BRITISH COLUMBIA'S

ANTI-RACISM
DATA COMMITTEE

SADE
ALEXIS

Sade Alexis is a Black woman artist, writer, and educator; and moves through the world as both the descendent of stolen people (enslaved Africans, and indentured Indians), brought to stolen lands (Trinidad and Grenada), and of settlers, who have benefitted from the domination and colonization of the land (Turtle Island) and the people. Sade was born and raised in so called "vancouver" and has come to know land that has been loved and cared for by xʷməθkʷəy̓əm, Sḵwx̱wú7mesh, səlilwətaɬ people.

Sade's art practice revolves around using bright colours, tropical flora and fauna, and intricate patterning as a way to celebrate and uplift Black experiences. Sade views art making as something that should be accessible to all people and is passionate about bringing fine art to Black and Indigenous communities who are so often excluded from arts spaces.

BRITISH COLUMBIA

EXECUTIVE SUMMARY

Systemic racism, a persistent and complex web of discriminatory practices embedded within institutions and policies, continues to be a significant challenge in Canada. British Columbia boasts of its progressive ideals, yet Indigenous Peoples and racialized communities, with their rich heritages and diverse perspectives, still encounter barriers. These vibrant communities deserve equitable access to government services, public programs, and a fair justice system. Disparities exist, evident in areas like public service representation, health-care experiences, and interactions with law enforcement.

While the Anti-Racism Data Act (ARDA) in 2022, marked a step forward, it's important to acknowledge the years of qualitative data collection undertaken by Indigenous and racialized communities themselves. These vital efforts, often documented through oral histories, community reports, and advocacy work, provided crucial insights into the lived realities of systemic racism. ARDA aims to build upon this foundation by establishing a framework for the safe collection, use and disclosure of quantitative data for the purposes of identifying and eliminating systemic racism and advancing racial equity in the Province's programs and services. By combining these two approaches, the hope is that evidence-based solutions address not just the quantitative trends, but also the qualitative experiences that have long been documented by those most impacted.

The Anti-Racism Data Committee (ARdC) was formed as a working committee empowered to be more than just advisors. The ARdC collaborates with the Government of British Columbia on commitments under the ARDA. The establishment of the ARdC also reflects a commitment to transparency and accountability to provide a clear picture to the Government of British Columbia of the challenges faced by Indigenous and racialized communities.

While the Government of BC is committed to collecting and analyzing data on racial disparities, the ARdC has, and continues to provide feedback regarding how the collection and analysis of data on racial disparities be treated to provide a clear picture of the Indigenous and racialized communities' experiences. This data will illuminate how policies and practices, even those designed with good intentions, can have unintended consequences that disproportionately impact these groups. This knowledge will inform policymakers and advocates to work collaboratively toward dismantling systemic racism and building a more equitable society for all people in British Columbia.

This progress report covers ARdC's work from October 2022 to April 2024.

ESTABLISHMENT OF THE ANTI-RACISM COMMITTEE

British Columbia's Anti-Racism Data Committee (ARdC) is a crucial component of the province's [Anti-Racism Data Act (ARDA)](). Established in September 2022, the committee plays a vital role in working with the Government of BC to dismantle systemic racism within government programs and services. The members of the ARdC were selected through a public application process. Here's a breakdown of the key points:

SELECTION PROCESS:

➤ Open call: Nearly 160 individuals applied to join the committee, demonstrating significant public interest and engagement in the initiative.

➤ Selection criteria: Applicants were evaluated based on their expertise in areas like anti-racism, data analysis, and community engagement. Additionally, representation from diverse Indigenous and racialized communities and geographic regions across B.C. was prioritized.

➤ Selection committee: A dedicated selection committee, comprised of officials and individuals from the Ministry of Citizens' Services, Ministry of Attorney General and the Crown Agencies and Board Resourcing Office, reviewed applications and shortlisted candidates based on the established criteria.

OUTCOME:

➤ Eleven members: From the pool of applicants, eleven individuals were chosen to form the inaugural ARdC.

