



Checking the Pulse

An Anti-Racism Report

Prepared for: New Westminster Spokes Committee

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ACKNOWLEDGEMENTS

I would like to recognize, acknowledge, and respect the Qayqayt First Nation, as well as all Coast Salish peoples, on whose traditional and unceded lands, from time immemorial, we learn, work, create, live, and *breathe* on.

I would like to express my sincere gratitude to Janet Goosney for guiding me on this journey of writing the *Checking the Pulse* report. I would also like to deeply thank the following stakeholders who were interviewed in this process for your immense contributions, time, and wisdom in engaging in important pathways of anti-racism conversations: *Angad Sawhney, Chinu Das, Christopher Koth, Claudia Freire, Courtney Pankratz, Dana Osiowy, Dawn Embree, Doris Mah, Ernie Cardinal, Esther Hsieh, Ghada Tallia, Janet Goosney, Jennifer York, John Stark, Julie Spurell, Karen Justice, Kay Johnson, Kyoko Takahashi, Lisa Paterson, Maylen Crespo, Nadine Nakagawa, Nimmi Bangert, Oana Capota, Patricia Steiner, Peter Julian, Priyanka Desai, Todd Ayotte, Tristan Johnson, Ravinder Johal, Rob McCullough, Shari Gulliver, Sherman Chan, Tracy London, and Wazhma Wakil.*

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Executive Summary.....4

Introduction.....5

Anti-Racism Work in New Westminster

 Profile of New Westminster.....10

 Agencies and Anti-Racism Work.....13

 Categories of Anti-Racism Work.....14

 Key Findings.....15

Gaps & Strengths in Anti-Racism Work.....19

Promising Practices in Metro Vancouver Region.....21

Recommendations for an Anti-Racism Roadmap.....50

Anti-Racism, Allyship and Alliance.....54

Concluding Remarks.....56

Appendices.....57

In the past few years, the world has witnessed a COVID epidemic as well as a pandemic in the rise of racism, racial discrimination and hate crimes especially in Indigenous, Black, and racialized communities globally and locally. Some are calling this tsunami surge of racism as a disease with its waves crashing over our communities and devouring democracy in its path. In the wake of this devastation, there is a belief that “if racism is a virus, then we are the vaccine.” It is with this hope, that the *Checking the Pulse* report was written to empower and ignite cities, such as New Westminster to search for the cures of racism with the antidote of anti-racism as the vaccine. Before we can embark on this journey it is vital to understand that the open wounds of racism must be aired, seen, and heard by all of us through the uncomfortable conversations of white supremacy, white privilege, and unconscious/conscious biases, as this is often the source of racism in white dominant societies such as Canada where colonialism has deep, deep roots embedded into its soil. It is the First Nations peoples who were the initial targets of racism and racial injustices in this country when white settlers came in the first waves of immigration to colonize these lands, the lands of the First Nations who have lived here since time immemorial.

Since then, Canada has witnessed many other immigrants coming onto its shores, and the city of New Westminster is a place where many immigrants and refugees are settling and calling it their new home. New Westminster is a colourful city with a high visible minority population and high immigrant population, with approximately 40% of residents coming from ethnically and culturally diverse communities. In today’s lexicon, the current wording to encapsulate racialized peoples is the term “IBPOC” which refers to Indigenous, Black, and People of Colour. With the recent escalation of racism and hate crimes in neighboring cities such as Vancouver and Richmond, the city of New Westminster is acutely aware that racism exists within its own communities, institutions and systems and that racism is often hidden in the shadows. To raise awareness and a higher profile on the need to decolonize and dismantle overt and covert racism, the New Westminster’s Spokes Committee has created the *Checking the Pulse* report which illuminates the anti-racism work and initiatives being conducted by New Westminster’s community, government, and education agencies.

The intention of this report is to conduct a city-wide health check-up in reference to *how* community, government and education agencies in New Westminster are addressing racism through the pulses and beats of their anti-racism work. Based on an environmental scan consisting of a literature review and stakeholder interviews, the findings of the scan and its anti-racism initiatives have been analyzed and classified into different categories: *advocacy/education, inclusive development, resource development, policy, training, victim services, children and youth, and arts*. The results of the qualitative and quantitative analysis reveal that New Westminster agencies are actively working and pursuing anti-racism initiatives in the areas of advocacy/education, inclusive development, resource development and children and youth. However, these agencies through allyship and alliance need to collectively work towards developing and implementing more anti-racism initiatives focusing on policy, training, victim services, and the arts.

Essentially, the report acts as a “roadmap of anti-racism” for New Westminster by identifying signposts and directions to guide these agencies and their vehicles to drive towards the end destination of *racial justice for all* and for New Westminster to become an “anti-racist” city. Along this journey, the report highlights key anti-racism initiatives which New Westminster’s agencies are actively embarking upon throughout the city; features promising practices of anti-racism work being conducted in other nearby municipalities; and puts forth viable and creative recommendations for New Westminster to consider as new signposts on its path of decolonization, anti-racism, and racial liberation. In the words of African American poet and writer, Maya Angelou:

“The truth is, no one of us can be free until everybody is free.”

INTRODUCTION

“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character.”

(Dr. Martin Luther King Jr.)

The reality of the current landscape in 2021 is that racism, racial discrimination, and hate crimes are on the rise throughout many communities in Canada. The recent Truth & Reconciliation Commission Report, Black Lives Matter movement, Anti-Asian hate crimes, and racial injustices are all galvanizing our local governments, organizations, and communities to critically examine and address anti-racism at individual, institutional, structural, and systemic levels.

In the Metro Vancouver region, some municipalities such as the City of New Westminster are embarking upon diversity, inclusion, equity, and anti-racism work in order to educate and raise awareness on racial discrimination, and to create policies, procedures and plans that decolonize the existing euro-centric ways of governance, decision-making and community planning.

The power to create transformative change is the collective responsibility of community, government, and education agencies to collaborate and work together and build bridges of trust, understanding and respect, especially for Indigenous and racialized peoples and communities. In order to amplify these marginalized voices, it is crucial to embark upon anti-racism initiatives that are at a grassroots community-based level and not solely top-down approaches.

The New Westminster Spokes Committee is a group of individuals representing a multitude of agencies and sectors who are actively amplifying anti-racism work throughout New Westminster. This Committee was created through the provincial multicultural granting program of BC Resilience where funding is provided to various communities called “spokes” to conduct anti-racism and anti-hate work. There are presently over 50 spokes communities throughout the Province. The Lower Mainland Purpose Society is the host agency for the New Westminster Spokes Committee anti-racism project and its BC Resilience project.

The New Westminster Spokes Committee’s anti-racism project, entitled *Checking the Pulse*, is essentially a community needs assessment. This assessment is filtered through an environmental scan that highlights anti-racism initiatives in New Westminster and the Metro Vancouver Region.

The aim of the environmental scan in this anti-racism project is three-fold:

- 1) *Identify existing anti-racism activities in New Westminster through stakeholder interviews*
- 2) *Explore promising practices of anti-racism in the Metro-Vancouver region through an internet search*
- 3) *Identify gaps, strengths, and recommendations for anti-racism initiatives in New Westminster*

Checking the Pulse can be a valuable roadmap that identifies signposts for community, government and education agencies on anti-racism work that can guide community members in navigating racism, racial discrimination, and hate incidences in New Westminster.

Essentially this environmental scan can be viewed through a stethoscope lens of “checking the pulse” of a myriad of agencies in New Westminster and their diagnosis in relation to the symptoms of racism, or as some call it the “disease of racism.” The prognosis will consist of recommendations for anti-racism work in order for community members to feel safe and healthy in these heightened times of racism, racial discrimination and hate crimes.

The overall objective of the community needs assessment is to assess the situation of racism and anti-racism within agencies and communities and to create a roadmap that will provide new signposts and directions for the New Westminster Spokes Committee to continue working on anti-racism, diversity, equity, and inclusion work in the future.

Methodology

The methodology utilized for *Checking the Pulse* involved information gathering, quantitative and qualitative data and analysis, and stakeholder interviews. The methodological framework for the environmental scan consisted of two phases which were conducted from February-April 2021.



Phase 1 – Literature Review

This Phase laid the groundwork of the project through a literature review of anti-racism work in New Westminster and promising practices of anti-racism work in the Metro Vancouver region.

Phase 2 – Interviews & Findings

This Phase focused on conducting interviews with stakeholders from diverse agencies in New Westminster and synthesizing these interview findings into thematic categories.

Interview Questions

To provide structure and simplicity for the stakeholder interviews, there were 4 main questions posed to elicit information on anti-racism work being conducted in New Westminster and the Metro Vancouver Region, and to gain insights into the issues and ways that racism and discrimination can be addressed in New Westminster. The following questions were posed to community, government, and education agency stakeholders:

INTRODUCTION

- 1) *What are the main issues and concerns pertaining to racism and hate that Indigenous, Black and People of Colour are experiencing in New Westminster?*
- 2) *Which specific activities, policies and plans has your agency/organization developed that best address local issues and incidents of racism and hate in New Westminster?*
- 3) *Do you know of any promising and best practices of anti-racism and anti-hate work being conducted in other communities that can benefit New Westminster?*
- 4) *How can New Westminster be a safe, welcoming, respectful, and anti-racist city?*

The feedback from these questions collected during the stakeholder interview process are interspersed throughout the body of this report. Significant time was dedicated to question two in order to provide an overview of the indirect and direct anti-racism work being conducted at various agencies throughout New Westminster as outlined in the sections “Agencies & Anti-Racism Work” and “Categories of Anti-Racism Work.”

Lexicon Landscapes of Racism & Anti-Racism

Racism is real, it is raw, and it is ravaging people’s lives and our communities. The recent killing of George Floyd in the United States sparked global and local outcries and resistance to the historical and ongoing acts of racism which has led to many lives lost, lives no more due to the colour of their skin. Racism runs very deep in the veins of countries, communities, and peoples and it can taint the blood turning into a disease. To cure a disease, one must be aware of the source and the root of the illness, consciously and unconsciously. To recognize one’s own nature of racism, bias, and privilege it is imperative that people have a solid understanding of the meanings and definitions that can help them self-diagnose their thoughts, words and actions that lead to the disease in the first place. Once individual’s check-in with themselves by having the uncomfortable and courageous conversations that they may be harbouring racist thoughts and biases, this then lays the groundwork of collectively recognizing that institutional and systemic racism exists. The check-up of racism must start at the individual level first as it is individuals that essentially hold up our institutions and governments and who hold the power of decision-making in deciding whether to dismiss or cure the epidemic of racism which is running rampant in Indigenous, Black, and People of Colour (IBPOC) lives and communities. To begin the journey of critical reflection at individual, institutional and systemic levels, one must first gain a basic understanding of the current lexicon that is defining the constant changing landscapes of racism education and literacy. Highlighted in the boxes below are key definitions to assist individuals, communities, and agencies in understanding today’s basic racial terminology.

"Racism is not only a crime, but a disease, infecting almost everyone"
(Morris)

Racism

Prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.
(Oxford Languages)

Racial discrimination

Occurs when someone treats you badly or denies you a benefit, harasses or insults you because of your race, colour, ancestry, or place of origin. (BC Government)

Individual Racism

Refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism in conscious and unconscious ways. (Smithsonian Institute)

Institutional Racism

Occurs in an organization where there are discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes for whites over people of color and extend considerably beyond prejudice. These institutional policies often never mention any racial group, but the intent is to create advantages. (Smithsonian Institute)

Systemic racism

Systemic racism consists of organizational culture, policies, directives, practices, or procedures that exclude, displace, or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others. (Ontario Government)

Structural Racism

Is the overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of color. (Smithsonian Institute)

Unconscious Bias

Refers to the unconscious assumptions, beliefs, attitudes, and stereotypes that human brains have about different groups. These learned mental short-cuts affect how we perceive and respond to people. (Uvic Equity Office)

White Privilege

Inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice. (Oxford Lexico)

White Supremacy

The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to BIPOC communities and people and their ideas, thoughts, beliefs, and actions. Drawing from critical race theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.

(DRWORKSBOOK)

White Fragility

The tendency among members of the dominant white cultural group to have a defensive, wounded, angry, or dismissive response to evidence of racism. (Dictionary.com)

The antidote to the disease of racism is **anti-racism**, racial justice, inclusion, and reconciliation work where there is an acknowledgement of the unfair and exclusionary treatment of BIPOC lives and communities, and where there is a concerted effort to correct these injustices at individual, institutionalized and systemic levels. According to Patsy George, a Social Worker and past Director of BC Multiculturalism, she defines anti-racism as:

Anti-Racism

Anti-racism is the practice of identifying, challenging, preventing, eliminating, changing the values, structures, policies, programs, practices and behaviours that perpetuate racism."

(George & AMSSA, 2001)

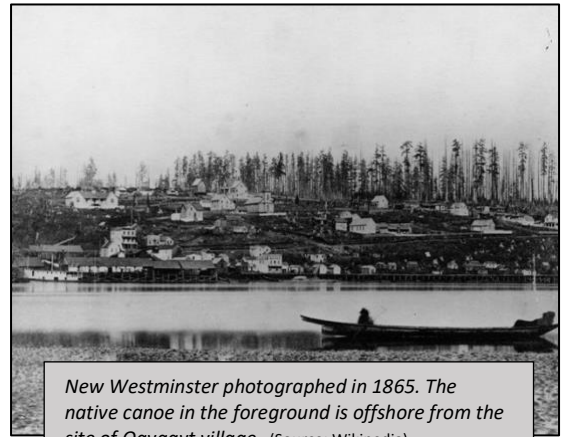
Moreover, anti-racism is **rooted in action** and to be anti-racist is about taking active steps to eliminate racism at the individual, institutional, systemic, and structural levels. The antidote is also when the wounds of racism are fully exposed and are out in the open for all to see, as it is only then that any kind of healing, reconciliation, bonding, and transformative work can take place within ourselves and our communities. In the words of bell hooks, African American feminist, author, and critical thinker:

"[B]eloved community is formed not by the eradication of difference but by its affirmation, by each of us claiming the identities and cultural legacies that shape who we are and how we live in the world...We deepen those bondings by connecting with an anti-racist struggle."

It is the hope that *Checking the Pulse* can be an illuminative signpost on the roadmap of anti-racism work as it is the journey towards the destination that determines how one travels and maps out their individual and collective anti-racism actions in their own cities, in this case the city of New Westminster.

Profile of New Westminster

The Qayqayt First Nation represents some of the original First Peoples of the lands now known as New Westminster. To respect and honor these original inhabitants it is imperative to discuss the history of the Qayqayt, as too often reports are written with an absence of any acknowledgements on whose lands we are building, planning, and working upon. In the 19th century, the Qayqayt village was located on the lands where Front Street is presently situated on and in 1859 the Qayqayt First Peoples were removed from this area by a directive from the New Westminster City Council. The Council of the day decided to create three reserves nearby to re-locate the First Peoples which included 27 acres of Poplar Island and 105 acres across the Fraser River at Bridgeview. Then in 1916, under the McKenna McBride Commission, these reserves were closed under the cloak of colonialism and the Qayqayt First Nation was told to move away from their ancestral home without any compensation or land re-settlement scheme. They were left abandoned by the local government to fend for themselves while City Council pursued their political desire to claim and build upon the former reserve lands and create the new city of New Westminster.



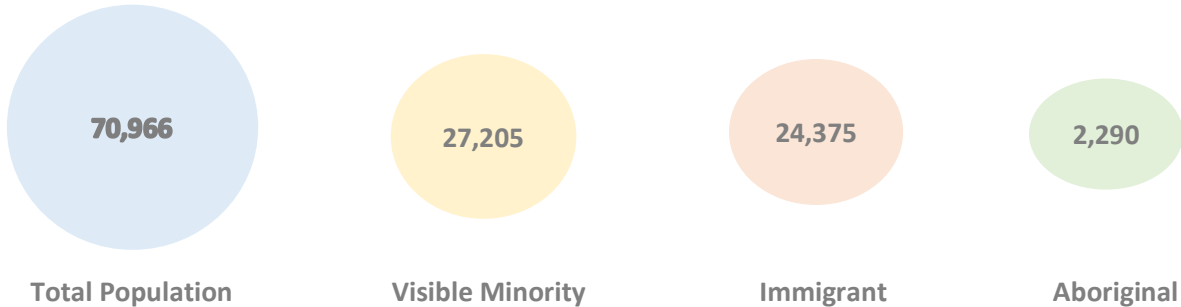
New Westminster photographed in 1865. The native canoe in the foreground is offshore from the site of Qayqayt village. (Source: Wikipedia)

The Qayqayt First Peoples, now newly homeless, relocated to the neighbouring Nations of Musquem, Squamish and Washington State. The absence of the Qayqayt First Nation in New Westminster meant a disappearance of their ancestry, culture, and strong presence on these lands for many, many years until approximately 80 years later when a new narrative began with Rhonda Larrabee, now known as Chief Larrabee. Chief Larrabee's family of mother, aunt and uncle were the last few surviving members of the Qayqayt First Nation and she took it upon herself to lift up her Nation single-handedly by applying for her Indian Status as Qayqayt in 1994. This solo and profound action led to the rising up of these First Peoples once again on the Qayqayt traditional ancestral homelands as the Qayqayt First Nation is now formally recognized as a federal band government. Chief Larrabee's extraordinary story has been captured in the National Film Board of Canada documentary called "A Tribe of One." Ernie Cardinal who works for the Spirit of the Children Society is deeply inspired by Chief Larrabee's legacy and Ernie believes that by putting "pride into culture" and through "Indianism" are ways going forward in the work of indigenous empowerment and truth and reconciliation. It is important to note that the Qayqayt First Nation is the only band in Canada without its own land base.

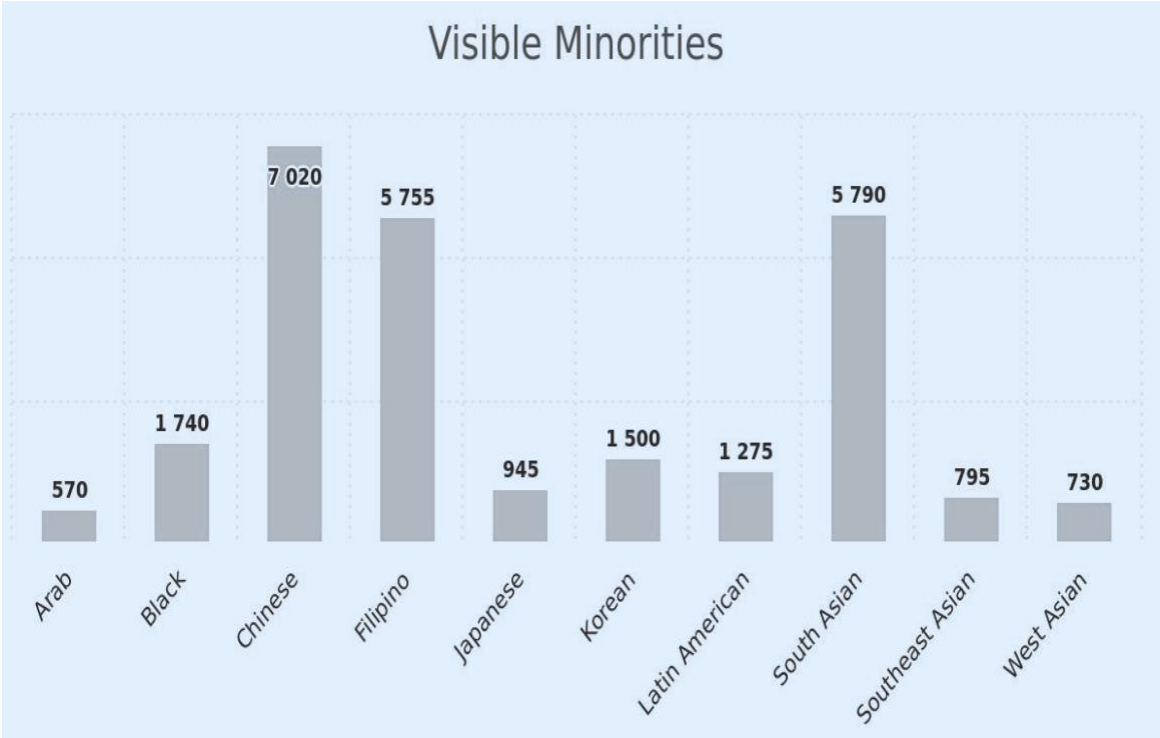
"We are breaking stereotypes and ridding ourselves from pain"
Ernie Cardinal

From earning the title as the first capital of British Columbia from 1858-1866, the landscape of New Westminster has been traversed and imprinted with a myriad of cultural footsteps starting off with the Qayqayt First Peoples, then the European settlers, followed by Chinese, Japanese, Indian and other immigrants. Many immigrants claimed neighborhoods of the city as their cultural enclaves such as Queensborough which has a deep history of attracting ethno-culturally diverse peoples to its area. Statistics Canada (2016) indicates that New Westminster has a total population of 70,996 with an Aboriginal population of 2,290 individuals (3.3% of the population), a visible minority population numbered at 27,205 (38.5% of the population), and an immigrant population of 24,375 (34.5% of the population).

