

ARC Annual Report 2024-2025

- ARC Committee
 - o ARC committee is made up of Natascha Lawrence, Monica Bhatara, Crystal James, Diane Larsson Nehru, Kaela Blahey, and Kiilea Saunders Mason (currently on mat leave)
 - o One ARC member Diane Larsson Nehru is stepping down from her position on ARC. Diane has been a valuable member of ARC for a number of years and is outspoken in her advocacy for equity-deserving groups. Thank you Diane for your sharing, your passion, and your valuable contributions to ARC.
 - o One ARC advisor Monica Bhatara is stepping down from her position in ARC- thank you to Monica for your meaningful contributions to this year's ARC work, we look forward to seeing you further anti-racism initiatives in your other roles on the BCPTA board.
- ARC held six meetings this year.
- Accountable Space Guidelines
 - o ARC welcomed two new advisors to the committee this year and therefore our Initial meetings focused on building safety within ARC. Through this work one of our ARC advisors introduced us to an article called "Safe and Brave Spaces Don't Work (and What you can do instead)" by Elise Ahenkorah which is an article that speaks about the value of what is called "accountable spaces"- which she differentiates from previously popularized "safe spaces" and "brave spaces". This article also outlines the Accountable Space Guidelines developed by UCLA. ARC integrated these guidelines into our ARC meetings as well as brought them forward to the board, who also agreed to integrate these into the board's practice and more broadly into all BCPTA events - including our book club. ARC attempted to organize a training with the author Elise Ahenkorah but unfortunately, this was outside of the ARC budget. If you would like more information on this please visit:
<https://medium.com/@elise.k.ahen/safe-and-brave-spaces-dont-work-and-what-you-can-do-instead-f265aa339aff>
 - o As an alternative training with similar expected outcomes, ARC is looking to move forward with another training brought forward by one of our ARC advisors called Bystander Intervention Training. The board has agreed to move forward with this training for board and committee members. For more information visit:
(<https://www.icavictoria.org/community-services/tools-for-equity/bystander-intervention-training/>) the Inter-Cultural Association of Greater Victoria.
- ARC Survey
 - o BCPTA is now at a juncture where we are wanting to prioritize inclusion, safety, and representation of members of equity-deserving groups, and have a new mission statement that reflects this. To support the BCPTA to better align with our mission statement and to improve our processes and member experiences, ARC created a survey to collect relevant information from past and current board members and

members. The survey was sent out to the BCPTA mailing list in January 2025 and data was collected until March 2025. We received 76 responses to the survey and have moved into our data analysis/review work. Thank you for your participation in this survey! Information gathered from this survey will be summarized and recommendations shared with the board in the next year with initiatives derived from this survey conveyed to members when available.

- ARC Website Page
 - o ARC is looking forward to having a designated page on the BCPTA website. Among other resources and information shared on this page, ARC will be creating a 'important dates' calendar for events relevant to anti-racism and play therapy. We will also be teaming up with local organizations/businesses to highlight a children's book (or toy) that coincides with the important dates of that month.
- Additional Tasks completed this year:
 - o ARC provided recommendations to the board on a scholarship structure to increase accessibility of BCPTA events
 - o ARC advocated for sliding scale rates for equity-deserving groups.
 - o ARC provided suggestions of organizations for BCPTA to donate to.
 - o Research into grants that would be available for ARC initiatives.
 - o ARC made recommendations to the board for the book club to have an affinity group and two ARC advisors have volunteered to facilitate those groups.
 - o ARC has written a mission statement specific to ARC - to be finalized next year.
 - o ARC met with the Education committee to make suggestions for presenters.
 - o To further ARC initiatives we are seeking to get a better picture of who BCPTA members are and will be adding demographic information questions onto membership registration.
 - o ARC connected with a professional in the community who supports organizations to work through relational dynamics that may be hindering progress. The board will be voting on this item in the upcoming months.
- We look forward to the upcoming year!

If you have any ideas or feedback for ARC please email us at

antiracismcommittee@bcplaytherapy.ca