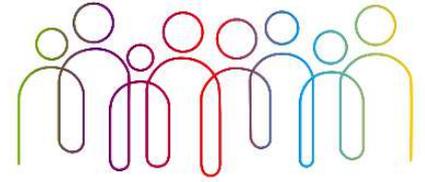


CHARTER AGAINST RACISM

IN FRANCOPHONE ORGANIZATIONS IN BRITISH COLUMBIA:



The fight against racism is part of a collective effort to create a more open, welcoming and safe community. It is part of a community-wide reflection on issues of diversity, equity and inclusion and on issues of reconciliation with Aboriginal and Métis communities.

The Anti-Racism Charter proposed for signature to all the French-speaking organizations of British Columbia that wish to be a part of a proactive approach in favor of cultural diversity and antiracism.

- ❖ **Recognizing the importance and richness of cultural diversity**, including its ethnic and social components, for the development and vitality of the Francophone community in British Columbia;
- ❖ **Recognizing the inclusion of cultural diversity as an essential value** for social cohesion and a community where everyone has a full place;
- ❖ **Recognizing the presence of discrimination based on racialized group membership** within British Columbia's Francophone organizations.

AS A FRANCOPHONE ORGANIZATION IN BRITISH COLUMBIA, WE AFFIRM OUR COMMITMENT TO:

- ✓ **Promoting the representation of cultural diversity** in our governance bodies and human resources, both paid and volunteer, at all levels of responsibility, in order to achieve the "30% objective" recommended by the Federal Anti-Racism Secretariat Raising awareness.
- ✓ **Educating and equipping** our human resources and the members of our governance bodies in the area of cultural diversity and inclusive, non-discriminatory and anti-racist practices.
- ✓ **Raising awareness, training and equipping** our human resources managers to implement inclusive, non-discriminatory and anti-racist practices in all aspects of our human resources policies.
- ✓ **Providing inclusive leadership** by building on our inclusive approach and communicating our commitment to staff members, our governance bodies and the community we serve.
- ✓ **Developing and implementing** a policy of inclusion of cultural diversity, adapted to the specificity and reality of our organization.
- ✓ **Following up on the achievement of the identified objectives** regarding the inclusion of cultural diversity and sharing the results with staff members and governance bodies.

WE RECOGNIZE THE ROLE OF THE FFCB in the implementation and monitoring of this Charter, particularly in the coordination of consultation, the sharing of practices, the provision of resources in the fight against racism and the inclusion of cultural diversity.

Name of the signatory organization:

Name and title of the signatory person:

Signature

Date