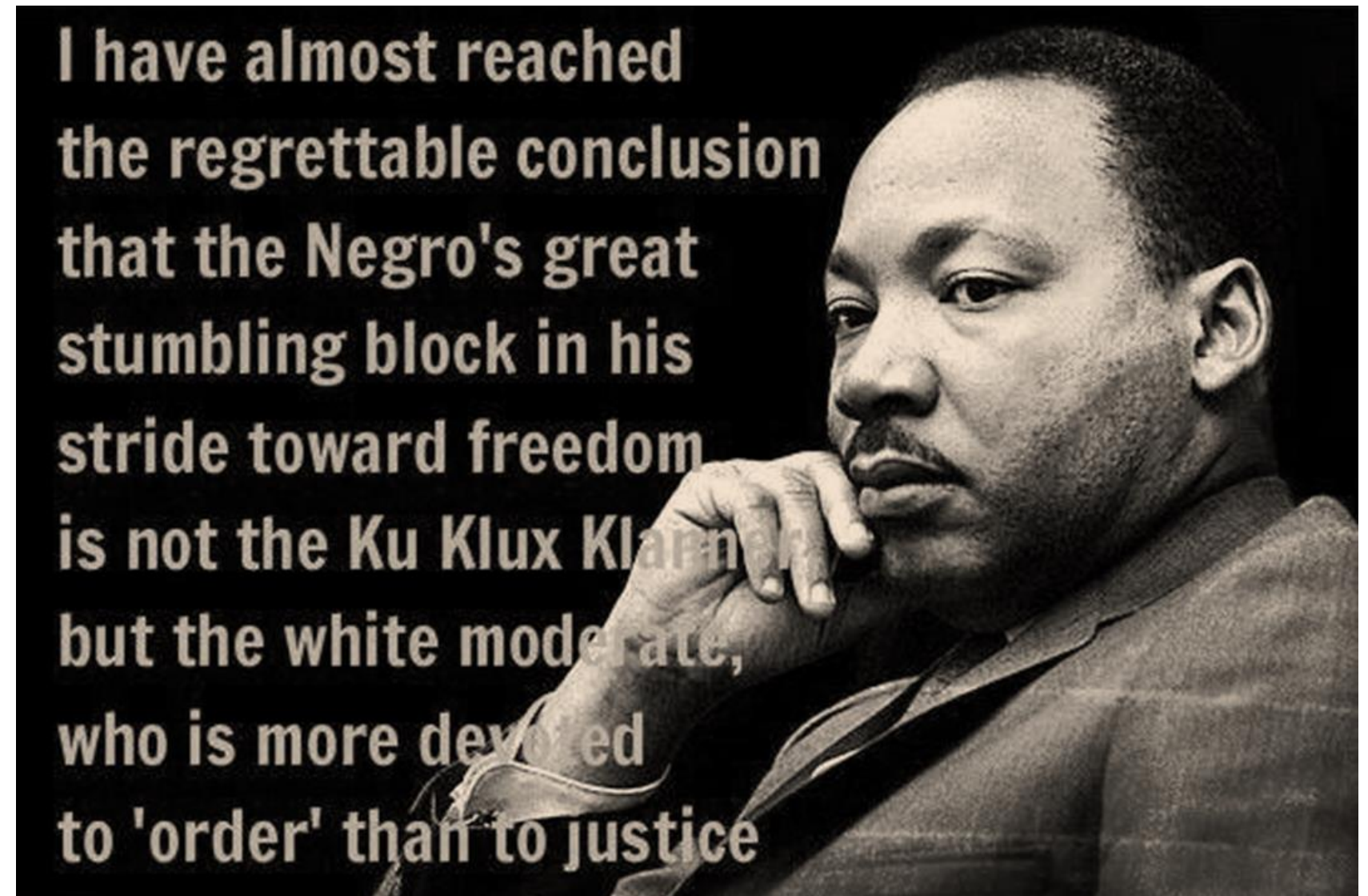
Dr. Ibram X. Kendi

# WHAT IS WHITENESS?

- Unilateral norms based on white social, economic, and cultural standards, which tend to benefit white individuals
- Race is a social construct, and therefore has no connection to our physical and mental differences. Instead, race, dating back hundreds of years, was invented for the purpose of creating opportunities for power and hierarchy within a given society;

# WHAT IS WHITE SUPREMACY?

Historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of colour by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.