Overall, the selection process aimed to create a committee with diverse perspectives and expertise, ensuring it effectively reflects the communities most impacted by systemic racism and contributes meaningfully to achieving the goals of the ARDA.

REASONS FOR THE ANTI-RACISM DATA COMMITTEE'S EXISTENCE:

➤ Informed decision-making: The ARdC aims to ensure that data initiatives under the ARDA are informed by the lived experiences and expertise of Indigenous Peoples and racialized communities. This helps to avoid perpetuating biases and ensures data reflects the realities faced by these groups.

➤ Alignment with broader goals: The ARdC's work aligns with ARDA's overarching goal of identifying and dismantling systemic racism in government programs, policies, and services. By providing insights and guidance, the ARdC helps ensure that ARDA effectively addresses racial disparities and promotes racial equity.

➤ Community engagement: The ARdC fosters ongoing connection and collaboration with racialized communities, ensuring their voices are heard and their perspectives are incorporated into the data initiatives under ARDA. This helps build trust and transparency while ensuring the data reflects the needs and concerns of the communities most impacted by systemic racism.

MEET THE ANTI-RACISM DATA COMMITTEE MEMBERS

JUNE FRANCIS LLB, PHD

Committee chair, Co-founder, Co-Laboratorio (CoLab Advantage Ltd.) and Director of the Institute for Black and African Diaspora Research and Engagement, Co-founder of the Black Caucus at SFU and a Professor in the Beedie School of Business at SFU

Francis is an advocate for equity, diversity and inclusion for racialized groups. She is chair of the Hogan's Alley Society, whose mission is to advance the social, political, economic and cultural well-being of people of African descent through the delivery of housing, built spaces and programming. She is also director of Simon Fraser University's (SFU) Institute for the Black and African Diaspora Research and Engagement, whose mandate is to strengthen the links between scholarly research, policy and practice related to multicultural and diaspora communities and their role in building innovative, sustainable and inclusive initiatives.

Her research focuses on the intersection between racism and the academy and markets and marketing, diversity, inter-culturality, leadership and participatory engagement approaches and community impact, COVID-19 with vulnerable and excluded groups as well as the advancement of non-traditional intellectual property law, including traditional knowledge related to community well-being and cultural and human rights.

DONALD CORRIGAL

Cultural wellness manager, Métis Nation BC

At Métis Nation BC, Corrigal is responsible for liaising with the health-care industry on a variety of issues, including the implementation of recommendations from the In Plain Sight report, the Missing and Murdered Indigenous Women and Girls report, and the Truth and Reconciliation Calls to Action report.

He has worked in environmental public health since 1976 and worked with various committees in the B.C. Interior during the COVID-19 pandemic on issues of access and discriminatory and racist incidents at COVID clinics.

JACQUELINE QUINLESS

PhD, Data Justice Advocate, QRG

A public sociologist and BIPOC researcher, Jacqueline is a biracial person of Indian ethnicity (Secunderbhad/Hyderbhad) and Irish/British Ancestry living on the traditional and ancestral territories of the Lekwungen speaking peoples, Wsanec and Esquimalt Nations on Vancouver Island with her children.

Jacqueline holds a PhD in Sociology with a focus on the health, inequality, anti-racism, intersectionality, decolonizing data, applied statistics and gender from the University of Victoria. Jacqueline spent 10 years working for Statistics Canada in the Gathering Strength Initiative and has taught data analysis extensively in Indigenous communities across Canada and Inuit Nunangat for two decades. She has worked extensively in Black, Indigenous and People of Color communities for more than 20 years using gender-based analysis (GBA+) and socio-economic and well-being measurement and indicators frameworks.

In 2013, she was recognized by the Canadian Sociological Association and the Angus Reid Foundation for her community-based research that has advanced human welfare for Indigenous peoples in Canada. Jacqueline also completed a data fellowship during her postdoctoral work with the Council on Library and Information Resources (CLIR) in Washington DC and the University of Victoria where she focused on research data management practices, ethics and data curation. She is an adjunct professor in Sociology, and an associate faculty at the Centre for Indigenous Research and Community Engagement (CIRCLE), at the University of Victoria.

