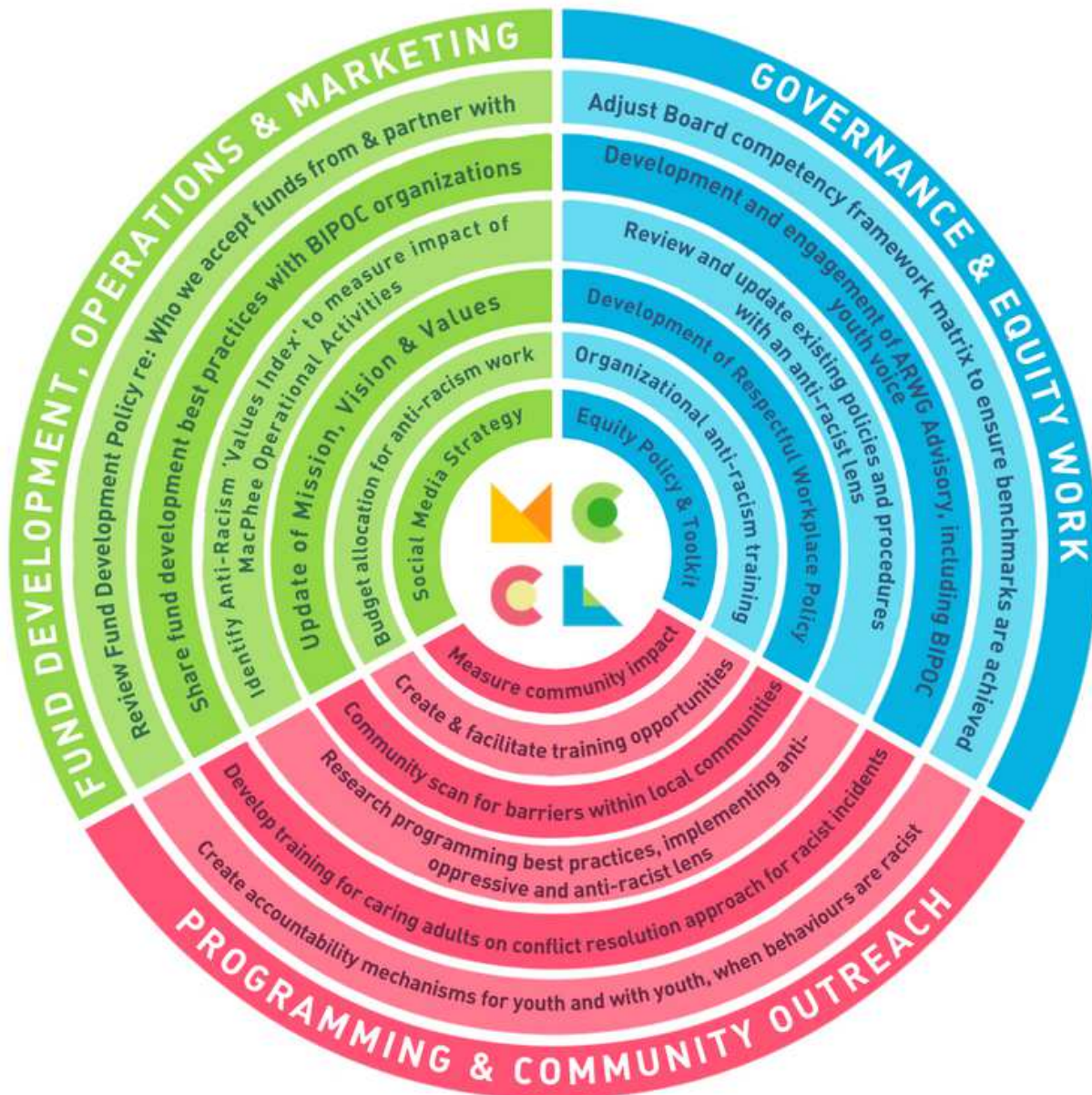




MacPhee Centre for Creative Learning

Anti-Racism Working Group
Organizational Commitments
Progress Report
April 2022



In July of 2020, community members, advocates, and activist, thought leaders, and staff came together to discuss the ways that the MacPhee Centre for Creative Learning could work towards becoming an actively anti-racist and anti-oppressive organization. Below is an overview of the steps that the organization has taken to date towards these commitments as well as the areas for continued and ongoing action.



MacPhee Centre for Creative Learning

**WE DESIGNATED
POSITIONS FOR
BIPOC COMMUNITY
MEMBERS AND
HIRED PERMANENT
STAFF POSITIONS**

**WE HAVE AN
EQUITY
STATEMENT
TO GUIDE
ORGANIZATIONAL
DECISIONS**

**WE OFFER
FREE RENTALS
TO BIPOC
ORGANIZATIONS
& CREATIVES**

**WE
CONSISTENTLY
HIRE AT LEAST
50% BIPOC
FACILITATORS
EACH TERM**

**WE COLLECTIVELY
ATTENDED OVER
100+ HOURS OF
TRAINING
RE: EDUCATION,
AWARENESS, &
ADVOCAY**

**WE HAVE A
RESPECTFUL
WORKPLACE
POLICY**

**WE HAVE NOT
UPDATED THE
MISSION, VISION, &
VALUES TO
REFLECT THE
ORGANIZATIONS
COMMITMENT TO
BECOMING ACTIVELY
ANTI-RACIST**

**WE HAVE NOT
IDENTIFIED ANTI
RACISM 'VALUES
INDEX' TO
MEASURE IMPACT
OF OPERATIONAL
ACTIVITIES**

**WE HAVE NOT
IMPLEMENTED
ACCOUNTABILITY
MECHANISMS
FOR YOUTH
WHEN BEHAVIOURS
ARE RACIST**

**WE HAVE NOT
REVIEWED
EXISTING FUNDERS
WITH AN EQUITY
LENS**

**WE HAVE NOT
ESTABLISHED
FUNDING
PARTNERSHIPS**

**WE HAVE NOT
DEVELOPED
AN ARWG
ADVISORY**