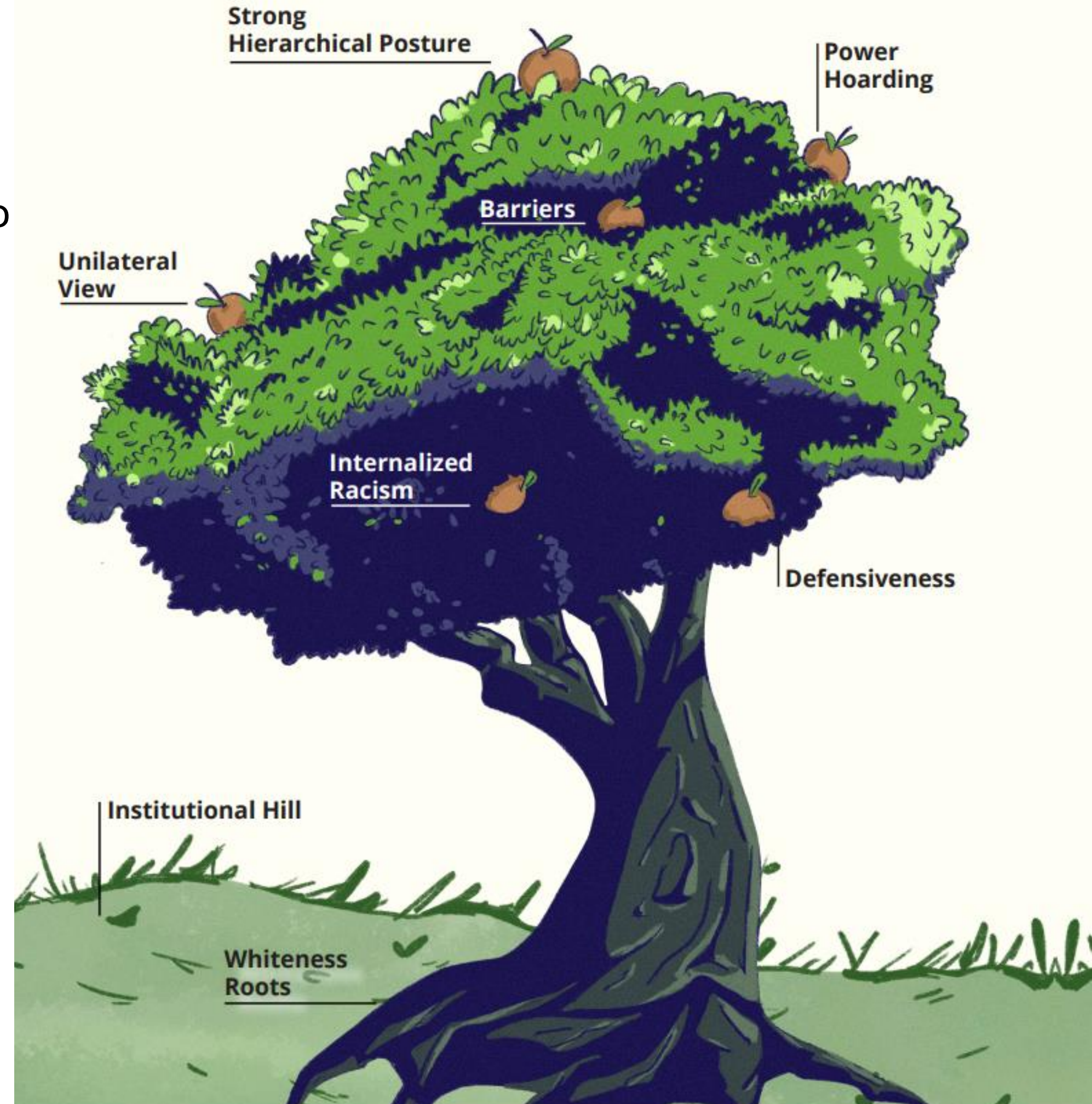


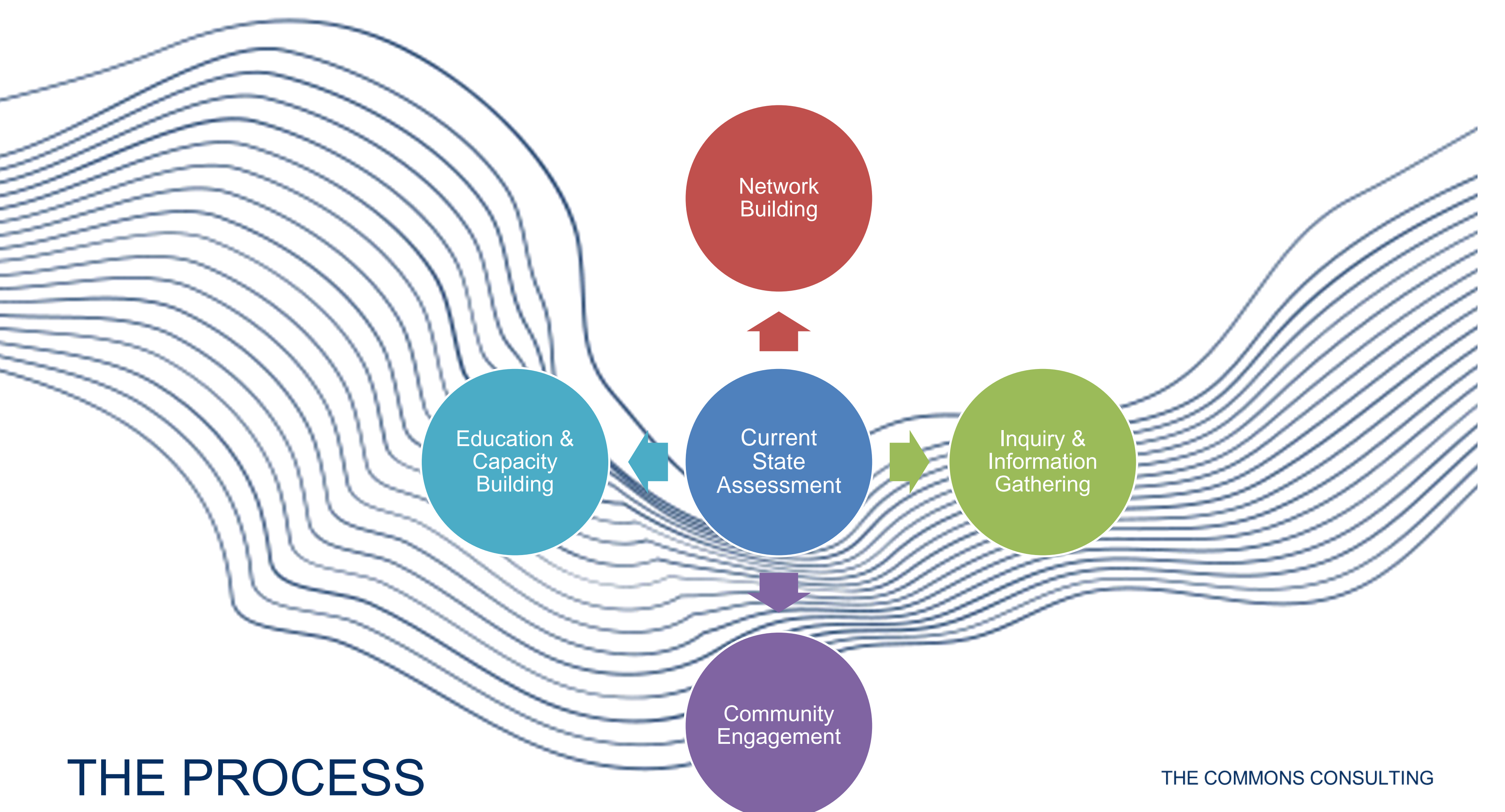
# THE ROOTS OF THE PROBLEM

If we apply the tree concept to whiteness in relation to libraries' policies, procedures, guidelines, practices, and overall conduct, we would have something like this:

- **Institutionalized Whiteness**
- **Strong Hierarchical Posture**
- **Power Hoarding**
- **Barriers**
- **Unilateral View**
- **Internalized Racism**
- **Defensiveness**

Source: Tree Model developed by Marci Ramiro-Jenkins, EDI and Anti-Racism Chair, McMinnville Public Library Reference Librarian. Latino Community Liaison





Network Building



Education & Capacity Building



Current State Assessment



Inquiry & Information Gathering



Community Engagement

# THE PROCESS





# CONSIDERATIONS

Representative & Empowering  
Reciprocal & Collaborative  
Reiterative & Flexible  
Truth & Reconciliation

The background features a series of blue wavy lines that create a sense of motion and depth. A solid blue horizontal bar spans the width of the image, serving as a backdrop for the main text. Below the bar, a blue downward-pointing arrow is centered. The overall aesthetic is clean and modern.

QUESTIONS?