ANTI-RACISM WORK IN NEW WESTMINSTER

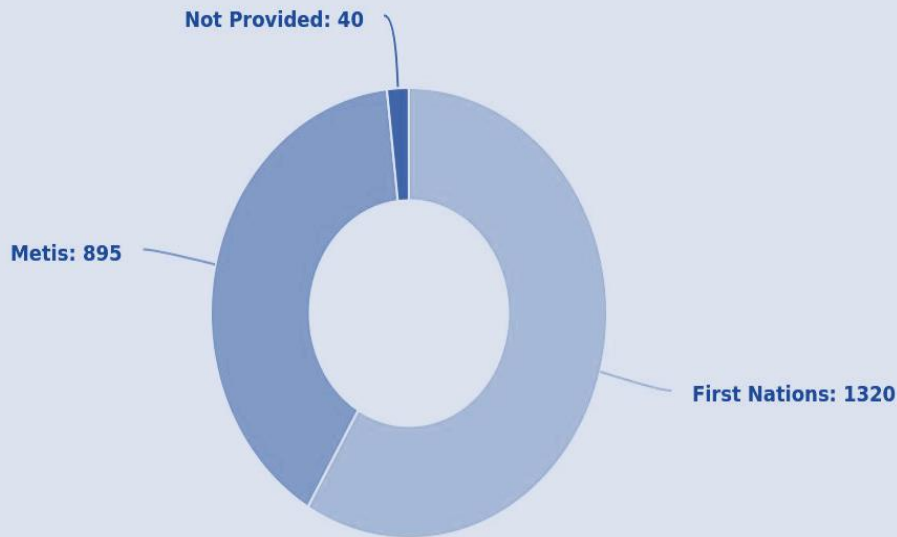


When conducting anti-racism work in New Westminister it is critical to provide a further breakdown of groups within the visible minority population and Aboriginal population as these residents represent the IBPOC communities that are often targeted for racism, racial slurs and hate crimes.



Visible Minorities Breakdown
Source: Townfolio

Aboriginal Identification



Aboriginal Identification Breakdown
(Source: Townfolio)

In the Metro Vancouver region, there has been a recent and alarming escalation of hate incidents and hate crimes in 2020 and 2021 targeting mainly Asian and Black communities, as well as the Jewish community with the rise of white supremacy, racism, gender-based violence and religious persecution. According to a Vancouver Sun article written in December 2020, “Hate crimes — or, at least, those that were reported — rose in B.C. by 34 per cent from 2015-18. In the early part of this year, Vancouver police recorded a 116 per cent increase in hate crimes compared with the same period last year. When examining hate crimes against the Asian community, reported incidents last year numbered just nine, which rose to 88 so far this year — an 878 per cent increase”. However, these numbers are claimed to be much higher due to the fact that not all hate incidents and hate crimes are being reported due to a multitude of reasons such as, lack of knowledge on how to report a hate incident, re-traumatization of the racial harm, and a fear of police and their unconscious/conscious bias treatment of Indigenous, Black, and racialized peoples. For example, John Stark (Supervisor of Community Planning and Senior Social Planner) at the City of New Westminster, mentioned that in 2014 an immigration survey was conducted which highlighted that only 22% of immigrants knew about the police “victim assistance” program when reporting violence.

Hate Crimes

In Canada, a hate crime is a criminal offence committed against a person, group of people or property that is motivated by the suspect's hate, prejudice or bias, based on race, colour, national or ethnic origin, language, religion, sex, age, mental or physical disability, or sexual orientation.

Hate Incidents

Hate/Bias incidents are actions that are not criminal in nature but may be covered by the Canadian Human Rights Act.

(Source: VictimsInfo.ca)

With Vancouver experiencing a high number of hate incidents and hate crimes the ripple effects of racism will unquestionably be felt in neighboring municipalities. New Westminster, with a high visible minority population, is not immune from the waves of racism, discrimination, and prejudice entering its streets, public spaces, and private property. In fact, no community is immune from racism. Although the number of reported hate crimes is very low in New Westminster, this can be attributed to the fact that community members may not be coming forward to the New Westminster Police Department to report hate incidents and hate crimes. According to the New Westminster Police Department, in 2019 there were 3 cases of hate crimes related to anti-Muslim, anti-Semitic and homophobia attacks.


The findings from the stakeholder interviews further indicated and substantiated that racism, racial slurs, and hate symbols are on the front-yards, in the schools and on the streets of New Westminster. One recent example is a housing development proposal to the City of New Westminster put forth by the Aboriginal Land Trust Society that would provide affordable housing for members of the Indigenous and Swahili communities which was met with community resistance and comments such as this is a “slum-like” project. This act of NIMBYISM can also be a form of covert racism, or as Councillor Nadine Nakagawa has stated a form of “veiled racism”. Another example is taking place on the school grounds where Tigran children and youth from the Eritrean community are facing racist comments based on their darker skin colour. A third example lurks in public spaces as evident by the hate symbols of swastikas that were found on bus stops in New Westminster exemplifying the rise of white supremacy on the streets.

Again, no community is immune to racism, and the key question is how can a community address and eliminate acts of racism and hate to create more understanding, respect and acceptance of differences amongst its diverse community members. One answer is for community, local government, political and educational agencies to collaboratively work together on creating anti-racist initiatives through policy, advocacy, training, resources, victim services and inclusive development.

Agencies and Anti-Racism Work

There are many agencies throughout New Westminster that are actively engaging in anti-racism and racial justice work. In order to capture a comprehensive picture of anti-racism work being conducted in New Westminster, a wide net was cast across this environmental scan consisting of researching and interviewing agencies and stakeholders from **community/social service, government, and education sectors**.

The stakeholder interview process involved interviewing 15 agencies with 29 interviewees over the platform of zoom in order to check the pulse of these agencies with their commitments to anti-racism, inclusive development, and racial justice work throughout New Westminster. In some cases, there were more than one staff member being interviewed from the same agency in order to represent different departments/divisions and to gain a larger breadth of voices and experiences in anti-racism work. For example, there were a series of interviews conducted with various staff members and elected officials from different departments/divisions at the City Hall of New Westminster.



“We need an anti-racist lens when we arrive at work, do our work and when we leave our work”
Chris Koth, New Westminster Library

It is important to note that the net that was cast for the agency interviews was not able to encapsulate all of the agencies such as cultural and faith-based organizations. It is highly recommended that the New Westminister Spokes Committee consult with cultural and faith-based organizations in the near future as part of a community engagement phase for the next steps of this anti-racism project. In this project *Checking the Pulse*, the Spirit of the Children Society was the only Indigenous agency interviewed and the nature of this agency’s work is anti-racist and decolonizing in every way, as this is at the core, the spirit, of why these cultural agencies exist.

List of Agencies

Community/Social Service

- Community Tree
- Family Services of Greater Vancouver
- Fraser Works Co-op
- Immigrant Services Society of BC
- MOSAIC
- New Westminister Family Place
- New West Hospice Society
- Spirit of the Children Society
- The Lower Mainland Purpose Society for Youth and Families
- Umbrella Multicultural Health Co-op

Government

- City of New Westminister
Art Services
City Councillors
Library
Museums & Archives
Police
Social Planning
- Member of Parliament
- Ministry of Children & Family Development

Education

- Douglas College
- New Westminister School District

Categories of Anti-racism Work

The key findings from the environmental scan and stakeholder interview process indicate that community, government and education agencies in New Westminister are conducting anti-racism work, indirectly and directly, through a variety of initiatives such as, events, projects, and policies. It is important to understand that anti-racism work may be interwoven into diversity, equity, and inclusion work as part of the journey and destination towards achieving racial justice.

The initiatives that were illuminated through the scan and interviews have been classified into the following eight categories to provide a comprehensive lay of the land of where anti-racism work is located in New Westminister:

Advocacy/Education: facilitating learning, sharing knowledge, and promoting awareness on anti-racism, diversity, equity, and inclusion

Training: teaching and developing skills to address anti-racism, privilege and bias in the workplace and community

Inclusive Development: a process of structural, systemic, and institutional changes that focus indirectly or directly on anti-racism and where services and benefits are equitably distributed

Resource Development: creating resources, materials and tools that address anti-racism, diversity, inclusion, and equity work

Policy: a system of principles or method of actions to guide decisions on anti-racism, diversity, inclusion, and equity

Children & Youth Focus: initiatives that focus on child and youth development in understanding and addressing anti-racism and racial justice

Arts Focus: initiatives that focus on the vehicle of arts as a way to inform the community on racism and racial justice

Victim's Services: providing supports and resources for victims of racism, racial trauma, and hate crimes

To be politically palatable and digestible, many agencies have shied away from directly using the words “anti-racism” or “racism” within the title of their policies, procedures, and documents. Hence over the years, a majority of anti-racism work has been hidden and couched within other areas of work such as multiculturalism, cultural development, equity, diversity, and inclusion. For this reason, the classification of general initiatives encompasses anti-racism initiatives that are indirectly situated within other areas of work. Specific initiatives are defined as anti-racism work that is taking a front seat in directly driving the work forward highlighting decolonization, reconciliation, and racially just initiatives. The classification of anti-racism work consists of initiatives where the actual wording of “anti-racism” is embedded within the title of the initiative.

To gain a more insightful and robust picture, please refer to Appendix A (Stakeholder Interview Findings) for more detailed information on these initiatives with the corresponding eight categories being further classified as inactive (*past*), active (*recent, new, ongoing*) or may be enacted (*proposed*). In addition, please refer to Appendix B (Anti-Racism Resource Directory) listing contact information and a description of the agency’s work specifically with anti-racism initiatives. It is important to note that these initiatives have three main classifications of: **general initiatives, specific initiatives, and anti-racism initiatives.**

Key Findings

The key findings from the environmental scan, with emphasis on stakeholder interview results, have been reviewed, analyzed, and synthesized into the 8 categories of anti-racism work to provide a snapshot of the number of initiatives that relate to each of these categories. In total, there were **139 general initiatives** that

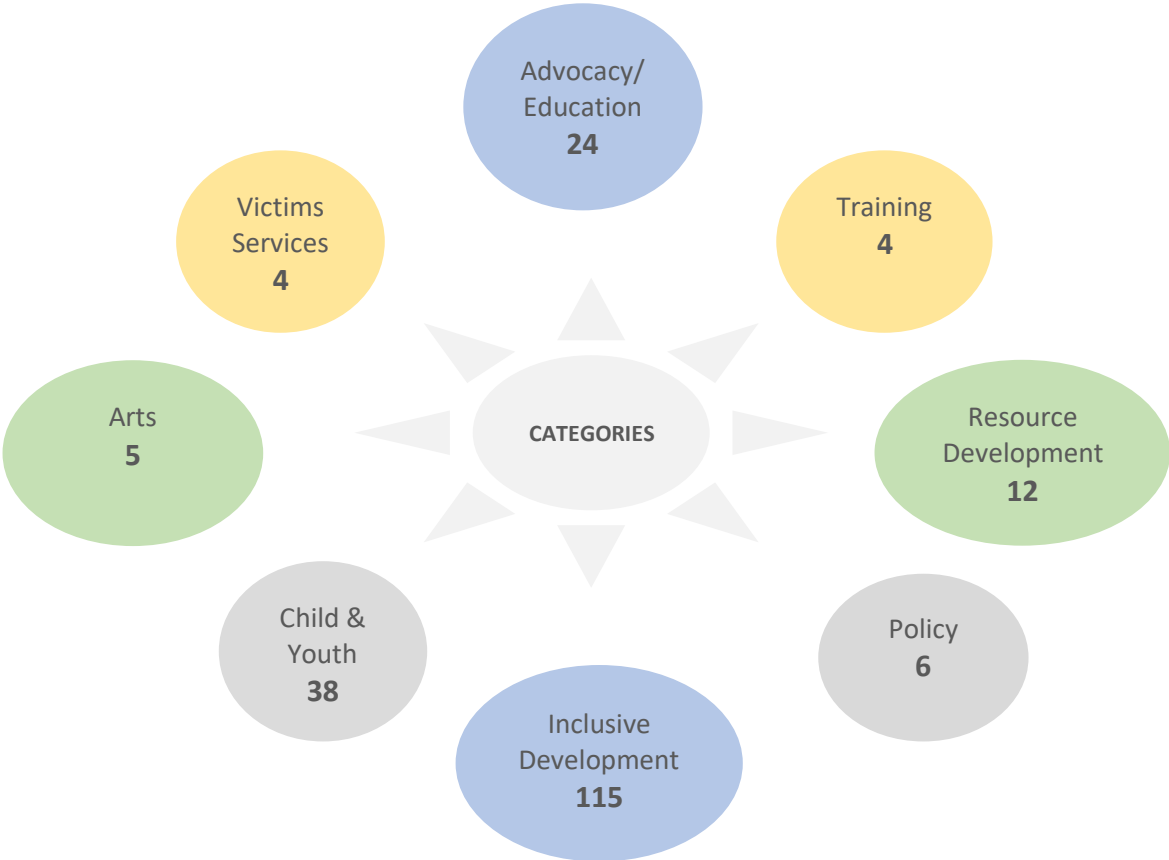
indirectly and directly relate to anti-racism, diversity, inclusion, and cultural work. From this overall total there was a further breakdown of **68 specific initiatives** that directly correlate to anti-racism work, with an even further dissection of these specific initiatives into **15 anti-racism initiatives** where the wording of “anti-racism” was mentioned in the title of the initiative. In the category breakdown it is important to keep in mind that for one initiative there may be 2 or more different categories. For example, ISS’s new initiative of the anti-racism tool “10 important words in anti-racism work” Booklet falls under the two categories of advocacy/education and resource development. Hence the number of categories supersedes the number of initiatives.

Initiatives Breakdown



To provide a comprehensive breakdown, the two diagrams below highlight the number of general and specific initiatives that are associated with the corresponding 8 categories.

General Initiatives



Specific Initiatives

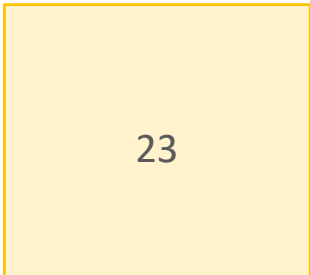


The key findings from the environmental scan illustrate that the majority of the general initiatives focus on the category of *inclusive development* (115), with the following two highest categories focusing on *children and youth* (38) and *advocacy/education* (24). These top three categories are followed in order by: *resource development, policy, arts, victim services, and training*.

In reference to key findings of the specific initiatives, the majority of these initiatives fall in the categories of *inclusive development* (56), followed by *children and youth* (28) and *advocacy/education* (16). The following categories ensue in descending order: *resource development, policy, victim services, arts, and training*.

The diagrams below provide a further classification of agencies and the number of specific initiatives that they are each engaged in through their direct anti-racism work in New Westminster.

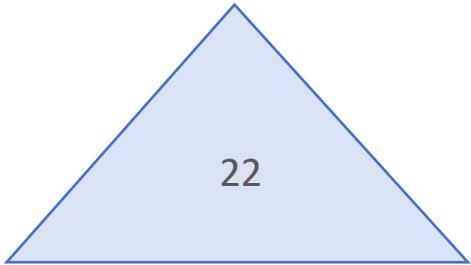
Agencies & Specific Initiatives



Community



Government



Education

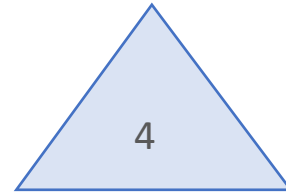
Agencies & “Anti-Racism” Initiatives



Community



Government



Education

Overall, both the general and specific initiatives share similar findings with ***inclusive development, children and youth, advocacy/education, and resource development*** representing the **top categories** where most of the indirect and direct anti-racism work is being conducted in New Westminster. These results also reveal that more attention needs to be applied in *developing policies, arts, victim services, and training* supports that aim to advance direct anti-racism work in New Westminster. The findings also indicate that both community agencies and government agencies are leading the anti-racism work with their specific initiatives. In reference to initiatives that strictly focus on ***anti-racism*** (within the title of their initiatives), there are only **15 initiatives** with community agencies leading the way that were identified out of the total of 139 initiatives. This overall result highlights a stronger need and commitment for government and education agencies in New Westminster to explicitly work on anti-racism initiatives and to not shy away but be politically mindful and courageous, in 2021, by embedding the words of “anti-racism” within the titles of their work. As Mayor of Winnipeg, Brian Bowman, recently stated, let’s not pretend anymore by calling this type of work with softer and politer names, such as inclusion, but to boldly name the issue out loud – RACISM – and in this case ANTI-RACISM work.

The qualitative and quantitative findings from the environmental scan of agencies, within their indirect and direct anti-racism work, and the different categories related to general and specific initiatives, have all highlighted some key strengths and gaps of anti-racism work amongst the different sectors in New Westminster.



Strengths

- The city of New Westminster comprises a large immigrant and visible minority demographic which contributes to immense tangible and intangible values, experiences and knowledge bases that enrich and “lift up” its communities with different ways of “knowing, doing and being.”
- A collaborative working relationship has now been established between different sectors to address anti-racism work, consisting of a myriad of community/settlement agencies, City of New Westminster, Member of Parliament office, Douglas College, the School District, as part of the newly created New Westminster Spokes Committee.
- There are over 100 indirect and direct anti-racism initiatives that have been enacted throughout the various agencies operating in New Westminster in the spheres of multiculturalism, diversity, equity, inclusion, and anti-racism.
- The community, government and education agencies in New Westminster are all simultaneously participating and pursuing anti-racism work and are thereby creating an infectious atmosphere of engagement and mobilization in decolonizing and dismantling systems based on colonialism and racism.
- The majority of anti-racism work conducted in New Westminster falls under the category of “inclusive development”, a process of structural, systemic, and institutional change which gives voice and power to marginalized communities and where benefits are equitably distributed.
- New Westminster is also prioritizing the categories of “children and youth” and “advocacy/education” in advancing the work of anti-racism in its schools, Douglas College, and child-youth centric agencies.
- Community agencies and government agencies are both leading the way in addressing specific anti-racism related initiatives and community agencies are the forerunners in creating initiatives with the wording of “anti-racism” embedded in the title of their work initiatives. Community agencies are not shying away from incorporating the wording of “anti-racism” in their initiatives thereby demonstrating a deep civic commitment and courage to “naming” the issue of racism *out loud*.
- With a high number of immigrants and IBPOC communities, New Westminster has created a dedicated and exemplary network of community/social service agencies to assist and serve its diverse demographics.
- Welcoming Inclusive New West (WINS) Local Immigration Partnership Council is a collaboration of community members and service providers working together since 2007 to create a welcoming community that will have a positive impact on the outcomes of newcomers settling in New Westminster.



