

THE ARQUIVES

Canada's LGBTQ2+ Archives

On June 4, 2020 a group of concerned volunteers brought forward a letter outlining systemic barriers within The ArQuives related to racism and oppression (**see *Concerned Volunteer Letter***). Due to lingering concerns about the relationship between political advocacy and our charitable status, the Board acknowledges that we have been hesitant in responding to recent issues such as:

1. Pride Toronto's handling of the Black Lives Matters demands of Pride Toronto (2016)
2. Toronto Reference Library's refusal to cancel the transphobic Meghan Murphy talk (2018)
3. And most recently the Black Lives Matters protest (2020)

We also acknowledge that The ArQuives needs to do more to address structural inequalities within our organization, particularly regarding anti-Black racism. Moving forward, we are committed to making necessary changes to address these concerns. The Board supports the ED in her leadership, especially her efforts to communicate the concerns of volunteers, staff, and community members to the Board. We've consulted with legal counsel and peer organizations and have learned we have much greater latitude in taking public positions than has previously been the case, and we commit to being more proactive and timely regarding requests for statements of solidarity in the future. The Board recently discussed anti-racism action items from the concerned community members and have committed to completing an 18-point action plan in a timely manner (**See *Board Anti-Racism Action Plan***). The action plan includes committing to making a statement about historical inequities at The ArQuives which will be completed by September 30; instituting a third-party Anti-Racist training for all Board members, staff, and volunteers; and creating policies and systems that will streamline communication(s) within The ArQuives. We welcome your participation and engagement in making our organization a more welcoming and inclusive space for all members of the LGBTQ2+ community, in particular Black and other racialized queer, trans, and non-binary people.

Should you have any concern or questions, please do not hesitate to bring forward your concerns to Marcos Persaud:
vicepresident@clga.ca

Thank you,

Marcos Persaud
Vice President

Board Anti-Racism Action Plan (Simple Version):

Item #	Related Request	Due Date	Status	Action Item
1	3	June 30, 2020	Complete	To reach out and obtain information from legal counsel / arrange for legal counsel to attend a Board meeting in order to understand "advocacy" restrictions in non-profits and to move this item forward.
2	3	Debrief to be scheduled	On-track	Board to move this item forward, clarify the legal implications of taking stances, and develop a procedure for responding to requests for public stances. Dennis Findlay (Board Co-President) to also have Board trained/presented with info.
3	4.1	September 22, 2020	On-track	It was suggested that the outcome of this work would include a statement/policy and an action plan with actionable items/milestones.
4	4.2	September 22, 2020		A discussion ensued concerning volunteer self-identification during the application process, as well as in job postings.
5	4.3	July 31, 2020 Update: TBD	On-track	Short Term -Third-party Anti-Racist training Board Members and Staff Update: Reviewed consultants and are booked till December/January will continue to source.
6	4.3	July 31, 2020: Update: TBD	On-track	Long Term - Third-party Anti-Racist training Volunteers, recurring Update: Reviewed consultants and are booked till December/January will continue to source.
7	4.4 & 4.5	August 17, 2020		It was agreed that before the new website is up, there should be some interim means by which policies and stances are made accessible publicly online. (Google Doc linking certain policies for public use)
8	4.4 & 4.5	September 22, 2020		Public policies will be published on our new website.
9	4.4 & 4.5	September 22, 2020		Point person, to meet with volunteers, staff, and members--and to eventually have office hours--as a way of supporting experiencing microaggressions or other forms of discrimination.
10	4.6 & 4.7	June 5, 2020	Complete	The Board has added contact information to the Contact Us section of the website so that volunteers can reach the Board directly. Dennis invited all present to contact him personally via email.
11	4.6 & 4.7	Monthly	On-track	Announcing Board meetings and expressing that people are invited to come and observe and participate.
12	4.6 & 4.7	September 22, 2020		Create contact list so that people can opt in and share things; one will be staff-run and the other internally shared.
13	4.8	June 15, 2020 Update: July board meeting	Complete	At the next Board meeting, scheduled an action item for the Board to debrief and do a retrospective on this situation. Update: July Board meeting to review action items and approve them for review at every Board Meeting Board Agenda Item: 5.1 July
14	5	Ongoing	On-track	Marcos Persaud, Board member, to take a lead on coordinating communication between staff and communication leads.
15	5	TBD		A meeting between Comms volunteers, Social Media volunteers, and ED.
16	5	Monthly	Complete	Jordan Saroya (Admin Assistant) to restart the monthly email updates that Carmen used to send to members.
17	6	Ongoing -Annual Review		Planned initiatives for both archival projects and community support for queer, trans, and non-binary BIPOC communities.
18	6	Ongoing -Annual Review		How will visibility be increased? (i.e. at The ArQuives through exhibitions such as Legacies in Motion)

*Note that this is a working document and will be updated accordingly. **Will be monitored on a monthly basis

Letter Request #	Request
3	Legal Implications of Taking a Stance.
4.1	A formally articulated and published stance on what The ArQuives will strive to be that is publicly available, with respect to inclusion in both the Queer and volunteer communities and their intersections.
4.2	That the Board adopt a policy that explicitly articulates an Anti-Racist stance.
4.3	"A third-party Anti-Racist training for all Board members, staff, and volunteers."
4.4	"Action items on what The ArQuives will do to support the Black community, especially the LGBTQ2+ Black community."
4.5	"How to support BIPOC volunteers and staff, regarding inclusion, equality, and their voiced concerns on the issues of Race."
4.6	"Reiterate that the onus should not be on unpaid volunteers to contact the Board on issues when the Executive Director is meant to represent the Board."
4.7	"Creation of policies and systems that will streamline communication(s) between volunteers to staff then to the Board of Directors."
4.8	"Complete transparency regarding the solidarity statement requests brought forward and the process that was taken to address the initial concerns."
5	Social Media & Communications Leads
6	Additional Items