

BCPTA Anti-racism Committee (ARC) Annual Report  
2022-2023

Committee members: Natascha Lawrence, Kiilea Saunders Mason, Diane Larsson Nehru, Kaela Blahey

- This year marks the beginning of the Antiracism committee (ARC) with the BCPTA. This year has demonstrated that our new ARC committee is a passionate and supportive group who are honoured to be doing this very important work with the BCPTA.
- We started the year with four members and we are saddened by Natascha's departure from the BCPTA board and from our ARC committee and support her in her future endeavors. We would like to acknowledge all of the incredible time and effort that she has put into the BCPTA anti-racism work- this year and last. She has done a tremendous amount of emotional labour and put her heart and soul into this work. We are so grateful for her presence on this board and she will be greatly missed!
- We have a potential new member that we are in process of building a relationship with and we are always welcoming others who would like to join.
- The committee started the year with providing a documentary for the board to watch and lead a discussion- topics included: privilege, white supremacy, and tone policing.
- Throughout the year the committee has met to:
  - o Discuss and plan what our role is and how we see ourselves supporting anti-racism within BCPTA
  - o Discuss and plan how we want to support the board with this commitment based on overall goals and capacity; explored barriers
  - o Debrief and provide emotional support following board meetings- navigating the many complex pieces that would arise when presenting ARC process and content to board members
  - o Strategize following board meetings based on boards reaction to content/process
  - o Share resources among the committee for our own anti-racism work
- Together we worked to Identify goals of the committee which include:
  - o Reviewing our practices: e.g., reviewing presenter contract, website, etc.
  - o To support the board to be accountable to anti-racism work by re-writing the statement that was released in 2020 in the form of individual actionable commitments that can then be put together at the end of each year to demonstrate the commitments that we've held ourselves responsible to.
    - Our primary focus of these commitments is to ensure that our events and our contact with presenters aligns with these antiracism actionable items. As well as to support the board to integrate anti-racism operationally.
    - What this has looked like:
      - The committee has provided a brief educational piece combined with resources on the topics of Tone Policing and Call-out culture.

- The committee has collaborated in creating a process of board voting in support of anti-racism commitments
  - The committee has supported the board to have conversations about how we will address situations when harm is caused in our events and in our meetings.
  - The committee provided education on Tone Policing to support the board to know how it shows up and to develop the capacity to address when/if it occurs in one of our events; during a board meeting, etc.
  - We have challenged the board to reflect on how white supremacy/white privilege shows up on the board and in meetings
- The ARC committee created personalized Land Acknowledgements based on learnings from numerous local Indigenous resources
  - The ARC committee supported a board member to also create a personalized land acknowledgement that was shared at the play café.
- It was identified that BCPTA board needs to develop a conflict resolution process to support conflict that arises when doing anti-racism work; also identified and collaborated to begin the development of a process for how requests of the ARC are made to reduce conflict as much as possible
- The ARC met with president -outcomes of this meeting include:
  - ARC to create anonymous survey (survey monkey) to send to all current and past BIPOC Board members to ask about their experience on board and hear what they think needs to change. If people would like to speak with us about their experiences, we are also open to setting up time to talk (phone, zoom, etc.)
  - ARC to create anonymous survey (survey monkey) to send to board members as way of checking in on anti-racism work. If people would like to speak with us about their experiences, we are also open to setting up time to talk (phone, zoom, etc.)
  - Need a discussion with Board about what a process of conflict resolution should look like when there is conflict/disagreements between committees
- ARC committee members also attended board meetings and events throughout the year
- We are thankful to the board for their ongoing commitment to this important work and we are looking forward to another year. If you or anyone you know would like to join the ARC committee or if you have comments/questions/concerns please email [BCPTAantiracismcommittee@gmail.com](mailto:BCPTAantiracismcommittee@gmail.com)