Gaps

- Out of the 139 indirect and direct anti-racism initiatives identified in the environmental scan, only 15 initiatives had a direct focus on “anti-racism.”
- The key findings have indicated that New Westminster is paying little attention in developing and implementing anti-racism initiatives that focus on policy, training, and victim services.
- Policy is probably the most critical tool in advancing anti-racism initiatives within agencies. Without effective anti-racism policy, this creates a chasm in peoples’ and agencies’ skills, abilities, and knowledge in effectively addressing racism and hate at institutional, structural, and systemic levels.
- There is a need to give peoples and agencies more anti-racism training tools and workshops, as only then will they know how to dismantle the current colonial infrastructure to start building new, resilient, decolonizing, and inclusive structural and systemic changes. It is imperative that this training is led by facilitators with lived experiences from the IBPOC communities, as facilitators who are white European are not experiencing racism in this white dominant society and in fact may do more damage by whitewashing the issues with unconscious and implicit biases.
- With the rise of racism and hate crimes throughout the province, especially in the midst of the COVID pandemic, it is essential that more victim services supports, and community protocols are available and made aware of for residents in New Westminster especially for those most targeted by hate such as IBPOC communities and peoples.
- Art initiatives can be a powerful and creative platform to amplify anti-racism and racial justice work and more attention and funding needs to be directed towards the category of arts in New Westminster. For example, the mediums of community theatre, visual arts and poetry can open up artistic avenues to act and display the lived experiences of racism as well as promoting anti-racism by reaching larger audiences representing a diverse cross-spectrum of society.
- There is a pervasive need to change hiring practices by actively and purposefully recruiting and retaining Indigenous and racialized peoples into staff and leadership positions within all of the agencies as currently there is a lack of IBPOC representation at governance and decision-making levels.
- To create a stronger fabric of allyship and alliance between community, government, and education agencies, New Westminster as a city needs to create multi-sectoral anti-racism projects and should also reach out to the private sector for collaboration and corporate social responsibility.
- To leverage City Hall and the School District in becoming primary agents of anti-racism change, as presently it is individuals in the community who are championing racial justice and equity.
- Due to time constraints, there was only one cultural organization (Spirit of the Children Society) that was interviewed for this project, and a recommendation for the New Westminster Spokes Committee is to conduct a community engagement phase specifically with faith-based and cultural organizations to capture the issues and concerns on racism and hate that these cultural communities are facing in New Westminster.

To enlighten and enliven the anti-racism roadmap being created in New Westminster, this section provides information on promising practices of anti-racism and related work from diverse agencies across 11 municipalities, throughout the Metro Vancouver region: *Abbotsford, Burnaby, Coquitlam, Delta, North Vancouver, Port Coquitlam, Port Moody, Richmond, Surrey, Vancouver, and West Vancouver*. These promising practices represent potential ideas and recommendations for the New Westminster Spokes Committee to consider in its future anti-racism work. To maintain consistency within *Checking the Pulse*, these promising practices on anti-racism work will be classified into the eight categories similar to New Westminster: Advocacy/Education, Training, Inclusive Development, Resource Development, Policy, Children & Youth, Arts, and Victim’s Services.

Abbotsford

Fraser Valley Human Dignity Coalition (FVHDC)

The Fraser Valley Human Dignity Coalition is a collective of diverse organizations in different sectors across the Fraser Valley including the Abbotsford Police Department, Archway Community Services (Multicultural Department), Abbotsford School District 34, University of the Fraser Valley, UFV Race and Antiracism Network, Abbotsford Youth Commission, Abbotsford Interfaith Movement, UFV Amnesty and several other human rights groups and community members. The foci of this collective is to address issues of racism and hate in the community by promoting the values of diversity, human rights, and dignity. The group holds quarterly meetings throughout the year and meets to discuss reported cases of racism and discrimination, hear presentations, and discuss community issues, projects, and events.

“Not everyone realizes that racism happens daily in our community”
 Alison Gutrath – Archway Supervisor

- Recent FVHDC initiative was partnering with The Reach Gallery Museum to host a block party for the International Day for Elimination of Racism.

○ Advocacy/Education

University of the Fraser Valley: The Race and Antiracism Network

Race and Antiracism Network (RAN) was created in 2010 in order to raise the profile of race-related issues at the University and society at large.

- Organizes events for members of UFV related to race and anti-racism
- Brings together individuals and communities at UFV and beyond working on anti-racism, decolonization, and anti-colonial projects
- Provides a space for people of colour, Indigenous peoples, and allies to work on issues related to race and colonial politics
- Raises awareness about racism and race-related (gender, sexuality, religious, class, dis/ability) issues at UFV, the Fraser Valley, and society at large
- Organized a recent forum called “So You Want to be an Ally?” to examine the challenges, fears, and experiences of being an ally and working with allies

○ Advocacy/Education
 ○ Youth

Abbotsford School District: Eugene Reimer Middle School



Tanvir Singh, 11 years

Middle School teacher Nerlap Sidhu created an “Equity Backpack Project” that involved 60 students creating “backpacks” with the aim to help students fight inequality and racism. Throughout the term, her students created personalized cardboard backpacks filled with artwork, journal entries and other classwork centred around themes such as equity, equality, inclusion, respect, identity, and anti-racism. The outside of the backpacks were decorated with students’ promises to themselves and the world such as *“I promise to help others and feel empathy by connecting with everyone’s story.”*

- Advocacy/Education
- Children & Youth
- Arts

Heritage Abbotsford Society

The Heritage Abbotsford Society believes that to be anti-racist requires intentional, continuous action as evident by its Equity Statement: *“As we bear witness across Canada, the United States, and around the world to the outrage and protests sparked by violent, systemic racism and acts of racial discrimination, we want to acknowledge that we stand in support of Black, Indigenous, racialized, LGBTQ+ and all marginalized members of our society. We condemn these acts and express our solidarity, grounded in a shared sense of humanity and justice.”*

- Believes that museums can make a significant contribution to public conversations on contemporary issues such as decolonisation, inequality, and racism
- Recognizes the need to question and correct any complicities in the institutionalization of racism, discrimination, and colonialism that may be present in the composition of the board, hiring practices and physical and/or electronic representations
- Committed to regular anti-racist and diversity training for staff, volunteers, and Board Members
- In public engagement, committed to running new public events and lecture series focused on racism, colonialism, and white supremacy.

- Advocacy/Education
- Inclusive Development
- Arts

Burnaby

The Burnaby Together Coalition

The Burnaby Together Coalition was established in 2004 as a community driven entity with the intent to empower communities and organizations to maintain partnerships and develop projects to promote multiculturalism, address racism and build inclusive communities. The Coalition is led by representatives from Burnaby Board of Trade, Burnaby Community services, Burnaby Family Life, Burnaby Public Library, Burnaby RCMP, Burnaby School District (SWIS), City of Burnaby, Douglas College, Burnaby Neighbourhood House, Vancity South Burnaby, and Simon Fraser University.

Statement on Racism:

“Burnaby Together denounces ALL forms of racism. We recognize that the killing of George Floyd, the deaths of Regis Korchinski-Paquet and Chantel Moore are not simply the actions of an officer, but the result of systemic racism that permeates our society. In Canada, Black, Indigenous and People of Colour continue to be murdered, criminally prosecuted and incarcerated at a disproportionate rate. Many believe Canada to be a mosaic where cultures are celebrated, and all are equal. In reality Canada was founded on a system that reinforces white privilege and power, one which marginalizes Black, Indigenous and People of Colour. The recent and unacceptable rise of Anti-Asian and Anti-Black sentiment in our city is a testament to the urgency needed to address racism. Burnaby Together tracks and responds to reported incidences of racism and discrimination. Burnaby Together actively works to counter racism and discrimination in Burnaby, by hosting community dialogues and education opportunities for service providers and community members. All of us need to work to examine ourselves, change our actions to create a more just and equitable world. All of us need to support and participate in collective action”.

- Ensure that the Burnaby community has an increased knowledge and understanding of what comprises racism and hate crimes with an established supportive and collaborative response
- Ensure that Burnaby communities are mobilized to implement racism and hate protocols; and engage community members and community stakeholders in dialogues and consultations by increasing awareness through anti-racism education opportunities

- Advocacy/Education
- Inclusive Development

Burnaby School District

One of the key priorities for the Burnaby School District is to advocate for meaningful engagement and to move anti-racism work forward. In 2020 the School District hired a new Vice-Principal of Equity, Diversity & Inclusion, Beth Applewhite, who also acts as the lead staff member on the District’s anti-racism work. Ms. Applewhite has created many student-centered initiatives such as the first Anti-Racism Youth Symposium for the Metro Vancouver area. She is presently building and enhancing awareness and understanding of anti-racism by speaking with and holding workshops for a number of groups: from Trustees, senior management and principals to head teachers, counsellors, and students.



- Advocacy/Education
- Children & Youth

The Burnaby Board of Education recently passed a motion to engage with, listen to, and learn from Indigenous people, Black people and people of colour throughout its School District, and to update anti-racism policies as well as developing a district anti-racism plan. At a board meeting last year, the following motion was passed: “That the Burnaby School District use a consultative process to develop a district anti-racism action plan that respects and honours the voices and lived experiences of those affected by systemic racism, implicit bias and/or discrimination.”

- Include broader conversation with Black, Indigenous, and racialized communities to inform the district anti-racism action plan and update anti-racism policies

- Establish an ad-hoc working group to support the development of an engagement process that provides meaningful, safe, and culturally sensitive opportunities for students, staff, and families to engage in consultation and dialogue
- Include representation on the ad-hoc working group from the district’s partner groups as well as Black, Indigenous and racialized communities

- Advocacy/Education
- Children & Youth

Coquitlam

Coquitlam School District

The Coquitlam School District has an Administrative Procedure entitled “Personal, Discriminatory, and Sexual Harassment” which states that: “Any communication or behaviour (which may include but is not limited to assault, bullying or harassment) that deliberately degrades, denigrates, labels, stereotypes, incites hatred, prejudice and discrimination towards students on the basis of one’s real or perceived sexual or gender orientation, appearance, capacity, disability, ethnicity or religion, or for any other reason, will not be tolerated”.

- Advocacy/Education
- Children & Youth

City of Coquitlam

City Councillor Trish Mandewo has expressed deep concern about people not reporting racism in Coquitlam. Councillor Mandewo is advocating and proposing for tougher rules at city recreation centres and facilities due to two recent examples with racist signage posted on social media by a Coquitlam delivery company, and racist comments that were directed at someone at a Coquitlam facility. She has also heard of children switching schools and families being subjected to radicalized comments on social media platforms. She fears that people are keeping racist and hate incidences quiet in Coquitlam because they don't know where to go or how to get support. She is requesting that Council take leadership on addressing these concerns.

- Advocacy/Education

Coquitlam Heritage Society

Coquitlam Heritage Society is committed to being an anti-racist heritage organization by making the following commitments:

- Celebrate the diverse voices in the Coquitlam community through exhibits and events
- Tell cultural stories only with participation from members of that community
- Fill the gaps in historical records so that all members of the community are recognized and celebrated in the collections
- Commit to amplifying diverse voices through communication channels
- Review and revise internal policies to ensure that they reflect Anti-Racist principles.

- Advocacy/Education
- Inclusive Development
- Arts

Delta

City of Delta

The Mayor of Delta, George Harvie, is creating a Mayor’s Task Force on Diversity, Inclusion and Racism to help fight against racism and discrimination in Delta. The task force will consist of the Mayor, Councillors, community agencies and community members. The Mayor has stated that *“We take racism and discrimination very seriously at the City [of Delta] and this new task force is an important step in our work to ensure the values of diversity and inclusion are reflected in our organization and the community. I’m eager to get working with my colleagues to listen, learn and collaborate to recommend meaningful actions, while we work to oppose and eradicate racism wherever we find it”*. Council also directed that a consultant be retained to conduct an external review of the City of Delta’s policies and actions related to diversity and inclusion, and to provide a report card and recommendations for improvement.

- Advocacy/Education
- Inclusive Development
- Policy

Deltassist Family and Community Services Society

The non-profit organization Deltassist has received new funding from BC Resilience to respond to incidences of racism and hate in the community. This new funding will allow Deltassist to provide supports for counselling, victim’s services, and reconciliation programming to help people and communities respond to, and recover from, racism at the local level. Deltassist also formed a new Organizing Against Racism and Hate committee, in 2019, to raise awareness and educate residents on the various conscious and unconscious ways people express racism. The OADR committee is comprised of Delta residents, City of Delta staff, Delta police officers, and faith leaders.

“Racism, just like culture, changes with time”

Kate Henderson, Committee Member

- Advocacy/Education
- Inclusive Development
- Victim Services

Delta School District

The Delta School District launched an Anti-Racism Website in 2020 as a resource for teachers to learn more about anti-racism. The resource consists of a glossary of anti-racism-related terms, frequently asked questions about anti-racism, anti-racist resources that can be used in classrooms, suggestions on self-learning on anti-racism, and ways to respond to witnessing a racist incident.

- Advocacy/Education
- Resource Development
- Children & Youth

North Vancouver

District of North Vancouver

“White supremacy, which is the system that we live in, is a system that is upheld through silence and it's upheld when we choose our comfort over justice”
Councillor Curren

City Councillor Megan Curren recently brought forward a motion to the District to join the Coalition of Inclusive Municipalities, a United Nations initiative dating back to 2004. Dozens of Canadian municipalities have already signed on to join the Coalition in order to develop and implement plans of action to advance inclusion at the municipal level. This will set the District on a path of creating an anti-racism plan that resonates with municipal governance structures and puts marginalized people experiencing oppression at the center of the plan. Councillor Curren emphasizes that confronting racism “must be done on an individual level but also on an institutional level, beginning with difficult conversations”. The motion also calls upon the District of

North Vancouver to begin implementing the Truth and Reconciliation Commission of Canada’s calls to action that relate to municipal jurisdiction.

- Advocacy/Education
- Inclusive Development

North Vancouver School District

The North Vancouver School District has created an Anti-Racism Steering Committee to review racism and hate within their schools. This Committee includes members who are Black, Indigenous and people of colour who are tasked to do a deep dive into the issues of racism and hate and to report back to the Board with recommendations at the end of the 2021 school year. According to School District representative, Dalla Vechhia “a key goal of the Committee is to help the school district reflect on its own practices to ensure all students and staff have equal opportunity for success, break down any barriers that may affect BIPOC students or staff, and create space for dialogue and communication”. This form of transparency is further echoed by Board Trustee Cyndi Gerlach who states that “Canada has unfortunately for many years believed we’re not racist...yet we’re as racist as the next country”.

- Advocacy/Education
- Children & Youth

Queensbury Elementary Parent Advisory Council

The Queensbury Elementary PAC has created a new committee called the BIPOC Committee (Black, Indigenous, and People of Colour) in order to facilitate more awareness, understanding and education around racism and hate within the school system. The BIPOC Committee has set up the following initiatives:

- Asking parents to donate books by diverse authors to classroom libraries and help to set up an online catalogue of books that promote diversity
- Gathering resources to run a Black History Month awareness initiative this February
- Launching a four-part series for parents to promote the diverse, lived experiences of people from different communities on the North Shore and how parents can support anti-racist learning for their children

- Partnering with the North Shore Restorative Justice Society to run a social justice project for students in grades 6 and 7, that will give students the opportunity to discuss issues around the themes of diversity, equity and inclusion in a safe space while hearing from thought leaders on the subject.

- Advocacy/Education
- Resource Development
- Children & Youth

North Vancouver District Public Library

The North Vancouver District Public Library has created a “Teen & Adult Racist Book Club” to bring the community together to explore the concept of anti-racism and to educate community members on how to take action on creating a more equitable and just society. The Club will read, share, and discuss the two chosen books entitled “This Book is Anti-Racist” by Tiffany Jewell (teen selection) and “How to be Anti-Racist” by Ibram X. Kendi (adult selection).

- Advocacy/Education
- Resource Development
- Youth

North Shore Multicultural Society & Centre for Diversity & Inclusion

In April 2021 it was announced that the North Shore Multicultural Society and its Centre for Diversity & Inclusion received a grant to convene two community dialogue projects on anti-Asian racism in the time of COVID-19 over the next year. According to the Centre the two dialogues will “offer opportunities for those directly affected by anti-Asian racism to explore the commonalities and impacts of their experience, as well as provide an opportunity for community members of Asian descent to make suggestions and recommendations on how the local community can prevent anti-Asian racism and support victims of hate.” The Centre is also planning an upcoming community forum where a panel of experts will talk about the historical oppression and racism toward Asian communities in B.C., and specifically on the North Shore. The Centre’s Manager, Andisheh Fard has highlighted the spike in anti-Asian sentiment over the last year and says “within the work that we’ve been doing, we’ve noticed a greater need. The need has always been there in the community to do anti-racism work and racial equity in general – but really this past year we’ve seen the community wanting to talk about it more and wanting to find different ways of addressing racism and hate in the community.”

- Advocacy/Education

Capilano University

The Capilano Students’ Union Association has received recent provincial funding to support the development of a Black Students’ Union. According to the Union, this new initiative “will help the university fill gaps when it comes to providing targeted services and community-building activities for Black students, something that has been historically neglected throughout the province’s post-secondary system.” The Black Students’ Union will also act as a Black community hub to serve the community at large.

- Advocacy/Education

Port Coquitlam

City of Port Coquitlam

In the summer of 2020, the City of Port Coquitlam formed a new anti-racism and anti-discrimination group called the “Roundtable on Equity, Diversity and Inclusion”. The aim of the Roundtable is to develop a community-driven process and forum for feedback, action, and discussion on matters of multiculturalism, systemic racism and discrimination, diversity, equity, and inclusion. Membership of this group consists of IBPOC, new immigrants, LGBTQ2S+, people with disabilities, diverse gender and ages and people living in poverty.

Initially the Roundtable was requesting 12 to 15 volunteers however after a racial slur was scrawled at the Shaughnessy Bike Skills Park, the City quickly upped the ante by raising membership to 30 members. One of the first tasks of the Roundtable is to work with the City on an anti-racism and discrimination policy. The group will also liaise with the Mayor’s Citizen Advisors Roundtable and Cultural Roundtable to share ideas on current and emerging issues on racism and hate.

“I think the sad reality, and we’re coming to understand this, is that racism happens in every community. It happens far more often than we would like to admit. Those of us who are white, maybe don’t see it or hear it, but it definitely does exist”

Mayor Brad West

- Advocacy/Education
- Policy

Port Moody

City of Port Moody

The City of Port Moody in 2020 considered a draft Corporate Policy to demonstrate the City’s commitment to conducting day-to-day operations and governance in an anti-discriminatory and anti-racist manner and environment. The council submission states that: *The implementation of this policy is a public commitment that the City of Port Moody will continue to make best efforts to ensure that all who work and interact with the City of Port Moody can do so in an environment and manner free of racism and racial discrimination. The policy outlines investigative steps and remedies to address complaints of racism and racial discrimination and will ensure that complaints are investigated thoroughly and, where appropriate, action is taken depending upon the severity of the misconduct.*” The Statement of Principles of the Corporate Policy “Anti-Racial Discrimination and Anti-Racism” consists of the following points:

- a. The City of Port Moody recognizes the diversity of its community and believes that all members of its community including, but not limited to, residents, elected officials, employees, volunteers, and visitors, have the right to live, work, do business, and play in an environment that asserts and supports their fundamental rights, personal worth, and human dignity.
- b. The City of Port Moody acknowledges and recognizes the existence of racism in all its forms, including Cultural, Environmental, Institutional, Systemic, and Individual.

