



Social Services Network
of Sarnia-Lambton

ANTI-RACISM STATEMENT & COMMITMENTS

Members of the Social Services Network of Sarnia-Lambton fully acknowledge that systemic racism, and specifically anti Indigenous racism and anti-Black racism exists. We recognize the impacts that centuries of racism and colonialism have had on Indigenous and racialized people. It is a public health crisis.

As leaders of social service agencies that collectively serve thousands of people in our communities, we have a strong responsibility and desire to be actively disrupting and dismantling the white and colonial power structures that enable and support systemic racism.

We are committed to equity and being anti-racist. We have been working on this and there is much more to be done. Over the next year, we commit to the following:

1. We will continue to immerse ourselves in learning and ensure that our employees and Boards of Directors have opportunities to learn more about white privilege, racism, and colonialism. We will report to the public in June 2021:
 - What we have done individually as leaders to better educate ourselves;
 - The training and education we have provided to employees and Boards of Directors and
 - The changes we have made to support Indigenous, Black and racialized employees which includes listening and learning from them.
2. We will support each other and the organizations we lead in anti-racist and anti-colonial work. This includes things like sharing resources, learning from each other, and having honest conversations about what has worked and what has not worked.

We recognize that these commitments are only a start and that other forms of oppression exist. We hope other leaders will join us in taking concrete steps and action to make lasting and meaningful social change.