She enjoys teaching undergraduate and graduate course at the University of Victoria and Camosun College on Vancouver Island.

SHIRLEY CHAU
B.S.W., M.S.W., PH.D.

Associate Professor, School of Social Work, UBC Okanagan

Chau lives and works as a settler on the ancestral, traditional, and currently occupied lands of the Syilx Okanagan people, who are residents and stewards of these lands since time immemorial. Chau was co-chair of the University of British Columbia (UBC) President's Task Force on Anti-Racism and Inclusive Excellence (2021-2022) and a former chair and co-chair of the Race, Ethnicity and Cultural Issues Caucus of the Canadian Association of Social Work Education (CASWE-ACFTS).

She serves on the United Against Discrimination Coalition Committee in Kelowna, where her focus is to monitor and problem-solve on issues related to discrimination and hate, and intersectional discrimination based on Indigeneity, gender, sexual identity, religion, age, racial-linguistic, ethnicity, and other identities and factors in the Thompson Okanagan region of BC.

MARION ERICKSON

Research Manager, Health Arts Research Centre, Dakelh Language Instructor at UNBC

Marion Erickson is a Dakelh woman from the community of Nak'azdli and is a member of the Lhts'umusyoo (Beaver) Clan.

Erickson is a PhD in Health Science Student at the University of Northern British Columbia (UNBC). Marion Erickson has been teaching against anti-Indigenous racism in healthcare in her role as the Research Manager at the Health Arts Research Centre within UNBC Faculty of Medicine since 2018.

Throughout Marion's experiences, Marion has recognized that the health and well-being of Indigenous people are connected to the health and well-being of the land. Marion also recognizes art as a way of storytelling and that this storytelling is a way to build relationships within our northern communities. This relationship building is necessary to work collectively towards actively addressing health inequalities in the north.

DALJIT GILL-BADESHA

Executive Director, SACH & Instructor, SFU

With more than 25 years of senior leadership in the non-profit and public sectors, Gill-Badesha brings expertise in executive management, research, knowledge mobilization, and policy development for children and youth, seniors, immigrant and refugee settlement, and accessibility and inclusion portfolios.

She has developed award-winning, large-scale initiatives and strategies for long-term community planning and led changes in policies to make data collection and reporting more accessible within local government and add accountability measures on data related to racism and hate.

JESSICA (T'ɬISALA) GUSS

Leader of strategic initiatives in Indigenous Health for Health Quality BC

Guss has over 20 years of experience in business administration and management, with a focus on Indigenous health and wellness for the past 10 years. She is of mixed ancestry, including the Haida, Xaxli'p, Xwisten, and Squamish Nations, as well as mixed European descent.

Guss's work has honed her skills in policy standards, process development, and analysis, particularly in advancing Indigenous specific anti-racism strategies and objectives.

Her traditional name is t'ɬisala (Kwak\'wala, for 'brings light to others'). She excels in evaluating cultural safety initiatives and aligning data documentation with provincial measures, with a strong passion for Indigenous data sovereignty.

ELLEN KIM

Equity and inclusion consultant

Kim is a settler of Korean ancestry living on the unceded, traditional territories of the xʷməθkʷəy̓əm, Sḵwx̱wú7mesh and səlilwətaɬ Peoples. She is an equity and inclusion consultant and has worked with governments, businesses, universities and non-profit organizations with a focus on racial equity and justice. Prior to this, she was a frontline community worker for 10 years, working primarily with people marginalized by housing insecurity and homelessness, poverty, colonization and war.

Kim co-leads a grassroots collective that collects, analyzes, tracks and shares community-sourced data on anti-Asian racism and its impacts. They have documented its rise across the country and have worked to shift the national discourse on the invisibility and denial of anti-Asian racism.

ZAREEN NAQVI

Director, Institutional Research and Planning, Simon Fraser University

Naqvi completed her PhD in economics at Boston University and worked as an academic and international development professional at the World Bank.

She leads the equity, diversity and inclusion data working group at SFU and co-chairs the data governance council and other related projects. She is passionate about improving data access to ensure vulnerable groups are well represented in public services and higher education.