- c. The City of Port Moody is committed to breaking down barriers, deconstructing biases, and fostering and promoting an inclusive, respectful, and welcoming environment for all, one that is free from racial discrimination and racism.
- d. The City of Port Moody acknowledges its role and responsibility in protecting every person’s right to be free from racial discrimination and racism.
- e. The City of Port Moody is further committed to respecting and upholding the vision and principles of British Columbia’s Human Rights Code and the implementation of the Calls to Action of the Truth and Reconciliation Commission.
- f. This Policy is intended to demonstrate the City of Port Moody’s commitment to conducting day-to-day operations and governance in an anti-discriminatory and anti-racist manner and environment. The implementation of this Policy is a public commitment that the City of Port Moody will continue to make best efforts to ensure that all who work and interact with the City of Port Moody are able to do so in an environment and manner free of racism and racial discrimination.

The City of Port Moody has also championed a new project spearheaded by City Councillor Amy Lubik involving the City to apply for funding by Plan H to support community connectedness and anti-racism work through a food sharing project called “The Tri-Cities Food & Diversity Stories Project.” The City of Port Moody would be the grant holder with community members spearheading the project. Councillor Lubik is advocating for the need to include racial justice with food justice.

- Inclusive Development
- Policy

Port Moody Public Library



The Port Moody Public Library has created “Black Lives Matter and Anti-Racism Booklists” catering to children, youth, and adults. The Library states that: *“Looking at our history can help us understand how we got here, and how we can do better. As a library, we will continue to seek out and connect our community with material to help facilitate learning, empathy, and growth.”* The Library has also formed an “Anti-Racist Book Club” to foster a safe and welcoming space to discuss and explore books such as “So You Want to Talk About Race” by Ijeoma Oluo.

- Advocacy/Education
- Children & Youth

Richmond

City of Richmond

Richmond holds a remarkable reputation as one of the most diverse cities in Canada with over 60 per cent of its population born outside the country, the highest proportion of any municipality nationwide. In 2002, the City created the Richmond Intercultural Advisory Committee (RIAC) with the mandate “to enhance intercultural harmony and strengthen intercultural co-operation in Richmond” and a vision for “Richmond to be the most welcoming, inclusive and harmonious community in Canada.” The RIAC encompasses four strategic directions with Strategic Direction #2 stating the importance to:

“Address the perception and reality of racism and discrimination in the community. Dispel misconceptions related to culture that maintain stereotypes and foster prejudice.”

In 2019, City Council endorsed the Richmond’s Cultural Harmony Plan (2019-2029) which directs the City’s response to promote and enhance cultural harmony amongst Richmond’s diverse population through a vision, strategic directions, and recommended actions. This Plan sets out five strategic directions with 27 recommended actions to be completed over a 10-year period, with specific actions to address racism and discrimination. To promote cultural harmony and inclusivity, the City has also embarked on yearly initiatives such as the Richmond World Festival, Diversity Symposium, and Door Open events.

Last year Spring, 2020, the Richmond City Council adopted and endorsed the following important statement against Racism and Violence related to the COVID-19 pandemic:

Statement Against Racism and Violence related to the COVID-19 Pandemic

In Richmond, we are a community that celebrates a rich history of culture, diversity and heritage linked to the arrival and influence of immigrants that began over a century ago.

The City of Richmond does not - and never will - condone or tolerate racist behaviour in any form. Such attitudes and actions do not reflect our community's cultural diversity or the spirit of inclusion that we are all proud of.

Events of the past few months have created uncertainty, frustration and fear for some. But that is no excuse to cast blame on others. COVID-19 should not be blamed on any single culture or country and it is certainly not the fault of anyone in our community.

Now, more than ever, we must stand together and be true to our shared values of diversity, inclusion and respect. Racial and discriminatory responses and actions have no place in Richmond. They have no place in our society.

According to Richmond’s Mayor Malcolm Brodie: *“The City of Richmond does not tolerate hateful nor racially motivated behaviour. We acknowledge such attitudes unfortunately exist and are in direct contradiction to the spirit of inclusion we uphold. We must stand together to address and condemn all forms of discrimination and racism.”*

This Spring, 2021, Richmond MLA Teresa Wat advocated for a proclamation that May 29 be declared as *Anti-Racism Education Day* - a day to promote inclusion and tolerance and identify all forms of racism. She also wrote to Attorney General David Eby asking for the NDP government’s support of this proclamation request. MLA Wat asserts *“I hope the NDP government puts aside the politics right now, it’s time for us to work together to fight against racism. We can’t wait anymore...May is also Asian Heritage Month in Canada. I hope schools, workplaces and communities can participate in discussions about racism on May 29 annually.”*

- Advocacy/Education
- Inclusive Development

Richmond Multicultural Community Services

A few years ago, Richmond Multicultural Community Services assisted in the formation of the “Richmond Community Protocol” which aims to tackle issues of racism in Richmond. The Protocol was made possible by funding from the Ministry of International Trade (responsible for Asia Pacific Strategy and Multiculturalism). Some key points of the Richmond Community Protocol are outlined below:

- **Objectives:** The Richmond Community Protocol is designed to help organizations, community members and all relevant stakeholders react promptly and effectively whenever critical incidents of racism, hate crime or related incidents occur. This protocol is designed to guide both how stakeholders work with each other to coordinate organizational approaches to dealing with racism and hate crime, and also, how individual organizations and community members support victims of racism and hate crime in day-to-day situations.
- **Origins:** The Richmond Community Protocol has been developed by the Richmond Organizing Against Richmond and Hate (OARH) Coalition. The OARH Coalition is a subcommittee of the Richmond Community Collaboration Table (CCT).
- **Intent:** The protocol acts as a mechanism for the quick assessment and responsive action towards critical incidents of racism and hate motivated incidents. This Protocol outlines procedures to respond to incidents of, hate crime or activity stemming from prejudice, stereotypes and xenophobia. It provides a step-by-step, easy to use guide designed to help community members and stakeholders react promptly and effectively whenever discrimination or a hate motivated incident occurs. The Protocol also offers referral to relevant resources and a list of key terms and their definitions.
- **Content:**
 - Overview of Individual and Systemic/Institutionalized Racism
 - Mechanisms for Community members to respond to incidents of Racism
 - Organizational Roles and Expectations to respond to incidents of Racism
 - Mechanisms to Support Community Members who are Victims of Racism: Victim Support, Referral, Referral List, Education and Resource List.

- Advocacy/Education
- Inclusive Development
- Victim Services
- Resource Development

BC Multicultural Grants for Richmond Agencies

The BC Multiculturalism Grants program has just announced (April 2021) that five agencies in Richmond will receive funding for projects that address Anti-Indigenous, Anti-Asian and Anti-Black racism. According to Richmond-Queensborough MLA Aman Singh: *“The rise in reported incidents of hate and violence over the past year reminds us of the work still to be done to tackle racism. By supporting these local multicultural projects, we are giving people in Richmond more tools to speak up and make our community safer.”*

The five agencies receiving these grants are:

- *The Asian Canadian Equity Alliance Association* - \$5,000 for a study on discrimination and hate crimes against East Asian Canadians
- *Cinevolution Media Arts Society* - \$10,000 for a podcast series tackling the impacts of COVID-19, race relations and structural inequality.
- *The Community Mental Wellness Association of Canada* - \$5,000 for a month-long virtual multiculturalism get-together featuring activities supporting BIPOC communities in Richmond and surrounding cities
- *Richmond Multicultural Community Services* - \$5,000 for a storytelling project focusing on the sharing of common experiences among the Asian community in feeling like they don't belong, including creating a short film and website about anti-racism, holding monthly workshops, and creating social networking groups to discuss anti-racism
- *Richmond Public Library* - \$5,000 for a podcast project that will support and celebrate the under-represented voices of BIPOC youth by providing access and training on how to create their own podcasts

- Advocacy/Education
- Inclusive Development
- Victim Services
- Resource Development

Surrey

City of Surrey



According to the City of Surrey website, the City in a general sense works to identify, challenge, prevent, and eliminate factors that perpetuate racism through continual training and education, community consultation and additional measures. Recently, in 2019, the City's Surrey Fusion Festival was awarded funding in collaboration with the Arts Council of Surrey, by the federal government (Community Support, Multiculturalism, and Anti-Racism Initiatives Program), to continue building bridges that promote intercultural understanding, equal opportunity for individuals of all origins, citizenship, civic engagement, and a healthy democracy. One of the City of Surrey's most visually impactful past initiatives was the Anti-Racism Campaign, a community engagement project where a professional photographer, Jon Benjamin, photographed people from Indigenous, Black and people of colour communities. The photographs were part of posters, a website, printed material, and bus shelter advertising. An example of one of these photographs is illustrated to the left.

- Advocacy/Education
- Inclusive Development
- Arts

Surrey Urban Indigenous Leadership Committee

The Surrey Urban Indigenous Leadership Committee (SUILC) is a coalition of organizations that advocate for the more than 13,000 Indigenous people living in Surrey, **the largest urban Indigenous population in British Columbia**. The City of Surrey is one of the members of the Surrey Urban Indigenous Leadership Committee. The Committee was formed in 2015 to develop a Social Innovation Strategy for its urban Indigenous community. In February 2020, in the first event of its kind, SUILC through the Skookum Lab brought Surrey residents together to discuss the Indigenous experience of racism in Surrey. The Skookum Lab is a social innovation project designed to tackle Indigenous child and youth poverty in Surrey. Skookum means “STRONG, POWERFUL, and BRAVE.” Based on this event, the Surrey Urban Indigenous Leadership Committee created a report called **“Seeing Racism Through an Indigenous Social Innovation Lens: Learning and Reflections from Skookum Lab Anti-Racism Symposium 2020,”** which summarizes the experiences of those involved in the event and puts forth next steps.



“The report highlights the need to acknowledge that anti-Indigenous racism exists in Surrey. Non-Indigenous residents need to learn to see systemic racism, and work to become allies, without relying on Indigenous people to do the emotional labour for them. Indigenous residents need to be supported in the work they are doing: ‘Indigenous participants expressed that they feel “alone” in doing the work to combat racism.’ Tools, policies, and structures are needed to respond to racism, and emerging Indigenous leaders need to be emboldened to fight racism in our community.”

- Advocacy/Education
- Inclusive Development

Surrey RCMP

In 2016, Surrey RCMP created the Diversity and Community Engagement Unit in order to build positive relationships and mutual respect between the police community and Surrey’s diverse IBPOC communities. The Unit also values the importance of culturally respectful community engagement efforts by attending and participating in cultural, community and sporting events with children, youth, families, seniors and the LGBTQ2S+ community. The Diversity Unit is addressing reconciliation and decolonizing work through its First Nations Policing Portfolio.

- Advocacy/Education

Museum of Surrey

The staff at the Museum of Surrey have taken a pause to reflect on racism, systemic racism and xenophobia related to Surrey’s diverse Black, Indigenous and persons of colour communities. Considering the increase in

racist incidents and hate crimes throughout the Lower Mainland last year, the Museum of Surrey has made an important “Commitment to Anti-Racism” by a series of proposed actions:

- Reviewing our vision and mission and upcoming programs and revise and update them to ensure they guide us towards the goal to be inclusive and address the colonial provenance of museums
- Committing to seek out, engage, and develop community partnerships from Surrey’s marginalized communities to ensure their stories are shared
- Requiring staff and volunteer training in Indigenous awareness, and ensure anti-racism, bias and inclusivity training is consistently integrated into orientations and annual learning
- Implementing strategies for recruitment that will achieve the diversification of museum staff and volunteers to reflect the demographic of our City
- Scheduling dialogue opportunities with Indigenous, Black, and POC communities to inform Museum programming and direction
- Evaluating and diversifying our programming to ensure it achieves the goal of accessibility, through a process of dialogue and partnership with Surrey residents of all colours, genders, sexual orientation, beliefs, and abilities.

Most recently, the Museum hosted a series of virtual lunch time learning sessions with a range of speakers on the topic of anti-racism and how to create meaningfully anti-racist work.

- Advocacy/Education
- Inclusive Development
- Arts

Surrey School District

The Surrey School District engages in provincial and national anti-racism and anti-hate initiatives by recognizing and organizing annual events for Black History Month, National Indigenous History Month, Orange Shirt Day, Pink Shirt Day and No-Name Calling Week. A few other anti-racism initiatives that the School District is embarking on include:

- Annual #RaceMatters Youth Symposium which provides students a safe and encouraging place to discuss issues, events, and strategies in dealing with racism at school and in the wider community.
- Safe Schools department's Next 100 Years program, in partnership with the Surrey RCMP, pairs Grade 6 and 7 elementary students with youth mentors from affiliated secondary schools to discuss issues around culture, identity, diversity, anti-racism and anti-oppression.
- Wraparound (WRAP) program promotes acceptance and a sense of community among youth through team-based initiatives. Last year, students in the WRAP program painted an award winning 150-foot mural promoting racial inclusivity called the “Common-Unity” Mural.

- Advocacy/Education
- Children & Youth
- Arts

Surrey School Board

The Surrey Board of Education has also endorsed an “Anti-Discrimination & Human Rights” Policy (#10900) and an “Anti-Discrimination & Human Rights” Regulation (#10900.1) which advocate for human rights and prohibits discrimination, and additionally endorses curricular goals and learning objectives toward the elimination of racism and other forms of discrimination in the schools and school district. Surrey Schools Superintendent Jordan Tinney has noted that the District is involved in work around inclusion, discrimination, and multiculturalism but that more work needs to focus on anti-racism work. He further emphasizes that:

“The word ‘race’ does not exist in the provincial standards for codes of conduct and neither does the word racism. But discrimination is in there and cyberbullying is in there and bullying and harassment and intimidation...but not racism. Then when you look at our own district policies, we see that we believe our policy is really about safe, caring and inclusive schools, but our own policies don’t explicitly talk about racism. The provincial codes of conduct order references the human rights code. Well, the human rights code in B.C. does not have the word ‘racism’ in it. It talks extensively about discrimination and does say ‘race’ nine times — I can tell you — but it actually doesn’t talk about racism.”

Surrey School District Communication Services Manager Ritinder Matthew also echoes the Superintendent’s comments that more needs to be done specifically on ant-racism within Surrey schools and the District. As a result, Matthew says the Surrey School District has started working with Racing to Equity, a U.S. consulting firm, on transforming its racial equity goals into tangible action items as well as planning a series of public listening circles for staff, students and community members to share their voices and concerns on anti-racism.

Matthew notes that in the Spring “Surrey will hold a four-week workshop series for teachers to “explore teacher beliefs and practices in relation to racial bias, review Canada’s Black history, and learn how to better support racialized and marginalized learners.” She also mentions that students and staff can report dangerous or illegal activity in their schools or community — including racism, discrimination, and harassment — through the PSST website, which is a partnership between Surrey schools and the RCMP. Noting that these reports can be submitted anonymously for consideration by the school district.

- Advocacy/Education
- Policy
- Children & Youth

Kwantlen Polytechnic University

This year Kwantlen Polytechnic University marked International Day for the Elimination of Racism with a series of anti-racism events: 1) screening a series of short anti-racism documentaries; 2) a Privilege Walk; 3) an art therapy/calligraphy session; and 4) an Anti-Racism Walk with signs and placards.

- Advocacy/Education
- Youth

BC Resilience Network’s Surrey Spoke

Recently the BC Resilience Surrey Spoke hosted an Anti-Racism Forum (led by MOSAIC) in the form of a virtual community event to mark International Day for the Elimination of Racial Discrimination with guest speakers Rachna Singh (BC’s first Parliamentary Secretary for Anti-Racism Initiatives) and Dr. Moussa Magassa (Anti-Racism and Human Rights Education Specialist).

- Advocacy/Education

Tri-Cities Area

When conducting the literature review and internet search on promising practices for this report, some of the information and initiatives focused on regional and geographical areas such as the Tri-Cities area consisting of the three municipalities of Coquitlam, Port Coquitlam, and Port Moody. From a planning perspective, it is highly beneficial to optimize resources, education, and training development through an area wide service delivery model.

Tri-Cities Together

The Tri-Cities Together network was created through the merging of partnerships between the Tri-Cities Local Immigration Partnership and Tri-Cities Organizing against Racism & Hate Network. Tri-Cities Together is a network of diverse community stakeholders coming together to build inclusive, safe and welcoming communities. It is also part of the newly created provincial government’s Resilience BC Network. The work of Tri-Cities Together revolves around the following goals:

- Have an increased knowledge and understanding of what comprises racism and hate and establish a supportive and collaborative response to incidents
- Ensure a state of readiness to implement anti-racism protocols
- Create anti-racism dialogue and education opportunities for Tri-Cities community members
- Develop an anti-racism protocol

Tri-Cities has actively pursued anti-racism initiatives in the last few years and recently such as: 1) hosted a webinar over three evenings discussing the questions of “why does racism exist,” “how do we address racism in our communities,” and “what does racism look like”; 2) hosted an event called “Welcoming Neighborhoods” to create social connections and a deeper understanding amongst neighbors; 3) Active Bystander Training (2021) as a witness-centered approach to disrupting racism, going from a frozen bystander to an active witness; and 4) Community Protocol.



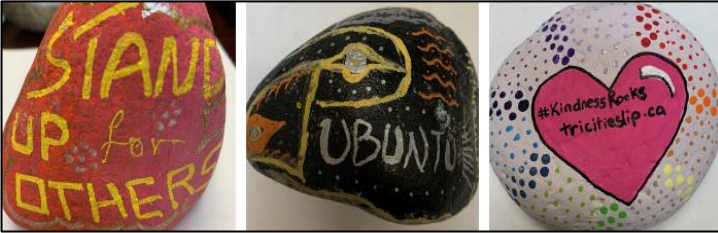
Community Protocol

“This community protocol is a public document that acts as a mechanism for the quick assessment and responsive action towards critical incidents of discrimination or hate. It provides a step-by-step, easy to use guide to help community members and stakeholders react promptly and effectively when a discrimination or hate-motivated incident occurs. It also offers referral to relevant resources and a list of key terms & their definitions.”

One recent highly successful anti-racism community initiative embarked by Tri-Cities Together is called the “Kindness Rocks Project” (2020) which was modeled after the Port Moody Police Department’s “Spread Love” campaign. The aim of the Kindness Rocks Project is to tackle the impacts of bigotry, intolerance, and discrimination in the surrounding communities through art and community building. According to Tri-Cities,

“each rock has a message, story, or challenge written on it with the goal of giving people strategies and tools to foster inclusive and welcoming communities. If you find a rock, you can check out the corresponding message on the Tri-Cities Local Immigration Partnership website.”

Kindness Rocks, So Pass it On



“If you’re walking through the neighbourhoods, public spaces, or the trails of Anmore, Belcarra, Coquitlam, Port Coquitlam, and Port Moody, you may come across some brightly coloured rocks on your path. Upon closer inspection, these imaginatively painted rocks are covered with messages of kindness and inclusion.”

