



## Why have a Community Anti-Racism Strategy?

- We live in a vibrant and diverse community that continues to grow and evolve.
- Our research showed us that racism is a problem, and we need to take action to make things better.
- We want everyone who lives, works, and plays in the Shuswap to feel a sense of belonging.
- We need a collaborative plan on how to create education, awareness and change in our community.

## How was this Strategy Developed?

Feedback came from five community partners and the following:



# The Strategy: 7 Goals



**1. Respectful Engagement with Indigenous Communities:** Ensuring Indigenous leadership and engagement is upheld.



**2. Education and Literacy:** Implementing joint equity diversity and inclusion (EDI) and Truth and Reconciliation training across partner organizations.



**3. Representation and Voice:** Continuing to use advisory groups and arts-based methods to amplify systemically excluded voices.



**4. Policy and Practice:** Supporting organizations in developing inclusive policies and safe reporting mechanisms.



**5. Community Engagement:** promoting cultural awareness through events, festivals and school-based initiatives.



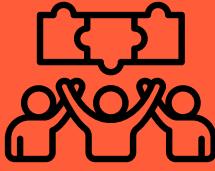
**6. Support and Empowerment:** providing tools and resources to help newcomers and racialized individuals navigate discrimination.



**7. Sustainable Funding:** securing long-term financial support to ensure the Strategy's implementation and growth.

## What does this mean for the Shuswap?

### Continued Advisory Council



Advisory council of racialized individuals to honor lived experience

### Free Workshops to Learn More



Provide Equity, Diversity and Inclusivity training and Truth and Rec workshops

### Awareness of Community Protocol



Gather community partners to learn how to collectively respond to racism

### Identify Policy Gaps



Create a checklist for organizations to create stronger policies

Be part of this initiative! Contact [lipc@socialplanning.ca](mailto:lipc@socialplanning.ca) for more info.

*Through collective action, we can create lasting change.*