SMITH ODURO-MARFO

Oduro-Marfo holds a PhD in political science from the University of Victoria. His area of academic interest since 2016 has been in issues of privacy, data protection, surveillance and identification systems.

He is the lead author and researcher for the Black in B.C. report funded by the B.C. government and released in February 2022. He has been on the advisory committee for Ending Violence Association of B.C.'s anti-racism and hate response program and is a member of the Greater Victoria Police Diversity Advisory Committee.

Lead author and researcher, Black in B.C. report

SUKHI SANDHU

Sandhu is a community activist and for the past 25 years has been a strong advocate for Anti-Racism. He is the founder of the Equity Project, currently retained by Sport Canada as an external consultant to lead a Racial Equity and Anti-Racism Environmental Scan, which will include highlighting current gaps, researching best practices and providing recommendation for implementation.

Sandhu has completed his Masters in Diversity, Equity and Inclusion at Tufts University in Boston, with his graduate research focus on Advancing Racial Equality within Match Officiating in English Football. He is also a founding member of Wake Up Surrey, a grassroots community organization formed in 2018 in response to increasing gang violence and targeted shootings involving South Asian youth. His group highlighted the need for a racial equity lens to this multi-faceted social problem and participated in more than 150 meetings with all levels of government, policing authorities, community stakeholders, educators, mental health experts and victim families.

Co-founder, Wake Up Surrey; Masters in Diversity, Equity and Inclusion, Tufts University

In 1997, Sandhu also chaired the Intercultural Inclusivity Task Force for the City of Surrey whose report was the recipient of the National Race Relations Award and a template for many Parks and Recreation Departments on effectively outreaching and engaging with diverse ethnic communities. Sandhu has many years of experience in global sports management including working at the FIFA World Cup, Olympic Games and Commonwealth Games.

CONNECTION TO THE ANTI-RACISM DATA ACT
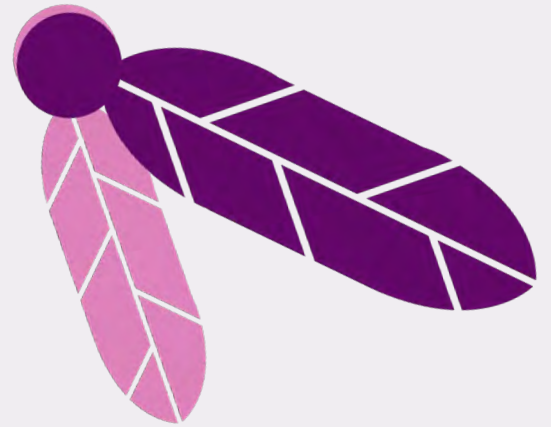
The Anti-Racisim Data Committee (ARdC) assists the Government of British Columbia in releasing statistics and other information related to systemic racism and racial equity by providing input and reviewing draft material to mitigate community harm before it is published. This information transparency is crucial for holding the Government of BC accountable and monitoring progress towards achieving racial equity.

The ARdC's work contributes to the broader objectives of ARDA, which include:

➤ Enabling the safe and ethical collection and use of personal information for anti-racism purposes.
➤ Promoting public education and awareness about systemic racism and racial equity.
➤ Establishing a framework for ongoing data collection, analysis, and reporting on systemic racism in government programs and services.

By working collaboratively with the Government of British Columbia and aiming to engage with Indigenous Peoples and racialized communities, the ARdC plays a significant role in advancing British Columbia's efforts to dismantle systemic racism in government programs and services to achieve a more equitable society for all.

THE ANTI-RACISM DATA COMMITTEE'S MANDATE

The ARdC's primary mandate revolves around ensuring that the implementation of the ARDA is:

➤ Informed by the lived experiences and expertise of racialized communities. This fosters inclusivity and ensures that ARDA addresses the specific needs and challenges faced by these communities.

➤ Aligned with the broader goals of the legislation. These goals involve identifying and eliminating systemic racism within government programs, policies, and services, and ultimately advancing racial equity across the province.

