

STATEMENT OF ANTI-RACISM & COMMITMENT



FAMILY SERVICES
of Greater Vancouver

November 2020

Family Services of Greater Vancouver recognizes that our work takes place on the traditional, ancestral, and unceded territory of the Coast Salish peoples, including the Xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), Selílwitlh (Tseil Waututh), Qayqayt, Katzie, Kwantlen, Kwekwetlem, Semiahmoo, and Tsawwassen First Nations. We are grateful to the Indigenous Peoples of these nations who have originally and naturally cared for these lands since time immemorial.

As a social and community service organization, we recognize the roots of oppression embedded in patriarchy and colonialism. We recognize the use of coercive and discriminatory policies and laws as a tool to continue the oppression of marginalized groups. We acknowledge the ingrained and systemic racism and xenophobia that has existed and continues to breathe throughout institutions, government structures, non-profit and for-profit organizations. This has included the intentional apprehension of Indigenous children from their families, the systemic erasure of Indigenous culture and traditions by means of residential schools and hospitals, and the overrepresentation of Indigenous Peoples, Black people and people of colour in correctional facilities.

We stand and applaud Black people, people of colour and Indigenous Peoples and thank them for their patience, resilience and strength. And in doing so we also acknowledge the challenges for those facing other inequalities including women, persons with disabilities, queer, trans and two-spirit people.

We strive to do the work of anti-racism by:

- *Acknowledging that we are stronger, mission aligned and more impactful when, at all organizational levels, our people are diverse and representative of the individuals and families that we serve*
- *Prioritizing diversity, equity and inclusion in our recruitment and employment policies, by recognizing and valuing varied experience and learning along with academic achievements*
- *Modifying relevant organizational policies, as well as program names and other conventions, to best live diversity, equity and inclusion within our agency; not accepting or ignoring racist comments or behaviours toward or by staff, volunteers or those we serve*
- *Recognizing, addressing and eradicating all forms of racism and ethnic oppression*
- *Building our relationship with our local First Nations communities in a way that supports trust and healing*
- *Recognizing that a land acknowledgement is only a start to the required ongoing and intentional work of learning, unlearning, listening and reflecting; paying equitably our elders, facilitators and those who engage with our organization to teach us*

Our Commitment:

1. *To individual and organizational exploration and examination of implicit bias and systemic disadvantage/oppression that our clients and staff face.*
2. *To develop and implement strategies and best-practices that dismantle racism within all aspects of our agency, community and society.*
3. *To work towards the recognition of the impact of colonial practice and more importantly, its disruption, by centering the experiences of Indigenous Peoples and learning from Indigenous knowledge and practices to increase accountability and to be in solidarity with Indigenous Peoples.*