In May 2021, Tri-Cities Together is planning an event called *“Dismantling Barriers & Fostering Belonging: An Anti-Racism Initiative”* consisting of three weeks of initiatives ranging from workshops, dialogues and performances that focus on engaging, educating and learning about the importance of justice, equity, diversity, inclusion, anti-racism and allyship for community members. The titles of some of these sessions are:

- *KAIROS Virtual Blanket Exercise*
- *The Importance of Equity, Diversity & Inclusion in our Communities*
- *Diversity in Books: Can You Hear Me Now?*
- *Fundamentals of Anti-Oppression*
- *Principles of Allyship*
- *Intro to Racial Justice*
- *Dinner Dialogue: Decolonizing Language*
- *Dinner Dialogue: Liberating the Self: A Self-Decolonization Approach*

Tri-Cities Schools & Families

In March 2021 the Coquitlam School District Parent Advisory Council launched a *Racial Equity Habit Building Challenge* as a 21-day challenge to build awareness around racism across Coquitlam, Port Coquitlam, and Port Moody. Parents of students at Coquitlam, Port Coquitlam and Port Moody schools are seeking education and awareness on how to start “uncomfortable” conversations on racism and privilege at home as well as in the schools. The Challenge will provide a set of activities that adults can do with their kindergarten to Grade 12 kids and youth to discuss complex issues around racism, power and privilege such as reading books by Indigenous and Asian authors and sharing resources (videos and podcasts).

BC Multicultural Grants for Tri-Cities Agencies

The BC Multiculturalism Grants program has just announced (April 2021) that five agencies in the Tri-Cities area will receive funding for projects that address Anti-Indigenous, Anti-Asian and Anti-Black racism.

The five agencies receiving these grants are:

- *Coquitlam Heritage Society* - \$5,000 for a mentorship program for BIPOC and queer youth to learn how to create an exhibit titled *“Your Heritage”*
- *Coquitlam Place des Arts Society* - \$5,000 for a three-part theatre project to reimagine the Grimm Fairy Tales so BIPOC/LGBT2SQ+ youth can streamline the Tales and make it their own.
- *Coquitlam Public Library* - \$5,000 for a speaker series titled *“BC 150+ inquiry Race Relations, Past and Present: Conversations about Race in BC.”*
- *re:Naissance Opera* - \$10,000 for a series of public events to “lift up the voices of East Asian artists” and creatively start conversations on race, gender and sexuality as well as their impacts.
- *Diwali Celebration Society* - \$10,000 to boost Port Coquitlam’s Diwali Celebration Society to plans its 2021 festival that contributes to breaking down cultural barriers through song, dance, visual arts and crafts.

- Advocacy/Education
- Inclusive Development
- Resource Development
- Training
- Victim Services
- Arts
- Children & Youth

Vancouver

City of Vancouver

The City of Vancouver is the leader amongst the 11 local governments researched in the *Checking the Pulse* report in anti-racism and anti-hate work. This leadership is exhibited through the City’s diverse staff positions such as designated Cultural/Social Planners, specific Advisory Committees including the “Racial and Ethno-Cultural Equity Advisory Committee”, and the recruiting and retaining of staff from IBPOC communities. The City has taken a deep inner gaze and can be commended on its transparency and accountability in recognizing its systemic foundation in *“colonialism, white supremacy, and racism”* as illustrated below:

“We wanted to take time to acknowledge the important conversations happening across the world, and here in the unceded territories of the Musqueam, Squamish and Tsleil-Waututh peoples, about the impacts of individual, structural, and systemic racism. Racism and hate hurt us all and has disproportionate impacts on the Black and African diaspora communities. Racism is part of our history and an ongoing issue, and we know that the City has played a part in perpetuating systemic racism and we must do better.”

In terms of the City’s responsibility to anti-racism and cultural redress, there are eight key areas of foci that is moving this important work forward:

- 1) Access without fear policy implementation
- 2) Anti-Black racism response and redress
- 3) Anti-racism overall including anti-Indigenous racism
- 4) Anti-racism policy development
- 5) Combatting antisemitism in Vancouver
- 6) COVID-19 anti-racism incident response
- 7) Historical discrimination against people of South Asian descent
- 8) Public partners working group on anti-racism (Punjabi market regeneration)

The City of Vancouver also has several ground-breaking anti-racism initiatives underway:

Countering Anti-Asian Racism

This work is informed by the Mayor and Council Motion of “*Report Back - Standing Up to the Rise in Anti-Asian Racism, All Racism & Hate Crimes*” with engagement from community leaders, community partners, City advisories, and internal teams including the Emergency Operation Centre, and 3-1-1. Some feedback conducted from community focus groups include:

- *Racist incidents are interpersonal, systemic, and institutional in nature*
- *Victims and targets of racist incidents are further targeted and isolated*
- *Limited resources to support those targeted*
- *Limited understanding about what to do when someone experiences or witnesses a racist incident*
- *Limited understanding about who to follow up with*
- *Limited recourse for perpetrators and victimizers*

Indigenous Community

The City is embarking on a series of initiatives to address the concerns of the Indigenous population in the City:

- *Colonial audit* – Developing a scope of work for a colonial audit with the Indigenous Relations division, while continuing to work cross-departmentally to implement the City of Reconciliation Framework
- *MMIWG and Red Women Rising reports* - Developing a response to the calls for justice coming from the National Inquiry into Missing and Murdered Indigenous Women and Girls and the Red Women Rising reports. This project is temporarily put on hold due to the COVID-19 response.
- *Women Deliver Project* - Partnering with Indigenous community experts to conceptualize, design, and create a multi-use building that prioritizes Indigenous women for housing, and includes childcare and other supports. The project team is undertaking a unique decolonizing process to help guide staff in their leadership and decision making.
- *Urban Indigenous response to COVID-19* - Supporting Metro Vancouver Aboriginal Executive Council (MVAEC) in identifying and implementing the Urban Indigenous Pandemic Communications

Collaboration Hub, a collaboration between MVAEC, Vancouver Coastal Health, the City, and the First Nations Health Authority. Receiving directions and recommendations from the City's Urban Indigenous Peoples Advisory Committee.

- *Urban Indigenous Peoples' Advisory Committee (UIPAC) actions* – Receiving contentious feedback from the Urban Indigenous Advisory Committee's on ways to improve the City's relationship with Indigenous communities, to identify gaps and opportunities, and to develop community trust in the City.
- *Indigenous healing and wellness* – Working on an Indigenous-led healing and wellness strategy with directions from MVAEC leadership. Council approved a capital grant of over \$700,000 for an Indigenous healing and wellness space in the Downtown Eastside as part of the 2018 - 2022 Capital Plan.

Historic Discrimination and Redress Efforts

The City is actively pursuing ways to redress the historical discrimination that its cultural communities have faced and continue to endure:

- *Advocacy* - City Council and staff are advocating to the Ministry of Education and discussing with the Vancouver School Board the need for the history of people of African descent in Vancouver, BC and Canada to be included as core curriculum as opposed to optional Black History Month content.
- *ਪੰਜਾਬੀ ਮਾਰਕੀਟ (Punjabi Market)*- Liaising with the Punjabi community on the revitalization of ਪੰਜਾਬੀ ਮਾਰਕੀਟ (Punjabi Market), recognizing the impact of historical discrimination on this key cultural and economic district.
- *Apology for historical discrimination against residents of Chinese descent* – In 2018, former Mayor Gregor Robertson delivered a formal apology on behalf of the City of Vancouver for past discrimination against residents of Chinese descent. The apology acknowledged the wrongdoings of past legislation, regulations, and policies of previous Vancouver City Councils. A series of actions are being implemented through the Chinatown Transformation Initiative.
- *Apology to Japanese Canadians* – Engaging with local Japanese Canadians on their community-led cultural redress initiatives to recognize the history and heritage of Japanese Canadians in the Paueru Gai/historic Powell Street area. In 2013, Council issued a formal apology to the Japanese Canadian community for discrimination and dispossession during World War II. In 2014 the Downtown Eastside Plan was approved by Council with policies to support Japanese Canadians through public realm improvements, public art, events and programming, and strategic development and heritage rehabilitation opportunities.

Anti-Black Racism Redress

The City is working with the Black and African diaspora communities to seek out their recommendations and analysis going forward with Anti-Black racism redress work in the following areas:

- *Hogan's Alley* - Working with Hogan's Alley Society on the establishment of a memorandum of understanding that will include actions intended to support the redress of the displacement of the Black community from North East False Creek and the contributions of the Black community to the vitality of Vancouver.
- *Hired a Senior Social Planner – Anti-Racism and Cultural Redress* - In November 2020, an *Anti-Racism/Cultural Redress Social Planner* was hired to lead the City's Anti-Racism and Cultural Redress work alongside and on behalf of Vancouver community members. Starting in the beginning of 2021, the social planner is providing specific updates on actions the City can undertake to address anti-racism and cultural redress.
- *Hiring a Black and African Diaspora Communities Anti-Racism and Cultural Redress Planner* – The City will be hiring a *Black and African Diaspora Communities Anti-Racism and Cultural Redress Planner*. The Planner will work with the Anti-Racism and Cultural Redress Planner to honour and advance recommendations provided by Black Canadians and people of African descent through resourced actions and initiatives.
- *Working with the Black and African diaspora community* - Working with Black and African diaspora community members and organizations to evaluate and respond to the calls to justice and recommendations outlined by community feedback.
- *Implementing a number of internal equity initiatives to support Indigenous, Black, and People of Colour City staff* – In 2020, a *Chief Equity Officer* was hired to lead the Equity and Diversity Office. The Chief Equity Officer will develop a number of internal equity initiatives to support Indigenous, Black, and People of Colour City staff. Initiatives include:
 - The formation and support for affinity groups
 - Opening safe reporting channels for incidents of racism
 - Culturally appropriate mental health supports
 - Explicit naming of equity competencies in the City's leadership competencies
 - Quarterly town hall events for all staff on these issues
- *Working with UBC School of Community and Regional Planning (SCARP) students* – The City completed a project with UBC SCARP students that reviewed a range of engagements, including the Anti-Black Racism Town Hall, and identified assets and resources to meet Black community member's visions for the future.

- *Community grants* - Reviewing and assessing the City's granting processes and practices with an equity perspective to create long-term and meaningful change to the granting systems. Thus far, the City has provided \$110,000 in grants to support Black and African Diaspora community initiatives.
- *Healthy City scholar program* – City hired a *Healthy City* scholar to review existing policies, look at best practices, and develop recommendations of strategies the City can adopt to address anti-Black racism in Vancouver.
- *Black History Month* – For Black History Month 2021, the City engaged BlackArt Gastown to create and curate a photo map called *Give Them Their Flowers* that celebrates ten Black residents who are making impactful contributions to life in Vancouver.
- *Anti-Black racism town hall* – The City organized an anti-Black racism town hall in the Fall of 2020.

Anti-Racism Strategy

The City is expediting its anti-racism strategy with input from residents and partners including Indigenous, Black, and other racialized peoples to ensure Vancouver is an equitable and just place for all. The following are some initiatives that are currently underway for the anti-racism strategy and its actions:

- *Advocacy* – The City is advocating to the Province to create a formal representative to improve mental health supports for residents impacted by racism and hate. This advocacy work will include recommendations for services to assist people seeking redress for experiences of racism and violence.
- *Public campaign: Day of Action Against Racism* – The City has proclaimed *May 29, 2020* as a *Day of Action Against Racism*, a day to reflect on how everyone can collectively take a stand against racism and hate, while also recognizing that racism has long been part of Vancouver's history and to learn from mistakes of the past.
- *Racial and Ethno-Cultural Equity Advisory Committee actions* - The Racial and Ethno-Cultural Equity Advisory Committee has identified *Combating Racism* as a key focus area in their recommendations to City Council.
- *Access Without Fear policy* – The City is preparing to implement the *Access Without Fear* policy internally and externally. This policy has the objective of supporting access to City services by Vancouver residents with uncertain or no immigration status. The policy enables these residents to use municipal services without fear that the City of Vancouver will ask about their immigration status, or report their immigration status to other institutions unless required by law.

Internal Structure Changes

The City is undergoing a series of internal structure changes to address and implement anti-racism work:

- *Chief equity officer* – The City has hired Aftab Erfan who will lead the development of an organizational plan and approach to institutional and cultural change, and work with departments to implement the equity framework internally and integrate and strengthen an equity and justice lens in the City’s service delivery to the public.
- *Internal equity initiatives* – Implementing a number of initiatives to support Indigenous, Black, and other racialized City staff, including:
 - A town hall with City staff
 - Providing improved reporting and reviewing staff supports and other internal programs to support Indigenous, Black, and racialized staff
- *Anti-Black racism and white privilege awareness training* – Conducted pilot awareness training in 2019 with staff to name and address the realities and consequences of individual and institutional racism.
- *Equity, Diversity and Inclusion team in the EOC* - An Equity and Inclusion team has been embedded with the Emergency Operations Centre (EOC) to support community resilience, help lower barriers to accessing timely, critical information, and work to ensure historically underrepresented groups disproportionately impacted by the pandemic are part of the COVID-19 emergency response. Last summer (2020), the City hosted virtual town halls in Tagalog, Punjabi, Vietnamese, and Chinese with former Fire Chief Darrell Reid to communicate with residents concerning COVID-19 and next steps in the recovery process.
- *Equity framework* – The City is engaged in the final stages of developing an equity framework which will empower staff across departments to implement a race-forward equity and intersectional lens on all areas of City work and decision-making.

Upcoming actions

The City understands that anti-racism actions are long overdue individually, structurally, and systemically. Furthermore, the City is highly aware that the calls to justice from Indigenous and racialized communities, anti-racism and equity work is not a one-off process. The following are upcoming actions that the City will undertake to transform internal and external processes in order to ensure the City’s programming is fair and equitable and to highlight the City’s commitment to being accountable to the wider community:

- *Staff survey* – To conduct a workforce survey in 2021 as part of the City’s commitment to build, nurture, and sustain a diverse and inclusive environment. The survey will analyze disaggregated data on the workforce, as well as an indication of staff engagement and sense of inclusion. The results will help shape HR’s equity and inclusion policies.

- *Commemorations Policy* – To review statues and the names of City assets, including streets, and the policies governing commissions and donations of monuments and memorials. The City will also address the painful impacts statues and streets dedicated to figures of colonial history have on Indigenous, Black, and racialized communities. For example, the City will review the Gassy Jack statue in Gastown with direction from the Squamish Nation, in addition to other assets across the city.
- *Apology to South Asian Community* – To support work, with funding, with the South Asian community on a potential apology to the South Asian community for historic discrimination. This project was put on hold due to COVID-19 response and will be prioritized once staff are in place.
- *Dialogue and accountability* – To form a new working group in partnership with other public agencies such as the Vancouver School Board, Vancouver Coastal Health, Vancouver Police Department, and Vancouver Public Library to discuss and act on priorities already raised by communities, including:
 - Collecting race-based data
 - Safe reporting
 - Supports for victims and targets of hate crimes and racism

The City of Vancouver, along with other local governments, is part of the Canada and province wide 311 program where people can phone 3-1-1 with questions and concerns, including reports of racist incidents and crimes. The City follow ups on incidents involving City staff, programs, and services, and refer incidents not involving City staff, programs, or services to appropriate organizations.

- Advocacy/Education
- Inclusive Development
- Resource Development
- Policy
- Training
- Victim Services
- Arts

Hogan's Alley Society

The Hogan's Alley Society (HAS) is a non-profit organization that is a product of two community lead initiatives: the Hogan's Alley Memorial Project (HAMP) and the Hogan's Alley Land Trust (HAT). Hogan's Alley is a cultural preservation symbol of the past thriving Black neighborhood that enlivened the Strathcona area in the early 1900s to the 1960s and was home to rock legend Jimi Hendrix's grandmother, Nora Hendrix who lived and worked in the area. In the late 1960s part of Hogan's Alley was demolished due to urban renewal with the building of phase one of the Georgia viaduct. Presently, the Hogan's Alley Society has been working with the City of Vancouver to ensure that the redevelopment of the Hogan's Alley block

"There has been a Black community in Vancouver since before there was a Vancouver"
Wayde Compton - Poet

represents the important and vibrant legacy of the Strathcona’s Black community. The Society is composed of “civil rights activists, business professionals, community organizations, artists, writers and academics committed to daylighting the presence of Black history in Vancouver and throughout British Columbia.” There are a series of important anti-racist teachings and resources on the HAS website.

- Advocacy/Education
- Resource Development

University of British Columbia

The University of British Columbia has created a UBC Anti-Racism Initiatives Fund which supports initiatives that seek to celebrate and elevate diverse communities and advance anti-racism efforts at the UBC Vancouver and Okanagan campuses. There is an annual allocation of \$200,000 in funds that is available each year “to provide support for student, staff, and faculty initiatives, projects, event, programs, and activities that are University and/or campus oriented, of broad interest, enhance the reputation of the University, and/or celebrate and elevate diverse cultures at UBC.” In the past the funds have been utilized to host speakers, showcase cultural performances, or celebrate cultural months such as Black History Month.

Vancouver Foundation

The Vancouver Foundation has provided funding for a policy proposal entitled “*Eat Well, Eat Together: Anti-Racist Policies to Effectively Address Food Insecurity and Social Isolation Among Indigenous and Black Seniors in Vancouver.*” This policy proposal is based on an understanding and appreciation of a race-based analysis of the causes of food insecurity, specifically for the Indigenous and Black senior (65+) population in Vancouver, BC.

In Vancouver, British Columbia between 2017-2018, 28.9% of Black households and 28.2% of Indigenous households reported that they struggled with accessing adequate, nutritious, and affordable food.

- Advocacy/Education
- Policy

Vancouver Public Library

The Vancouver Public Library has set up a web page that highlights a series of eBooks on the subject of African-American/African-Canadian experience of race and racism.

- Advocacy/Education
- Resource Development

Vancouver School Board

The Vancouver School Board has created a guide called *Speak Up at School* for students, parents, and educators from the *Teaching Tolerance* resource (magazine and classroom series). The guide offers insight on the importance of responding to racism by speaking up for yourself, or for others if a student has witnessed

racism. It also provides tips, strategies, and possible responses to everyday bias, stereotypes, and microaggressions through the two resources: 1) Speak Up – How to Respond to Racist Incidents; and 2) Speak Up Pocket Guide. The School Board also promotes the ERASE bullying tool by the BC Ministry of Education which is a tool for students to anonymously report if they have been a victim of bullying/harassment of any kind, whether at school or online. Another important educational tool is the BC Teachers Federation’s *Antiracism Action Group* which works within the Committee for Action on Social Justice and provides professional support for teachers with the issues of racism.

Due to an incident where a student of colour reported a racist and threatening video made by a fellow Grade 10 student at Lord Byng Secondary in November 2018, the Vancouver School Board is now paying more attention to these types of racist incidences within its school system. As a result, the School Board has pledged to consult broadly with the IBPOC communities on a Vancouver School Board anti-racism strategy. According to an article in the Tye newspaper, the other anti-racism work that the school district has completed or undertaken since early 2019 includes:

- Amending district and school codes of conduct, policies and other staff guidelines to specifically condemn and respond to “racism” and “acts of hate;”
- Directing school board staff to undertake a colonial audit;
- Passing a motion calling on district superintendent Suzanne Hoffman to investigate incidents of COVID-related racism;
- Approving the African Descent History in B.C. Grade 12 course developed in partnership with the African Descent Society BC, to be offered starting in September;
- Asking the Education Ministry to create more resources and professional development regarding Canadian Black history;
- Along with the Burnaby School District, passing a motion at the BC School Trustees Association provincial council calling on the province to investigate the roots of anti-Black racism in education, develop and mandate immediate anti-racism training for all districts’ staff and students, create a database to track all incidents of racism in schools and immediately implement Canadian Black history in the Kindergarten to Grade 12 school curriculum;
- Updating the threat assessment tool used by schools to include the terms “acts of hate,” “discrimination” and “racism;”
- Training staff as anti-racism leads in schools;
- Holding an anti-racism youth forum with students from across the district, with a second forum planned this year;
- Scheduling anti-racist staff training for February and September 2021;
- Reinstating the district resource teacher in diversity and anti-racism;
- Hiring Audrey Ackah, legal counsel for the BC School Trustees Association, to help the district create an anti-racism strategic plan; and
- Reviewing the school liaison officer program operated with the Vancouver Police Department and the RCMP.

