



June 2021

ANTI-RACISM

Reporting

COMMITMENTS MADE:

1

Continue to immerse ourselves in learning.

What did we do?

Leaders from 26 agencies reported on the learning they did as individuals to better educate ourselves. Every leader was reading books and articles, taking training, listening to podcasts, listening to Black, racialized and Indigenous people, having conversations with others and sharing what they learned with others in the network. Want to know more?

Click the links to see:

[BOOKS](#)

[PODCASTS](#)

[TRAINING](#)

2

Ensure that our employees and Boards of Directors have opportunities to learn more about white privilege, racism, and colonialism.

What did we do?

The majority of agencies have made opportunities available to both employees and Board members. Want to know more about what kind of opportunities were offered? Those that haven't are in the process of arranging training and learning opportunities.

[CLICK HERE!](#)

3

Make changes to support Indigenous, Black and racialized employees which includes listening and learning from them.

What did we do?

Collectively, we offered resources to allow the opportunity to create and support local affinity groups for Black staff and Indigenous staff in our agencies. Individual agencies are making changes. For example: changing strategic plans, policies and hiring practices, creating equity committees and getting feedback directly from Black, Indigenous and racialized employees about what else is needed.

4

Support each other and the organizations we lead in anti-racist and anti-colonial work.

What did we do?

- We offered two sessions for leadership on critical conversations about race.
- We share resources with each other twice a month by email.
- At network meetings, we take turns presenting to each other on anti racist and anti colonial work and learn from each other.
- We have conversations about this work, even when they are hard. We have strengthened our relationships with each other and hold each other accountable in continuing this important work.