➤ Characterized by continuous connection and collaboration with Indigenous Peoples and racialized communities. The ARdC actively seeks engagement and feedback from these communities to ensure their voices are heard and inform its decision-making processes.

ANTI-RACISM DATA COMMITTEE'S ANTI-RACIST PRACTICES IN ACTION

The Anti-Racism Data Committee (ARdC) actively demonstrates a commitment to anti-racism principles throughout its practices and internal culture, offering a model for broader government change. Here's a detailed breakdown of their key approaches to meetings:

DIVERSE OPENING CEREMONIES:

By opening meetings with diverse cultural elements – Japanese xylophone, Chinese instruments, African drumming, Indigenous singing, even a rabbi's opening words – the ARdC signals respect and celebrates the richness of its members' backgrounds.

PERSONAL SHARING FOR CONNECTION:

Fostering a safe space for committee members to share personal experiences and cultural practices deepens understanding and builds empathy. Whether it's how the December holidays were spent, what spring looks like in their communities, or honoring women who shaped them, these opportunities dismantle barriers and humanize the work beyond statistics.

SUPPORTING DIVERSE VENDORS:

Intentionally contracting with Indigenous and racialized caterers, specifically supporting small or emerging businesses. This boosts economic opportunity and signals a commitment to equitable practices.

VISUAL AGENDAS AND THE SPEED OF TRUST:

The ARdC replaces rigid, time-stamped agendas with visually engaging ones, using circles to denote priority without dictating strict adherence to time. This signals flexibility and a commitment to building relationships and trust, ensuring meaningful progress.

THE CIRCLE METHOD:

Discussions utilize a "circle method" where everyone gets equal voice. This dismantles power hierarchies, fostering a sense of collective contribution and shared responsibility.

SYSTEMIC LENS AND ALLYSHIP:

The ARdC explicitly acknowledges racism as a systemic issue and works in solidarity with those in government pushing for anti-racist policies. This understanding of interconnectedness is essential in creating lasting change within broader institutions.

PROGRESS TO DATE

Recognizing the intersectional nature of racism, where experiences are often shaped by the interplay of various identities, the Anti-Racism Data Committee (ARdC) prioritizes an intersectional approach to dismantling systemic racism. While the Committee acknowledges the discomfort of prioritizing certain areas, potentially creating a hierarchy of issues or sidelining specific experiences, they recognize the need for a starting point. The Government of British Columbia shared 80 priority topics, based on a review of reports from the B.C. Human Rights Commissioner, B.C. Representative for Children and Youth, community engagement on the ARDA, and calls to action from community organizations, with the ARdC. This information helped to guide the ARdC's discussions with government around what research priorities were most important, focusing on key areas while remaining committed to capturing the complexities of racism through a lens that acknowledges the interconnectedness of various forms of discrimination.

The ARdC key initiatives focus on building the foundation for data-driven solutions to dismantle systemic racism within British Columbia's public sector. Here are some of the undertakings:

COLLABORATION WITH THE BC DATA SERVICE:
The ARdC continues to work closely with provincial government leaders in statistical and economic research, information and analysis. This working relationship focuses on developing effective methodologies for collecting and analyzing data on racial disparities. This collaboration will ensure the data is accurate, reliable, and adheres to best practices.

RESEARCH PRIORITIES:
The ARdC recommended seven priority areas to the Government of B.C. as a starting point:
- Racial diversity within the BC Public Service and equity in hiring and career development
- Interactions with the justice system and analysis of 'complaints' model
- Health outcomes, building upon the health system performance framework to understand how the system is performing for different demographic groups
- Understanding how students across demographic groups access and use education supports and their outcomes (from early childhood through to post-secondary education)
- Children, youth, and family wellness in home and away from home
- Economic inclusion, including analysis of unpaid work and foreign credential recognition
- Homelessness, housing supply and security

DEVELOPING DATA DIRECTIVES AND STANDARDS:
The ARdC has contributed their feedback which will support the development of guidelines for how the government will collect, use, and share data related to race and ethnicity. This will help ensure data is collected in a respectful and ethical manner.

