



Canada's LGBTQ2+ Archives

## Historical Inequities Community Consultation

November 25, 2020

7 pm via Zoom

Since the release of our 2018–2022 Strategic Plan, The ArQuives has been working to address our six priorities, including several priorities that focus on Diversity and Inclusion at The ArQuives. You can read more about our Strategic Plan here:

<https://arquives.ca/about-us/strategic-plan/>.

As part of these actions, the Board of Directors has developed a Historical Inequities statement surrounding collecting at The ArQuives over the past 47 years. We invite you to join us on November 25 at 7 pm for community consultation and discussion around the statement. You can register in advance for this event by going to:

[https://us02web.zoom.us/meeting/register/tZlpcu6upzMsHNYqgOsn20eq3pFx7lr\\_OWPw](https://us02web.zoom.us/meeting/register/tZlpcu6upzMsHNYqgOsn20eq3pFx7lr_OWPw)

After registering, you will receive a confirmation email containing information about joining the meeting.

The event will be open to the general public and be moderated by Terri Brennan of Inclusive Voices Inc. The evening will begin with a short presentation from a member of The ArQuives' Board, where they will outline the intentions of the statement, how the statement was developed, what the ongoing plans are surrounding diversity, inclusion and anti-racism action moving forward. A moderated question period will follow, where we hope to solicit feedback from the community on the statement and the planned actions. Following the public event, the Board will finalize the statement, and it will be made available on The ArQuives' website and social media.

This statement and public consultations are only a part of the actions that The ArQuives has planned in the coming years. Many activities will continue to occur in 2021-2022, including an independent audit and review of our holdings, developing a more inclusive collection plan, and continued community outreach.

Should you have any questions about the process or the event, please contact the board at [board@arquives.ca](mailto:board@arquives.ca).



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**Draft Statement for Community Consultation:**

The ArQuives recognizes that both archives and archival practice originate from relations of power, including colonialism, racism, white supremacy, ableism, heterosexism, cis-centrism, and other forms of violence. Community archives, such as The ArQuives, can reinforce structural inequities in one area while working against them in another. We recognize and value the dedication and tireless archival activism of The ArQuives' founding generations, whose unpaid labour has resulted in one of the world's largest LGBTQ2+ archives. At the same time, we recognize that the history of The ArQuives as initially an archive of white gay liberation founded in 1973 has meant that our organization has represented mostly white, cis, and gay men's perspectives. We acknowledge that this organizational history has meant that not all aspects of LGBTQ2+ history in Canada have been included in our work. In particular, we recognize that Black, Indigenous, people of colour, trans, non-binary, bi-sexual, women, and disabled LGBTQ2+ folks have experienced archival erasure and marginalization regarding what and how The ArQuives has collected and programmed over the years.

We know that some records will never be able to be recovered. We also understand that many LGBTQ2+ community members and groups have not felt safe to pass their records to The ArQuives due to this history. We also understand and respect that we cannot fully rectify this archival erasure. We are actively working to ensure that these systemic forms of marginalization do not continue through hiring practices, volunteer outreach, outreach to communities underrepresented in our collections, funding new projects, and community-specific programming. The ArQuives welcomes engagement and participation from all LGBTQ2+ people now and in the future.

The ArQuives acknowledges and recognizes the work of volunteers and staff who have contributed to The ArQuives while not seeing themselves represented in the collections. Additionally, we recognize the LGBTQ2+ communities and our members who have called The ArQuives to redress these inequities.

In 2017, The ArQuives identified the diversification of our collections, staff, and volunteers as a critical priority in our five-year Strategic Plan. This plan was set into action with the name change, which took place in 2018-2019. In 2020, the Board implemented an Anti-Racism and Inclusion plan which provides review and creation of policies and procedures that will be more accessible to the public for transparency, education and learning opportunities for the Board and volunteers, and the development of a conflict resolution process.