- Advocacy/Education
- Inclusive Development
- Resource Development
- Policy
- Training
- Children & Youth

Vancouver Police Department

As part of the racial incident at Lord Byng Secondary school in 2018, the Vancouver Police Department (VPD) is following suit of the Vancouver School Board and has “pledged to train all school liaison officers and members of its hate crime unit on addressing and countering anti-Black racism, as well as on how to provide ‘holistic and trauma-informed services’ to people subjected to racism and hate, especially young people” (Tyee). The Police Department has also promised to create an information and resource guide for school liaison officers to hand out to students who have been subjected to racism, highlighting available support and information resources.

Regarding the topic of police reform in the City, in June 2020, Vancouver Police Board Chair Kennedy Stewart issued the following statement:

In January of this year, the Board approved major changes to how street checks are conducted by the Vancouver Police Department which have so far resulted in an 89 percent decrease in street checks. The Board based its policy changes on a comprehensive 18-month external review of street practice, which included consultations with representatives from 36 Vancouver community organizations, advocates and activists working with communities of diversity, and those who access these services. We also committed to an annual review of these policy changes. Despite this progress, we acknowledge still more needs to be done and commit to undertaking the following actions:

1. *Direct the VPD to establish a Black and African Diaspora Advisory Committee;*
2. *Direct the VPD, in conjunction with the new Black and African Diaspora Advisory Committee, to develop and provide historical awareness and cultural sensitivity training for current and future officers regarding the experiences of Black people in Vancouver and Canada;*
3. *Commit to anti-bias and cultural sensitivity training for Board members;*
4. *Work with the Department and the existing Indigenous Advisory Committee to improve training for current and future officers regarding Indigenous Peoples cultural sensitivity;*
5. *Enhance communication between the Vancouver Police Board, Vancouver City Council, and the Musqueam regarding the provision of policing services in Vancouver; and*
6. *Within the next six months, review and assess the efficacy of the new street check policy.*

- Advocacy/Education
- Inclusive Development
- Policy
- Training

West Vancouver

District of West Vancouver

The District of West Vancouver Mayor Mary-Ann Booth announced last summer, 2020, that employees at the District would be receiving anti-racism training. The Mayor believes that “anti-racism training is a process of recognizing individual, institutional and systemic racism and addressing it... so that employees can provide

services to the public in an equitable manner, without regard to race, colour, ancestry, religion or any other distinguishing ground.” She also added the importance of building a strong and respectful relationship with First Nations in the community.

West Vancouver Councillor Marcus Wong is sharing his stories of growing up in British Properties and the racism that he encountered in this predominantly white community. Now as a City Councillor he is bringing into light how racist language still exists today through the form of land use covenants. When Councillor Wong himself bought a house in West Vancouver the covenant on his land title stated:

“No person of the African or Asiatic race or African or Asiatic descent except servants of the occupier of the premises in residence shall reside or be allowed to remain on the premises.”

British Properties Covenant

Even though the province of British Columbia declared these types of covenants null and void in 1978, these covenants are still circulating and displaying blatant racist language and are an affront to many people from Black and Asian descent who find it hurtful and disrespectful to see these words on their land titles. West Vancouver Council passed a motion in 2020 that requested staff to work with a lawyer on the steps required to remove the racist language from these covenants. According to Councillor Wong *“We have a lot of new Canadians, a lot of Canadians who have been here for many generations in West Vancouver. We talk about an inclusive, vibrant society and community, and I think this is an important piece to address.”* Our local governments can play a powerful role in anti-racism work by investigating colonial and racist land use planning aspects, such as racist language in covenants, in order to change the landscape of the planning paradigm to be just and inclusive.

- Advocacy/Education
- Inclusive Development
- Training

West Vancouver Memorial Library

The West Vancouver Memorial Library has created two resources/tools to better understand racism, anti-racism, and racial equity for its community members:

- *Race & Class Studies: Kanopy Film List* – a curated selection of over 800 movies and documentaries relating to race and class curated by the online video streaming service Kanopy
- *Race & Racism: Ebook Booklist* – an e-book list curated by Librarians

- Advocacy/Education
- Resource Development

West Vancouver School District

This Spring (2021) West Vancouver School District is hosting two presentations on anti-racism and inclusion to educate its students, residents and community:

- *“Talking About Inclusion, Anti-Racism & Diversity”* with Alden Habacon – discussing the importance of understanding racism and unconscious bias
- *“Talking About Inclusion, Anti-Racism & Diversity”* with Sempulyan (Steward Gonzales) – Sempulyan is from the Squamish Nation and is an Indigenous Cultural Worker who shares his experiences as a residential school survivor and his journey of healing in order to educate community members on reconciliation and to discuss the shared history between settlers and Indigenous peoples.



The West Vancouver School District in partnership with the District of West Vancouver is rebuilding a track at West Vancouver Secondary School and renaming the oval as the *Harry Jerome Oval*. Harry Jerome lived and trained on the North Shore as a track and field sprinter, and he became famous when he won a bronze medal at the 1964 Olympics in Tokyo and set a total

“Racism was an acid eating away at our family”
Valerie Jerome

of seven world records over the course of his career. Harry’s sister Valerie Jerome is thrilled to have this oval renamed in her brother’s honour especially as she recalls the deep racism and racial injustices that her Black family faced while living on the North Shore. According to West Vancouver School’s Superintendent Chris Kennedy *“We want all our students to know Harry’s story...it takes the topic of anti-racism and makes it a real local issue.”* The Mayor of West Vancouver Mary-Ann Booth also shared that *“It’s appropriate that we announce the ‘Harry Jerome Oval’ during Black History Month in Canada...Harry’s story is a reminder and testament as to why we must always strive to become a more civil society and combat racism.”*

- Advocacy/Education
- Youth

Based on some of the feedback collected in the stakeholder interviews, the information gathered in this section of *“Promising Practices in Metro Vancouver Region”* and additional research, the *Checking the Pulse* report has a **Supplementary Package** attached to it consisting of specific promising practices in anti-racism work. The intent of the Supplementary Package is to provide anti-racism examples for community organizations such as community protocols for victims of hate incidences and crimes; reports streamlined for municipalities to undertake local government anti-racism work; and a list of anti-racism resources for educators and professionals working with children, youth, and adults. There are 9 items in the Supplementary Package consisting of:

- 1) WINS/LIP Draft Protocol
- 2) ISS – “10 Important words in anti-racism work – Booklet”
- 3) Skookum Lab Report: “Seeing Racism Through an Indigenous Social Innovation Lens: Learning and Reflections from Skookum Lab Anti-Racism Symposium 2020”
- 4) Tri-Cities Community Protocol
- 5) Abbotsford Community Protocol
- 6) Seattle Racial Equity Toolkit
- 7) Ontario Human Rights Commission – “Antiracism and Discrimination for Municipalities”
- 8) Coalition of Municipalities Against Racism and Discrimination
- 9) Antiracism Tools by Trying Together

The intention of the *Checking the Pulse* report is to provide a diagnosis of New Westminster and the overall health state of its anti-racism work by checking the pulses of the agencies which are fighting the disease of “racism,” a disease that is visible and invisible in the air that we breathe in. The 15 agencies interviewed for this report represent diverse community, government and education sectors in New Westminster that are building allyship and alliance in the areas of advocacy/education, inclusive development, resource development, policy, training, victim services, children and youth, and the arts in the sphere of anti-racism and racial justice work. As illustrated by the qualitative and quantitative analysis of anti-racism work in New Westminster, there are more roads that need to be travelled on to effectively address racism and hate such as policy, training, and victim services. Based on the stakeholder interviews and promising practices findings, there are a series of 22 recommendations outlined below that the New Westminster Spokes Committee can embark on in its future anti-racism work. By putting forth viable recommendations as signposts on the anti-racism roadmap this will allow the New Westminster Spokes Committee and its agencies to move in the right directions on this challenging and rewarding journey.



Anti-Racism Asset Map – Create an anti-racism community map to identify and categorize New Westminster’s anti-racism resources and services with a legend of key categories, such as the categories outlined in this report. This anti-racism asset map can incorporate some of the information already gathered in the Community Service Asset Map created by the WINS/LIP and City of New Westminster as this map locates community, settlement, and social services agencies in New Westminster.



Community Anti-Racism Survey – Conduct a community-wide user-friendly anti-racism survey for New Westminster residents to share their concerns and experiences on racism, and to recommend anti-racism initiatives and solutions. Surveys are often considered the simplest and most common way to collect qualitative data. A community anti-racism survey can provide a holistic snapshot on the “view of racism” by community residents to inform future anti-racism work in community, government, and education agencies.



Anti-Racism Policy Committee – Form a policy committee with members from the New Westminster Spokes Committee to review and analyze which anti-racism based policies gathered from promising practices of other local governments can be streamlined into policy work for New Westminster’s community, government, and education agencies.




Community Anti-Racism Protocol – Create a community protocol containing a victim services list to be available in different languages on-line and in print form for community members to report racist incidents or crimes and to seek resources and supports for race-based trauma.





Community Anti-Racism Dialogues – Create these community dialogues to provide a space to have the “uncomfortable and courageous conversations of racism” where IBPOC facilitators and moderators can guide the discussions with sets of questions, guest speakers and talkback sessions.





Community Gathering & Human Library – Hold this gathering where only members from IBPOC communities share their voices and lived experiences in a safe space with having them sit at the centre of a circle with other community members sitting silently on the outer circle to listen to these conversations. This is a powerful forum format that centers and amplifies the voices and lives of Indigenous and racialized peoples while de-centering others to be silent witnesses.


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Community Engagement Phase – Conduct phase II of this ongoing project as *Checking the Pulse* focused on a community needs assessment (phase I) and the next steps are to engage **cultural and faith-based agencies** through the format of focus groups and cultural cafes. The following agencies could be part of this community engagement phase as it is imperative to have the voices, knowledge and recommendations from these groups when engaging in anti-racism work across the city: *Spirit of the Children Society, Queensborough Islamic Centre, Association of Islamic Charitable Projects, Khalsa Diwan Society, Gurdwara Sahib Such Sagar, Centre of Integration of African Immigrants, and the Korean Cultural Heritage Society*. There is also phase III which is a community mobilization phase that would involve implementing anti-racism initiatives by mobilizing community, government and education agencies into action.
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Race-based Data Collection - Gather disaggregated race-based data in community, government, and education agencies in New Westminster to create critical baseline data and develop proper evidence-based policy decisions and interventions and ensure that resources and services are allocated in the most strategic and effective ways possible. Race-based data can also help to identify gaps and barriers to existing programs while also leading to the development of more equitable and culturally sensitive services – all in an effort to increase accessibility amongst vulnerable groups, such as IBPOC communities.
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Anti-Racism Toolkit – Create an anti-racism toolkit for New Westminster based on the key findings and tools obtained from the New Westminster Spokes Committee ongoing anti-racism project related to three phases: 1) *Community Needs Assessment* (“Checking the Pulse” Report); 2) *Community Engagement* (focus groups with cultural and faith-based organizations, and a community survey); and 3) *Community Mobilization* (mobilizing into action with anti-racism community initiatives).
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UNESCO Coalition of Inclusive Municipalities - Encourage the City of New Westminster to join the Coalition (formerly known as the Canadian Coalition of Municipalities Against Racism and Discrimination). To advance the call for racial justice in cities, UNESCO created a Plan of Action with 10 Points that municipalities can commit to in order to address and combat racism and discrimination. In Canada, 82 cities are members of the Coalition of Inclusive Municipalities, with 5 local governments from British Columbia: Burnaby, Lions Bay, North Okanagan, Vancouver, and Victoria.
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Sanctuary City Policy - Encourage the City to implement this Policy which will allow newcomers, immigrants, and refugees to access municipal services without fear of being questioned about their immigration status. It is worth noting that the term “sanctuary city” itself has become contentious hence, some cities are calling this type of policy “access without fear” or a more politically palatable name such as a “welcoming city” policy.
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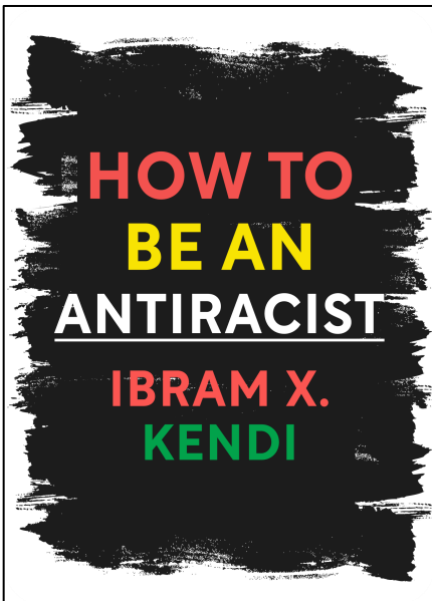
Private Sector Anti-Racism Partnerships - Promote private sector partnerships with community, government, and education sectors to create new public-private relationships and alliances in addressing racism and racial justice. Many corporations are becoming “socially responsible” and are looking for ways to collaborate on anti-racism projects with other sectors to give back to communities in positive, culturally respectful, and non-tokenizing ways.

-  **IBPOC Public and Community Art Initiatives** – Engage IBPOC artists to address racism and racial justice through various art forms such as, murals, sculptures, music, poetry, and installation pieces.
-  **MythBusters Anti-Racism Campaign** – Develop a city-wide MythBusters campaign to dispel misconceptions about IBPOC, immigrant and refugee communities and to provide factual information on peoples and cultures.
-  **Equity, Diversity & Inclusion City Office** - Create an Equity, Diversity & Inclusion Office at the City of New Westminster to embed anti-racist, inclusive and intersectional lenses both vertically and horizontally in the city’s departments, divisions, and structures. Consider creating a new position called “Chief Equity Officer” to provide senior leadership and guidance on municipal anti-racism work at City Hall.
-  **Inclusive Public Spaces & Placemaking** - Request the City of New Westminster to create inclusive public spaces with creative placemaking that represent and include the values, visions, and nature of IBPOC, immigrant and refugee communities through community-based and participatory planning approaches. To also provide practical guidance and advice for newcomers, immigrants and refugees on how to respond to racial slurs and aggressiveness that occurs in public spaces.
-  **Inclusive Innovation Hub** – Design an Inclusive Innovation Hub with community, government, and education sectors where IBPOC, young, and female artists and entrepreneurs can develop social innovation projects that focus on decolonization, reconciliation, and anti-racism.
-  **Dignified Food Justice System** – Develop a dignified food justice system with community, government and education sectors working together on developing policies and processes for community members to access food distribution services in a dignified and culturally respectful manner.
-  **Everyday Racist Language Project** – Conduct community workshops to bring awareness and education how in our everyday lives we may be using racist language without a critical analysis of our daily vocabulary and unconscious biases. For example, the words “blacklisted” and “blackmail” both have negative connotations associated with blackness.
-  **Community Block Parties** – Host regular city-wide block parties, at least twice a year, as community events for community members to interact (passively, directly) with one another to foster healthier, mindful, and anti-racist attitudes. The Quay could be an ideal spot to host quay/block parties as the location is central with a beautiful water landscape. Food vendors could sell culturally diverse foods along with musicians playing music from around the world. The event could be called “Let’s Play at the Quay.”
-  **Community Restorative Justice Projects** – Create projects with IBPOC justice experts and facilitators that focus on providing education and facts on incarceration rates to the community at large in order to raise awareness of racism, racial profiling, and police bias (unconscious/conscious).

 **Centering IBPOC Joy Projects** – Create projects where IBPOC communities can center joy in their lives with spaces to connect, freedom of expression and celebration over trauma. Community healing is vital for communities of colour that are collectively harmed and traumatized by racism and hate crimes. In joy, a community can heal and move through difficulties with compassion, care, strength, and solidarity.

Once the New Westminster Spokes Committee has discussed and reflected on the proposed recommendations, committee members can then collectively decide which recommendations to prioritize in its future anti-racism work by categorizing the recommendations into short-term and long-term recommendations.

Anti-Racism



In a time of deep racial strife and struggles there is one book that is bringing some light into this darkness entitled *How To Be An Antiracist* by Ibram X. Kendi. This book is revolutionary as Kendi makes the claim that:

You're either racist or antiracist; there's no such thing as 'not racist'

This statement is unsettling for many white people, and this is the intention as Kendi further states that: *"It's hard to understand antiracism without understanding what it means to be racist."*

It is the hope that *Checking the Pulse* is a report that propels community, government, and education agencies to deeply reflect on how they may be actively participating in racism at individual, institutional, structural and systemic levels, and to find ways collectively and actively to dismantle racism and hate at all levels in New Westminster. Kendi further suggests that *"If racism means both racist action and inaction in the face of racism, then antiracism means active participation in combating racism in all forms."*

It is important to mention that people who are IBPOC can also have racist and biased views towards other groups, however if one is living in a white-dominant society under white colonial systems, such as Canada and the United States, then Kendi's book and theories are aimed at a white audience to educate themselves, as the majority, on how to be anti-racist and engage effectively in anti-racism work. It is with this notion in mind that today, in 2021, many speakers and authors of colour are writing about anti-racism in order to bring to the surface "uncomfortable and tense" issues that are coming from the depths of deep-seated pain, anguish, exhaustion and lived experiences from Indigenous and racialized peoples. In the words of John Lewis, the late African American Congressman and Civil Rights icon who marched with Dr. Martin Luther King Jr., let there be "good trouble" as this defines the work of the civil rights movement in the 1960s and also today's Black Lives Matter movement. It is with *good trouble* that we can all navigate the roadmap of anti-racism, knowing that along the way there will be uncomfortable talk, tension, and tears but together we can drive towards one of the signposts called "allyship."

"You must never, ever give up. You must never, ever give in or get lost in a sea of despair"

John Lewis

Allyship

The road to allyship is a long one as it is about individuals and agencies building bridges of trust with one another and in their communities in order to cross over and have the uncomfortable and tense conversations around the topic of racism. Allyship is one of the most important signposts in strengthening the work of anti-racism as *"it is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people"* (Anti-oppression Network). The labour of allyship in anti-racism work is critical if we are to move towards uncovering the roots of racism individually and collectively, as allies, and to

plant new seeds of anti-racism work today. However, before we can all move forward, it is vital to know where we came from, our beginnings.

Hence, it is important to respect and recognize that anti-racism work in New Westminster has been active since the 1990s through the hard work, dedication and championing by certain community members and agencies. One of these community champions is New Westminster Councillor Chinu Das who in the 1990s and 2000s was an active community member in addressing racism and in conducting anti-racism work within the school system and in communities throughout New Westminster. In 2006, Councillor Das wrote a Multicultural Needs Assessment Report to discuss how racism was impacting New Westminster schools and its communities. Councillor Das, in a recent stakeholder interview for this report, also highlighted how over 20 years ago agencies such as Pacific Immigrant Resources Society (PIRS) were some of the earliest agencies working on anti-racism initiatives such as racism toolkits and reports. Another agency is the Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA) which in 2001 presented its guide called “Long-term Anti-Racism Strategies - A Guide To Develop Effective Community Projects.”

It was also about 10 years ago when another champion of social and inclusive justice, Social Planner and Supervisor of Community Planning, John Stark, arrived on the scene in a vehicle representing the City of New Westminster. John was a pivotal driver in creating the City’s first Multicultural Advisory Committee, as well as forming the WINS/LIP group with 12 other community agencies, groups and organizations. The fabric of social justice is only as strong as the threads that weave it together. In this case, it is the building of allyship amongst diverse agencies and peoples in New Westminster which leads to “unity in diversity” on the road of anti-racism work in the communities and city of New Westminster.