REVIEWING ANNUAL STATISTICS:

The ARdC reviews the BC Government's annual release of statistics or other information respecting systemic racism and racial equity before its public release. This step ensures the data is presented in a clear and accessible manner, while also mitigating potential for harm or misinterpretation within particular communities.

PUBLIC ENGAGEMENT AND COMMUNITY OUTREACH:

The ARdC understands the importance of including Indigenous Peoples and racialized communities throughout this work and is aiming to do more community outreach and engagement.

WITNESSING THE INTRODUCTION OF THE ANTI-RACISM ACT:

A key highlight of the ARdC's work was bearing witness to the Anti-Racism Act's introduction at the BC Legislature on April 11, 2024. Committee members observed this historic moment, underscored by acknowledgements from Premier Eby, the Speaker of the House Raj Chouhan, and Attorney General Niki Sharma. Minister of Citizens' Services George Chow formally recognized the ARdC's role in driving racial equity and shaping government policy. The ARdC subsequently engaged with various Ministers to discuss the integration of an anti-racist lens and race-based data collection across ministries.

These key initiatives represent initial steps in the ARdC's ongoing work. By focusing on establishing an anti-racist lens for how research is done, setting research priorities, and engaging with communities, the ARdC is laying the groundwork for evidence-based solutions that will dismantle systemic racism within British Columbia's public bodies.

HISTORICAL IMPORTANCE OF BRITISH COLUMBIA'S ANTI-RACISM DATA ACT AND ANTI-RACISM DATA COMMITTEE

The enactment of British Columbia's Anti-Racism Data Act (ARDA) and the establishment of the Anti-Racism Data Committee (ARdC) in 2022 marked a pivotal moment in the province's ongoing fight against systemic racism. Systemic racism, embedded in policies, institutions, government programs and services has long disadvantaged Indigenous Peoples and racialized communities in British Columbia, limiting their access to opportunities and perpetuating inequities in areas like health care, education, housing, and employment. Recognizing the pervasiveness of this challenge, the British Columbia government embarked on the ARDA.

SHIFTING THE PARADIGM

Prior to ARDA, efforts to address systemic racism often relied on anecdotal evidence and individual experiences, making it challenging to paint a comprehensive picture of the scope and nature of the problem. By transitioning to a data-driven approach, ARDA has the potential to provide a more objective and nuanced understanding of how systemic racism manifests within various government structures. This deeper understanding can inform the development of more effective policies and interventions targeted at dismantling these barriers and creating a more equitable society for all.

SHINING A LIGHT ON SYSTEMIC INEQUITIES

Systemic racism is insidious, often hidden within seemingly neutral policies or practices. The government's data collection and analysis efforts will expose these biases. By identifying trends and patterns in racial disparities, the data will shed light on how these systems disadvantage Indigenous Peoples and racialized communities. This newfound transparency can be a powerful tool for advocacy and policy change.

PROMOTING TRANSPARENCY AND ACCOUNTABILITY

ARDA mandates the public release of statistics related to systemic racism, fostering a culture of transparency and holding the government accountable for its progress towards achieving racial equity. This transparency allows the public to monitor the government's efforts, identify areas where further action is needed, and engage in constructive dialogue about potential solutions.

EMPOWERING COMMUNITIES THROUGH DATA

Historically, marginalized communities have often been left out of conversations about data collection and analysis. The Province's commitment to collaboration with Indigenous Peoples and racialized communities is a critical step forward. By incorporating the lived experiences of Indigenous Peoples and racialized communities into research topics, the ARdC empowers these communities to become active participants in dismantling systemic racism.

KEY THEMES FROM INDIGENOUS AND RACIALIZED COMMUNITY ENGAGEMENT ON THE ANTI-RACISM DATA ACT

The year prior to the ARdC's existence, before the Anti-Racism Data Act was introduced, the Government of BC had extensive consultations with Indigenous Peoples and racialized communities to ensure their voices were heard. Their experiences informed the development of ARDA. More than 13,000 people across British Columbia were engaged throughout the process. This included engagement with Indigenous Peoples and racialized communities, as well as the BC Human Rights Commissioner, First Nations Leadership Council, the BC Association of Aboriginal Friendship Centres and Métis Nation British Columbia. By delving into the 'What They Heard' engagement reports, several key themes were identified which painted a vivid picture of these communities' priorities and concerns.