“There is a need to build a mentality that an attack on any one community member is an affront to us all”
John Stark

Alliance

By honouring the evolution of New Westminster of where the seeds of anti-racism work were planted many years ago to where the garden has grown today, we can enter into a thriving landscape of alliance. Alliance is when “two or more entities come together to undertake a common interest” (Key Differences). Today, it is imperative that an effective strategic alliance be built between community, government, and education agencies in undertaking the common goal of understanding the root causes of racism in New Westminster. And it is with this strong and cohesive alliance building within the New Westminster Spokes Committee that will create new and innovative healthier systems of change within individuals, institutions, and structures through the remedy of anti-racism work in New Westminster.



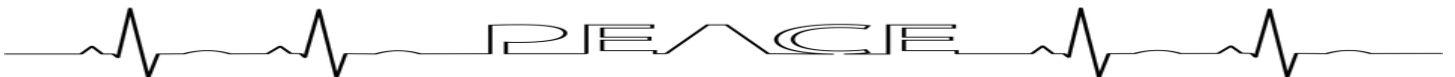
*“Racism is pervasive, and it reaches into every corner of our province.
The COVID-19 pandemic has only made the situation worse”*

Rachna Singh – Parliamentary Secretary for Anti-Racism Initiatives

The purpose of writing the *Checking the Pulse* Report is to provide a roadmap of signposts and directions to guide the diverse vehicles of agencies in the New Westminster Spokes Committee on the next steps of its journey towards designating New Westminster as an “anti-racist city.” Based on the key findings of this report, it is clear that New Westminster is way beyond the starting line as its various community, government and education agencies began the conversations around racism and racial injustices back in the 1990s. Today, in 2021, these past conversations have now turned into action as evident by the leadership of these agencies in conducting indirect and direct anti-racism initiatives throughout the city. These agencies are shining the torchlights of truth onto racism and racial discrimination through the 139 indirect and direct anti-racism initiatives they have embarked on over the years and into the present. The key findings illuminate education/advocacy, inclusive development, resource development, and children and youth as areas of work already underway and highlights policy, training, victim services, and arts as areas to strengthen and illumine.

The overall diagnosis of the state of health of anti-racism work in New Westminster is a positive prognosis as it displays the individual pulses of the agencies beating with the desire to continue this work with a strong wellness plan of strengthening its allyship and alliance in racial justice and racial equity for the city, especially the IBPOC communities. The antidote to racism is essentially anti-racism which is a powerful tool for individual and collective liberation. Part of the city’s future action plan in addressing the disease of racism is for agencies to act collectively, through platforms such as the New Westminster Spokes Committee, and in solidarity, not silos, to engage in anti-racism work. These agencies must continuously undergo internal and external check-ups in order to ensure that anti-racism work is not taking a back seat and instead is in the driver seat guiding the work through inclusive, intersectional, and just lenses. A critical part of this process is for agencies to do an “internal gaze” to ensure that Indigenous and racialized peoples are hired and sustained within leadership positions. With a thriving civil society, a cohesive City Council, and striving educational institutions, New Westminster has the ability to turn its anti-racism work into an *anti-racist movement*, with diverse agencies in their vehicles driving forward collectively on the roadmap towards the end destination of “*justice for all*.” In the midst of the recent protests and marches for racial liberation, the slogan of “no justice, no peace” is echoing loud and clear for all of us to take note and moreover to take action, as this is *anti-racism in motion*.

It is also through the processes of “unlearning and relearning” where great change can take place within oneself and outside in community by examining white supremacy, white privilege, white fragility, and unconscious biases and how these all play into racism and racial injustices towards Indigenous, Black and People of Colour communities and persons. In order to decolonize institutional, structural, and systemic racism, one must first consciously embark on the lifetime journey of decolonizing one’s mind. There is a saying that goes “the longest journey in life is from the mind to the heart” and it is through compassion, understanding, empathy and caring where the wounds of racism can be acknowledged and healed. We may have lost George Floyd to the real, raw, and ravaging racism that exists in the air we breathe in, but it is his spirit which has ignited the embers of racial justice into flames of revolutionary anti-racism change globally and locally. And it is in his honour, of his words “I can’t breathe” that this report is called *Checking the Pulse*.



APPENDICES

Appendix A: Stakeholder Interview Findings

Appendix B: Anti-Racism Resource Directory

Appendix C: References

Appendix A: Stakeholder Interview Findings

Stakeholder Interview Findings

The key findings from the environmental scan and stakeholder interviews have been collated in the table below outlining which agencies and sectors in New Westminster are indirectly and directly conducting anti-racism and related work. The categories are classified into *past*, *recent*, *new*, *proposed*, and *ongoing* initiatives to provide a sense of timeframes related to the delivery and development of these initiatives. Please note that *past* refers to initiatives no longer in existence or are one-off initiatives; *recent* refers to initiatives that were started within the last few years and may still be continuing; *new* refers to first time initiatives that are just starting; *proposed* refers to initiatives that will be enacted; and *ongoing* refers to initiatives that are still in existence and continue to inform the agency’s work. To provide a more concise picture, the initiatives that directly relate to anti-racism are highlighted in *italics* and in *bold*, and those initiatives that contain the specific wording of “anti-racism” are *underlined*.

Legend of Categories:

- Advocacy/Education
- Inclusive Development
- Resource Development
- Policy
- Training
- Victim Services
- Children & Youth
- Arts

AGENCY	DESCRIPTION OF WORK	CATEGORY
Community/Social Service		
<i>Community Tree</i>	<ul style="list-style-type: none"> • Recent Initiative: Created outdoor events for inter-cultural connections • New initiative: “Try My Food” as a gateway for cross-cultural understanding and respect • Ongoing Initiative: Developing on-line content to provide tools for newcomers on job-finding and integration into the Canadian workforce • Ongoing Initiative: Connecting newcomers to Canadian mentors for career counselling advice and guidance 	<p>Inclusive Development</p> <p>Inclusive Development</p> <p>Resource Development</p> <p>Advocacy/Education</p>
<i>Family Services of Greater Vancouver</i>	<ul style="list-style-type: none"> • New Initiative: “Neighborhood Small Grant” – the Food Committee is working with immigrants, newcomers, youth and seniors to foster inter-cultural connections through food and sharing of stories • Ongoing Initiative: Established a Diversity Committee (IBPOC informed) • Ongoing Initiative: Developed an <u>“Statement of Anti-racism & Commitment”</u> • Ongoing Initiative: Offers diversity training to staff for purpose of “learning and unlearning” • Ongoing Initiative: Adapting projects to client cultural needs taking into consideration factors such as religion, norms, and food restrictions 	<p>Inclusive Development</p> <p>Advocacy/Education</p> <p>Inclusive Development</p> <p>Training</p> <p>Inclusive Development</p>

<p>Fraser Works Co-op</p>	<ul style="list-style-type: none"> • Ongoing Initiative: Fraser Works Co-op is a collaboration of 4 employment and settlement agencies: Pacific Community Resources Society, MOSAIC, Aware Society and Fraserside Community Services Society • Ongoing Initiative: Addressing employment services and linking to existing resources for safe housing, food security and cultural supports including for newcomers • Ongoing Initiative: Staff receive Nonviolent Crisis Intervention Training to de-escalate situations and prevent violence in the workplace 	<p>Inclusive Development</p> <p>Inclusive Development</p> <p>Training</p>
<p>Immigrant Services Society of BC</p>	<ul style="list-style-type: none"> • Ongoing Initiative: Settlement programs including MAP case management provides information on navigating Canadian systems such as medical systems and accessing appointments • Ongoing Initiative: <u>“Anti-racism and Discrimination Policy”</u> – This policy has been in existence since 2003 for staff referral and review of procedures • Ongoing Initiative: <u>“Anti-racism Advisory Group”</u> – this Group has been planning priorities and workplans within the organization • Recent initiative: <u>“Ten important words in anti-racism work” Glossary</u> – created this e-booklet/mini glossary as a racial literacy and anti-racism tool • Recent Initiative: Created a video called <u>“Welcome to our Homelands”</u> in collaboration with Vancity 	<p>Inclusive Development</p> <p>Policy</p> <p>Inclusive Development Advocacy/Education</p> <p>Resource Development Inclusive Development</p> <p>Resource Development Inclusive Development</p>
<p>MOSAIC</p>	<ul style="list-style-type: none"> • Past Initiative: Conducted consultations around discrimination with Canadian Council for Refugees • New Initiative: New Westminster SWIS program will have an office space in the new Welcome Centre located out of the newly built New Westminster Secondary School • Proposed Initiative: “Feeding the Homeless & Empowering Newcomers” • New Initiative: <u>“Anti-Racism Forum”</u> – virtual event to mark International Day for the Elimination of Racial Discrimination with New 	<p>Advocacy/Education</p> <p>Inclusive Development Youth</p> <p>Inclusive Development</p> <p>Inclusive Development</p>

	Westminster City Councillor Nadine Nakagawa as a speaker	
<i>New Westminster Family Place</i>	<ul style="list-style-type: none"> Recent Initiative: Promotion of diversity and <i>anti-racist books</i> for families,” such as the “Anti-racist Baby” book New Initiative: Creating a new “policy of practice” with a therapist specializing in trauma for children and families, which will benefit newcomer families Ongoing Initiative: Incorporating different languages in circle time Ongoing Initiative: Have culturally diverse toys available for children, for e.g., <i>dolls of different ethnicities</i> with cultural clothing Ongoing Initiative: Hold Muslim EID celebrations for children and families 	<p>Resource Development Children</p> <p>Inclusive Development Children</p> <p>Inclusive Development Children</p> <p>Inclusive Development Children</p> <p>Inclusive Development Children</p>
<i>New West Hospice Society</i>	<ul style="list-style-type: none"> Proposed Initiative: “Voice for the Vulnerable” – on hold due to COVID, a collaboration with Lower Mainland Purpose Society where staff go out onto the street and ask people questions about their last wishes of dying and end of life Proposed Initiative: Policy Committee is doing a review of Governing Documents and the Mission and Goals which will include statements on Diversity and Inclusion Ongoing Initiative: Uses a community-based approach (neighbor to neighbor) with a community engagement model with staff (“compassionate city crew”) going into peoples’ homes to provide physical, emotional, and cultural supports – on hold now due to COVID restrictions. 	<p>Advocacy/Education Inclusive Development</p> <p>Policy</p> <p>Inclusive Development</p>
<i>Spirit of the Children Society</i>	<ul style="list-style-type: none"> New Initiative: <i>“Youth Cultural Enhancement Worker”</i> – creates and delivers programming that focuses on “cultural pride” to address the challenges of drug use, gang violence, suicide ,and overrepresentation in incarceration of Indigenous youth New Initiative: <i>“Traditional Kitchen” Project</i>– Joint social media project between the Spirit of the Children, the City, and the School District where families can register and receive food ingredient boxes with online cooking recipes to make meals recommended by Chef Paul 	<p>Advocacy/Education Inclusive Development Youth</p> <p>Advocacy/Education Inclusive Development</p>

	<ul style="list-style-type: none"> • Ongoing Initiative: “Cultural Connections Worker” – creates and delivers programs such as connecting elders with supports, family plans, out of family court alternatives, wraparound supports, traditional medicine education, and a permanency plan for children/youth under a Continuing Custody Order • Ongoing Initiative: “Jordan’s Principal Worker” – educates and provides services for First Nations children to access public services when they need them in New Westminster • Ongoing Initiative: “Infant Development Worker” – works with child development consultants, speech therapists, and ECD supports • Ongoing Initiative: “Indigenous Cultural Liaison Advisor” – works with different stakeholders such as City Parks & Recreation Department and the New Westminster Spokes Committee, provides education on the TRC actions and the importance of deconstructing myths, and provides cultural empowerment programming through drum circles to beading • Ongoing Initiative: “Homelessness Prevention Cultural Worker” – connects youth to housing as well as to cultural supports on a daily basis 	<p>Advocacy/Education Inclusive Development Children & Youth</p> <p>Inclusive Development Children & Youth</p> <p>Inclusive Development Children</p> <p>Advocacy/Education Inclusive Development</p> <p>Advocacy/Education Inclusive Development Youth</p>
<p>The Lower Mainland Purpose Society for Youth and Families</p>	<ul style="list-style-type: none"> • Past Initiative: “Blanket Exercise” - students and staff at Purpose Secondary School participated in this decolonizing/anti-racist exercise on how colonialism, power and policy negatively impact the lives of indigenous peoples • Recent Initiative: Developing New Westminster’s first Detox Center/Overdose Site to be housed in a new community center where clients will be connected to an overdose site, housing, peer and cultural programs and a digital café • Recent Initiative: “Anti-stigma Campaign” – to reduce stigma relating to substance use in the community, and to ensure all community members have access to life saving information and resources that will keep them safe 	<p>Advocacy/Education Inclusive Development Youth</p> <p>Advocacy/Education Inclusive Development</p> <p>Advocacy/Education</p>

<p><i>Welcoming and Inclusive New West Local Immigration Partnership (WINS)</i></p>	<ul style="list-style-type: none"> • Recent Initiative: Connecting a Peer Coordinator with an Aboriginal person to work together on cultural identity, healing and empowerment • Recent Initiative: Cultural Safety Training – 2 week training for new staff on cultural safety and awareness work • New Initiative: <i>“Building Community & Connections through Anti-Racism; with Arts, Crafts & Culture”</i> – a program for families and participants to build bridges and promote intercultural understanding through conversations and arts & crafts • New Initiative: (Spokes) <i>“Checking the Pulse”</i> – an anti-racism project that highlights issues, gaps, strengths and recommendations relating to anti-racism work in New Westminster • Ongoing Initiative: Lower Mainland Purpose Society hosts <i>The Resilience BC Anti-Racism Network New West Spokes Committee</i> • Ongoing Initiative: Purpose is the host agency of Welcoming and Inclusive New West (WINS) Local Immigration Partnership • Past Initiative: <i>“Trash your Prejudice Project”</i> – an anti-racism initiative conducted over 10 times, where community members write down their prejudices/biases on index cards and then toss these cards into a physical trash can • Past Initiative: <i>“Myths & Misconceptions Project”</i> – collaborated with NW Chamber of Commerce to dispel myths and provide facts on the benefits of hiring newcomers • Past Initiative: <i>“Speak up, Speak out”</i> – workshop on how to safely speak up as a bystander or victim of hate/prejudice • Recent Initiative: <i>“Privilege & Self-bias Workshop”</i> – workshop to understand the power of privilege and the harm of bias • Recent Initiative: (WINS) <i>“Cloudscape”</i> – displaying stories of refugees and their journeys to Canada in comic form throughout public spaces in New Westminster • Ongoing Initiative: <i>“Protocol Response to Hate Crimes and Incidents of Hate”</i> 	<p>Inclusive Development</p> <p>Inclusive Development Training</p> <p>Inclusive Development</p> <p>Inclusive Development Resource Development Victim Services</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Advocacy/Education Inclusive Development</p> <p>Advocacy/Education Inclusive Development</p> <p>Advocacy/Education Inclusive Development</p> <p>Advocacy/Education Inclusive Development</p> <p>Victim Services Inclusive Development</p>
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<p><i>Umbrella Multicultural Health Co-op</i></p>	<ul style="list-style-type: none"> • Ongoing Initiative: Offers cross-cultural and multilingual health services and resources to those facing language and cultural barriers with a focus on health equity • Ongoing Initiative: Community-based and participatory approach where community members identify the need for culturally appropriate supports/resources • Ongoing Initiative: Provides supports and resources to 4 main ethnic communities who come from Latin America, Afghanistan & Iran, Eritrea, and the Middle East – representing the highest refugee populations who are considered amongst the most vulnerable • Ongoing Initiative: Have Cross-cultural Health Brokers who bridge language and culture between clients and service providers 	<p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p>
<p>Government</p>		
<p><i>City of New Westminster – Art Services</i></p>	<ul style="list-style-type: none"> • Recent Initiative: “Hey Viola” Show – a cabaret style show and musical exploration highlighting the life of Canadian Civil Rights hero, Viola Desmond, performed over 10 days to sold- out crowds at the Anvil Centre • New Initiative: Developing a new engagement plan that focuses on diversity, inclusion and equity with specific wording on the need to connect with IBPOC communities • Proposed/Pilot Initiative: “Artist Residency” Program – housed at the Anvil Centre Theatre to provide local artists and artist collectives with access to studio space to develop their work and offer community engagement opportunities with a recent focus on supporting IBPOC and equity-seeking artists • Ongoing Initiative: Actively incorporating IBPOC language throughout materials, resources and programming • Ongoing Initiative: Support Indigenous and LGBTQ2S+ communities through Anvil Theatre programming 	<p>Arts Inclusive Development</p> <p>Arts Inclusive Development</p> <p>Arts Inclusive Development</p> <p>Arts Inclusive Development</p> <p>Arts Inclusive Development</p>
<p><i>City of New Westminster – City Council</i></p>	<ul style="list-style-type: none"> • Past Initiative: “Chinese Reconciliation” Process - City of New Westminster was the first municipality in Canada to make a formal apology to the Chinese community for past racism, discrimination and injustices experienced by this community 	<p>Inclusive Development</p>

	<ul style="list-style-type: none"> • Past Initiative: <i>“ACCESS NW” Report</i> – this report identified spaces where community members felt safe and welcomed and where they felt excluded • Recent Initiative: <i>“Indigenous Reconciliation Framework”</i> – a framework for the City to incorporate a decolonizing lens in its hiring practices, internal programming, engagement processes, and community development by taking into consideration the actions from the Truth & Reconciliation Report • Recent initiative: <i>“Dismantlement of Begbie Statue”</i> – this dismantlement was based on a Council directive to recognize truth and reconciliation work, culturally-respectful place-naming, and immemorializing work • Recent Initiative: <i>“Diversity, Equity, Inclusion & Anti-racism Framework”</i> – a framework that reviews and provides recommendations on City policies, procedures and plans that focus on inclusive hiring practices, internal programming, engagement processes, and community development with a focus on IBPOC, LGBTQ2S+ and diverse ability communities • New Initiative: <i>“Komagata Maru Reconciliation”</i> – Council passed a recent motion to conduct a future formal apology to the South Asian community on the Komagata Maru incident • Ongoing Initiative: City staff and Council are actively reviewing housing and public space projects through an anti-racist lens 	<p>Inclusive Development</p> <p>Inclusive Development Resource Development</p> <p>Inclusive Development</p> <p>Inclusive Development Resource Development Policy</p> <p>Inclusive Development</p> <p>Inclusive Development</p>
<p>City of New Westminster – Library</p>	<ul style="list-style-type: none"> • Ongoing Initiative: The libraries are intentionally shifting website imagery to be inclusive of the demographics of its communities such as IBPOC, LGBTQ2S+ and diverse ability communities • Ongoing Initiative: Continue to create a deliberate <i>showcasing of book lists by IBPOC authors</i> in the social media space and through the library catalogue. • Recent Initiative: <i>“Strategic Planning Process”</i> – The Library Board Trustees are exploring how they might incorporate decolonizing, anti- 	<p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p>

	<p>racism, and social justice values throughout the new Strategic Plan</p> <ul style="list-style-type: none"> • New Initiative: <i>“Launching Drag Queen Storytime”</i> sessions – held to highlight the LGBTQ2S+ community and to educate the greater community on inclusivity • Proposed Initiative: <i>Indigenous “Cultural Advisor”</i> – The library could host an Indigenous “Cultural Advisor” – similar to strategic directives at the School Board to identify and advance the work on reconciliation and decolonization across the School District 	<p>Inclusive Development</p> <p>Inclusive Development</p>
<p><i>City of New Westminster – Museums & Archives</i></p>	<ul style="list-style-type: none"> • Past Initiative: <i>“Living Archive”</i> – a student was hired to research different ways to reinterpret the museum through an inclusive lens • Past Initiative: <i>“Living Legacy” Project</i> – a student created an animation video to bring more awareness and education on issues of discrimination and exclusiveness • Recent Initiative: <i>“Food Security Exhibit”</i>- with a focus on food/drink representing ethno-cultural communities • Recent Initiative: <i>“Decolonizing Municipal Landmarks” Project</i> – the Museum staff is leading this project with Council support • Recent Initiative: Collaborating with the Spirit of the Children Society to invite an Indigenous Chef to teach community members on how to cook bannock and salmon • Ongoing Initiative: Volunteers are conducting a research project by sifting through and analyzing old newspapers to uncover IBPOC missing stories • Ongoing Initiative: <i>“Culinary Heritage Project”</i> – a collaborative project with the New Westminster Gurdwara which involves a cooking class and lunch workshop for community members on Indian food • Ongoing Initiative: A program was developed to build relationships with Indigenous children in collaboration with the Spirit of the Children Society where foster care children can hold and observe cultural artifacts for learning and empowerment 	<p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development Children & Youth</p>

	<ul style="list-style-type: none"> • Ongoing Initiative: Undertaking an archival research project to locate incidences where Indigenous people are mentioned in past Council minutes and other documents – the information will be presented as a Report to Council • Ongoing Initiative: “Landscapes of Injustice” Project – conducting a study on the Japanese community • New Initiative: “Across the World” Project – highlighting the most diverse street and neighborhood of 12th Street where many newcomers have set up ethno-cultural businesses; the project involves community members receiving a recipe and then engaging in a scavenger hunt of food/drink items in these businesses to prepare a specific cultural meal • New Initiative: “Decolonizing Irving House” Project – to identify items and resources in the House that were acquired during colonialism 	<p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development Advocacy/Education</p>
City of New Westminster – Police	<ul style="list-style-type: none"> • Recent Initiative: “Murdered & Missing Indigenous Committee” – created by a Council directive, staff from the Police Department are active members sitting on this Committee • Recent Initiative: “Memorial” Project – staff from the Police Department are collaborating on this project with City staff and Council to recognize and honour the lives of murdered and missing Indigenous girls and women • New Initiative: Police staff have created an Equity, Inclusion and Engagement Unit Report with a focus on diversity, equity, and inclusion • Ongoing Initiative: Police Department has an Integrated Hate Crime Unit that reports hate crimes and supports victims of hate • Ongoing Initiative: Police Department has a Criminal Investigation Statician to assess and code “hate crimes” 	<p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Victim Services</p> <p>Victim Services</p>
City of New Westminster – Social Planning	<ul style="list-style-type: none"> • Past Initiative: “Safe Harbour Training” organized by MAC for City staff with training facilitated by AMSSA • Past initiative: The establishment of a Chinese Reconciliation Process – a formal apology by 	<p>Training</p> <p>Inclusive Development</p>

	<p>the City to the Chinese community for past discrimination and injustice</p> <ul style="list-style-type: none"> • Past Initiative: “Newcomer Welcoming” sessions- holding these sessions in the Council Chambers for immigrants, refugees and newcomers to meet the Mayor and Councillors and to learn about City services, resources and programming • Past Initiative: Letter of Support against Islamophobia – The Multicultural Advisory Committee (MAC) initiated Council to write to the municipality of Christchurch after the deadly attacks on a mosque; and included a recommendation that Council send a letter of support to the Muslim Community in BC • Recent Initiative: The MAC created a “World Refugee Day Proclamation” that honours and celebrates the contributions of refugees in the city • Recent Initiative: “Reconciliation, Inclusion & Engagement Task Force” – the City created this task force consisting of representation from Council and senior staff • Recent Initiative: Created a culturally respectful and sensitive initiative for Muslim women to engage in private swimming sessions • Recent Initiative: “Poverty Reduction Grant” – City received a grant to create an arts, employment and social change project focused on the need to change perceptions by having people with lived experiences of poverty sharing their stories through photography • Recent Initiative: “Inclusion Enhancement Project” for Century House • Recent Initiative: The development of a “Welcome Centre” in the new Secondary School, in which the City has taken a significant role, including funding an administrative position, and creating an access fund for cultural and ethnic groups; this Centre is an excellent interface for newcomer families as there will be office space for settlement organizations and their clients, as well as a dedicated Qayqayt First Nation office for 	<p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p>
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	<p>representation and collaboration with the Qayqayt community</p> <ul style="list-style-type: none"> • Recent Initiative: Established the Police Reform Working Group to engage on the issue of policing reform and to provide recommendations to city council, including leading the city’s efforts to prepare a submission to the province’s Special Committee on Reforming the Police Act • Proposed Initiative: “Sanctuary City Policy” - created by the Multicultural Advisory Committee and Welcoming and Inclusive New Westminster to ensure that the City is welcoming, safe, and inclusive to residents with no or with precarious immigration status, for immigrants, refugees and newcomers • Proposed Initiative: “Chinese Reconciliation Park” – the development of a concept plan and design of a park in the downtown area that recognizes anti-Asian discrimination • Proposed Initiative: “Black History Month Task Force” – MAC has requested Council to establish this task force to recognize the concerns and contributions of Black/African peoples and communities • Proposed Initiative: CCMRA (Canadian Coalition of Municipalities Against Racism) – Council Directive to join this Coalition • Ongoing Initiative: “Multiculturalism Advisory Committee” – City established this Committee about 15 years ago • Ongoing Initiative: “Multicultural Policy” for the City – created by MAC • Ongoing Initiative: City Supervisor of Community Planning is the Chair of the <i>Welcoming and Inclusive New West (WINS) Local Immigration Partnership Council</i> • Ongoing Initiative: Annual “Newcomers’ Festival and Information Fair” – organized by WINS/LIP and MAC for newcomers to learn about and connect to the settlement and community agencies offering services, programming and resources to assist newcomers • Ongoing Initiative: Development of a Community Partnership Development Charter 	<p>Inclusive Development</p> <p>Inclusive Development Policy</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p>
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	towards becoming a more welcoming and inclusive community (with WINS LIP)	
Member of Parliament Office	<ul style="list-style-type: none"> Recent Initiative: <i>“Black Lives Matter”</i> – MP and staff participated in the Black Lives Matter rally in summer of 2020 Recent Initiative: MP is actively advocating for <i>federal legislation to be passed on anti-racism and hate crimes</i> Ongoing Initiative: Hiring of IBPOC Staff - the MP Office of New Westminster-Burnaby Riding consists of predominantly a racialized staff with 4/5 staff members representing IBPOC communities; this Riding is the most ethno-culturally diverse and linguistically diverse in the country Ongoing Initiative: The MP Office is intentionally creating a diverse and inclusive volunteer team that reflects the ethno-cultural diversity of the community 	<p>Advocacy/Education</p> <p>Advocacy/Education Inclusive Development</p> <p>Inclusive Development</p> <p>Inclusive Development</p>
Education		
Douglas College	<ul style="list-style-type: none"> Recent Initiative: <i>College-wide Professional Development Day dedicated to Diversity and Inclusion</i>, including workshops and speakers on anti-racism Recent Initiative: <i>Canadian Centre for Diversity and Inclusion Diversity Meter Survey</i> - Partnership with CCDI to collect faculty and staff data on diversity and inclusion showing transparency and accountability- which is one of the first steps to combat racism on campus Recent Initiative: <i>“SHIFT” conference dialogues</i> - Multi-stakeholder faculty, staff and student organized, campus and community dialogues on decolonization, anti-racism, racial trauma, intergenerational trauma, internalized racism, and microaggressions Recent Initiative: <i>“Strategic Plan 2020-2025”</i> - includes specific strategic initiatives for diversity, inclusion, Indigenization and anti-racism, where progress is tracked and measured Recent Initiative: Douglas College Library provides access to <i>curated resources for anti-racism</i> and Black Lives Matter 	<p>Advocacy/Education Youth</p> <p>Inclusive Development Youth</p> <p>Advocacy/Education Youth</p> <p>Inclusive Development Youth</p> <p>Resource Development Youth</p>

	<ul style="list-style-type: none"> • Recent Initiative: <u>Anti-racism Action Committee</u> - Faculty Association creation of this new Committee shows faculty- based commitment to advancing the Strategic Plan initiative on anti-racism • Recent Initiative: "Let's DO respect" - Campaign by Student Life and Office of Student Support and Conduct, Anti-racism resources for by-standers • Recent Initiative: Member of Tri-Cities Together - Coalition against racism and hate • Recent Initiative: Royal Athletics Speaker Series - speakers on female black athletes and the politics of race, and diversity and inclusion in sports • Recent Initiative: Douglas Students' Union stand against racism, discrimination and hatred - ongoing social media campaign • Recent Initiative: Member of Burnaby Together - Coalition Against Racism and Hate • Recent Initiative: Black Out Tuesday social media anti-racism statement - AVP Academic and Student Affairs public statement 	<p>Inclusive Development Youth</p> <p>Resource Development Youth</p> <p>Inclusive Development Youth</p> <p>Advocacy/Education</p> <p>Advocacy/Education Youth</p> <p>Inclusive Development Youth</p> <p>Inclusive Development Youth</p>
<p>New Westminster School District</p>	<ul style="list-style-type: none"> • New Initiative: <u>Development of Anti-racism Framework</u> through consultation with stakeholders (i.e., students, staff, parents, community members); survey release and focus group sessions in May, 2021 • Recent Initiative: District Principal – Equity and Inclusion - new position created in January 2021 to support equity and anti-racism work in the district • Ongoing Initiative: District Foundational Statements – value statements include Equity (We value fair treatment and the removal of barriers to learning, achievement, and the pursuit of excellence for all) and Inclusion (We value learning where all people are welcomed, respected, and supported) • Ongoing Initiative: SOGI Policy - all members of the school community are expected to model respectful conduct regardless of perceived differences and should refuse to tolerate any form of discrimination due to an individual's actual or perceived LGBTTQ+ status or identity. 	<p>Inclusive Development Youth</p> <p>Inclusive Development Youth</p> <p>Inclusive Development Youth</p> <p>Inclusive Development Youth</p>

	<ul style="list-style-type: none"> • Ongoing Initiative: <i>Sanctuary Schools Policy</i> - The New Westminster Board of Education takes pride in its commitment to providing a safe and welcoming environment for all children and families who are ordinarily resident in New Westminster, including those with precarious immigration status or no immigration status • Ongoing Initiative: Bullying and Harassment – Administrative Procedure • Ongoing Initiative: <i>Prejudicial Conduct</i> – Administrative Procedure • Ongoing Initiative: <i>Diversity and Anti-Discrimination</i> – Administrative Procedure • Ongoing Initiative: <i>Multiculturalism</i> - Administrative Procedure • Ongoing Initiative: <i>Indigenous Education Coordinator</i> (K – 12) ongoing position that has been in the district for many years; this role supports the integration of Indigenous education/curriculum at the elementary, middle, and secondary levels • Ongoing Initiative: <i>Indigenous Education SharePoint</i> - for staff to provide: learning resources (i.e., links to Legacy of Hope, National Centre for Collaboration); professional development opportunities (access to Ministry of Education resources, virtual workshops); United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP); National Centre for Truth and Reconciliation Resources • Ongoing Initiatives: <i>Equity and Inclusion Initiatives</i> taking place in schools: Black Shirt Day, Black History Month, Pink Shirt Day; establishment of reconciliation committees at New Westminster Secondary School, Fraser River Middle School, Lord Tweedsmuir Elementary School • Ongoing Initiative: <i>Professional Development focused on Equity and Indigenous Education</i> at schools (i.e., book club at Glenbrook Middle Schools - looking at Ibram X, Kendi’s “How to Be an Anti-Racist” book, collaboration time focus at Queen Elizabeth Elementary School) 	<p>Policy Inclusive Development Youth</p> <p>Inclusive Development Youth</p> <p>Inclusive Development Youth</p> <p>Inclusive Development Youth</p> <p>Inclusive Development Youth</p> <p>Inclusive Development Youth</p> <p>Resource Development Youth</p> <p>Inclusive Development Youth</p> <p>Resource Development Youth</p>
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	<ul style="list-style-type: none">• Ongoing Initiative: Monthly Equity and Inclusion Newsletter provided to school-based administrators, district librarian, and members of the Indigenous Education team	Resource Development Youth
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Appendix B: Anti-Racism Resource Directory

Anti-Racism Resource Directory

*List of agencies and specific anti-racism initiatives with timeframes

Community/Social Service Agencies

Name	Contact Information	Anti-racism Initiatives
Family Services of Greater Vancouver	Maylen Crespo Email: mcrespo@fsgv.ca Patricia Steiner Email: psteiner@fsgv.ca	<ul style="list-style-type: none"> • <i>Statement of Anti-racism & Commitment (ongoing)</i>
Immigrant Services Society of BC	Jennifer York Email: jennifer.york@issbc.org	<ul style="list-style-type: none"> • <i>Anti-racism and Discrimination Policy (ongoing)</i> • <i>Anti-racism Advisory Group (ongoing)</i> • <i>Ten important words in anti-racism work – Glossary (new)</i> • <i>Welcome to our Homelands Video (recent)</i>
MOSAIC	Sherman Chan Email: schan@mosaic.bc Ghada Tallia Email: gshawil@mosaicbc.org	<ul style="list-style-type: none"> • <i>Anti-Racism Forum – 2021 (new)</i>
New Westminster Family Place	Dana Osiowy Email: dana@nwfamily.bc.ca	<ul style="list-style-type: none"> • <i>Anti-racist books for families (recent)</i>
Spirit of the Children Society	Ernie Cardinal Email: erniecardinal@live.ca	<ul style="list-style-type: none"> • <i>Youth Cultural Enhancement Worker (new)</i> • <i>Traditional Kitchen Project (new)</i> • <i>Cultural Connections Worker (ongoing)</i> • <i>Jordan’s Principal Worker (ongoing)</i> • <i>Infant Development Worker (ongoing)</i> • <i>Indigenous Cultural Liaison Advisor (ongoing)</i> • <i>Homelessness Prevention Cultural Worker (ongoing)</i>
The Lower Mainland Purpose Society for Youth and Families	Janet Goosney Email: janet.goosney@ purposesociety.org	<ul style="list-style-type: none"> • <i>Blanket Exercise Training (past)</i> • <i>Building Community & Connections through Anti-Racism with Arts, Crafts & Culture Project (new)</i> • <i>(WINS) Trash your Prejudice Project (past)</i> • <i>(WINS) Myths & Misconceptions Project (past)</i> • <i>(WINS) Speak up, Speak out Project (past)</i> • <i>(WINS) Privilege & Self-bias Workshop (recent)</i> • <i>(WINS) Protocol Response to Hate Crimes and Incidents of Hate Project (ongoing)</i>

		<ul style="list-style-type: none"> • <i>The Resilience BC Anti-Racism Network- New West Spokes Committee (ongoing)</i> • <i>(Spokes) Checking the Pulse Report (new)</i>
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Government Agencies

Name	Contact Info	Specific Anti-racism Initiatives
City of New Westminster – Arts & Culture	Todd Ayotte Email: tayotte@newwestcity.ca	<ul style="list-style-type: none"> • <i>Hey Viola Theatre Show (past)</i>
City of New Westminster – City Councillors	Councillor Chinu Das Email: cdas@newwest.city.ca Councillor Nadine Nakagawa Email: nnakagawa@newwestcity.ca	<ul style="list-style-type: none"> • <i>Chinese Reconciliation Process (past)</i> • <i>Indigenous Reconciliation Framework (recent)</i> • <i>Dismantlement of Begbie Statue (recent)</i> • <i>Diversity, Equity, Inclusion & Anti-racism Framework (recent)</i> • <i>Komagata Maru Reconciliation Motion (recent)</i>
City of New Westminster – Library	Julie Spurrell Email: jspurrell@nwpl.ca Chris Koth Email: ckoth@nwpl.ca	<ul style="list-style-type: none"> • <i>Showcasing of book lists by IBPOC authors (ongoing)</i> • <i>Indigenous Cultural Advisor (proposed)</i>
City of New Westminster - Museum	Rob McCoullagh Email: rjmccullough@newwestcity.ca Oana Capota Email: ocapota@newwestcity.ca	<ul style="list-style-type: none"> • <i>Living Legacy Project (past)</i> • <i>Decolonizing Irving House Project (new)</i> • <i>Decolonizing Municipal Landmarks Project (recent)</i> • <i>Landscapes of Injustice Project (ongoing)</i>
City of New Westminster – Police	Shari Gulliver Email: sgulliver@nwpolice.org	<ul style="list-style-type: none"> • <i>Murdered & Missing Indigenous Committee (recent)</i> • <i>Memorial Project (recent)</i>
City of New Westminster – Social Planning	John Stark Email: jstark@newwestcity.ca Claudia Freire Email: cfreire@newwestcity.ca	<ul style="list-style-type: none"> • <i>Letter of Support against Islamophobia (past)</i> • <i>Reconciliation, Inclusion & Engagement Task Force (recent)</i> • <i>Sanctuary City Policy (proposed)</i> • <i>Chinese Reconciliation Park Project (proposed)</i> • <i>Black History Month Task Force (proposed)</i> • <i>CCMRA - Canadian Coalition of Municipalities Against Racism (proposed)</i> • <i>Multiculturalism Advisory Committee (ongoing)</i>

		<ul style="list-style-type: none"> • <i>Multicultural Policy (ongoing)</i>
Member of Parliament Office	Peter Julian Email: peter.julian.c1d@parl.gc.ca	<ul style="list-style-type: none"> • <i>Federal legislation to be passed on hate crimes (proposed)</i>

Education Agencies

Name	Contact Info	Specific Anti-racism Initiatives
Douglas College	Tracy London Email: londont@douglascollege.ca	<ul style="list-style-type: none"> • <i>College-wide Professional Development Day dedicated to Diversity and Inclusion (recent)</i> • <i>Canadian Centre for Diversity and Inclusion Diversity Meter Survey (recent)</i> • <i>"SHIFT" conference dialogues (recent)</i> • <i>Curated resources for anti-racism (recent)</i> • <i>Anti-racism Action Committee (recent)</i> • <i>"Let's DO respect" Project (recent)</i> • <i>Member of Tri-Cities Together - Coalition against racism and hate (recent)</i> • <i>Royal Athletics Speaker Series (recent)</i> • <i>Students' Union stand against racism, discrimination, and hatred (recent)</i> • <i>Member of Burnaby Together - Coalition Against Racism and Hate (recent)</i> • <i>Black Out Tuesday Social Media Campaign (recent)</i>
New Westminster School District	Ravinder Johal Email: rjohal@sd40.bc.ca	<ul style="list-style-type: none"> • <i>Development of Anti-racism Framework (recent)</i> • <i>District Principal Position – Equity and Inclusion (recent)</i> • <i>Sanctuary Schools Policy (ongoing)</i> • <i>Prejudicial Conduct - Administrative Procedure (ongoing)</i> • <i>Diversity and Anti-Discrimination – Administrative Procedure (ongoing)</i> • <i>Multiculturalism - Administrative Procedure (ongoing)</i> • <i>Indigenous Education Coordinator (ongoing)</i> • <i>Indigenous Education SharePoint (ongoing)</i> • <i>Equity and Inclusion Initiatives (ongoing)</i> • <i>Professional Development focused on Equity and Indigenous Education (ongoing)</i> • <i>Monthly Equity and Inclusion Newsletter (ongoing)</i>

Appendix C: References

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