COMPREHENSIVE DATA:

Participants called for data beyond single sectors, wanting healthcare, education, law enforcement, and more interconnected to expose how systemic racism operates across life experiences.

HUMAN STORIES:

Numbers were not enough. Qualitative data was vital to capture lived experiences of racism, detailing its subtle and overt forms.

BUILDING TRUST:

Negative past experiences made communities rightly cautious. They demanded input into how their data is collected, analysed and used, along with robust privacy safeguards.

CULTURALLY SENSITIVE:

Indigenous communities stressed methods respecting their traditions were essential for accurate, meaningful data.

DATA TO ACTION:

Beyond documenting the problem, communities offered solutions. They envisioned using data to drive actual changes in the systems that perpetuate racism.

Recognizing the ongoing importance of collaboration, qualitative and quantitative data, the ARdC would like to engage more with Indigenous Peoples and racialized communities throughout the province.

WEAVING TOGETHER DECOLONIZATION AND ANTI-RACISM: THE ARDC'S APPROACH

The Anti-Racism Data Committee (ARdC) works in partnership with the Government of BC to integrate decolonizing and anti-racist principles into the government's work. This approach signifies a critical shift, moving beyond simply collecting data to dismantling the very structures that perpetuate racial inequities.

The ARdC recognizes the historical legacy of broken promises and misused data by government, which has fueled some public skepticism towards anti-racism initiatives. A long history of broken promises fuels skepticism towards any new initiatives, no matter how well-intentioned. Past efforts to collect data on Indigenous Peoples and marginalized communities have been misused for surveillance and to create discriminatory policies.

The ARdC understands that past government initiatives aimed at addressing racism may not have delivered on their goals, and that has eroded trust in new approaches. To build trust, the ARdC prioritizes transparency at every step. The ARdC is committed to holding government accountable and has created a set of process commitments for how government should carry out research under the Anti-Racism Data Act (ARDA).

ARdC members are also keenly aware of the existing power imbalances and the importance of representation and actively working to dismantle these imbalances and ensure meaningful representation of diverse voices at all decision-making levels. Furthermore, the ARdC acknowledges the complexity of lived experiences and is committed to recommending the release of statistics capture the nuanced realities faced by different communities.

COLLABORATION AND BUILDING TRUST

The ARdC prioritizes open communication and transparency with the Government of BC at every stage of the research priorities, data collection methods, and preliminary findings. This transparency allows for ongoing feedback from all ARdC members and allows space for concerns to be addressed and recommendations to be applied.

Implementing a decolonized and anti-racist lens is an ongoing journey with its own complexities. Building trust with government took time and required a genuine commitment to cultural safety and a willingness to move beyond traditional government approaches and frameworks.

CULTURAL SAFETY: MOVING AT THE SPEED OF TRUST

Cultural safety is paramount during meetings between the Anti-Racism Data Committee (ARdC) and the BC Government. This meant creating an environment where all voices felt, and continue to feel, respected, heard, and empowered to contribute their unique perspectives. The discussions are centred on seeking to understand and communicating clearly. At the very first meeting in October 2022, the ARdC created a community agreement with nine guidelines:

1. Hold space for culture and differences
2. Respect and unity being our authentic selves
3. Make space for all voices, listen, and seek clarity
4. Support for courage and honesty
5. Embrace humility and learning
6. Recognize trauma, power imbalances, and knowledge imbalances
7. Recognize the impacts of racism and colonialism and its differential impacts on individuals and communities
8. Hold space for silence, reflection, and breaks/ time away
9. Come with good intentions and navigate conflict with integrity

CONCLUSION

Achieving enduring transformation requires deepening community engagement and empowerment. Future iterations of this work should move towards co-creation of research agendas, solutions, and success metrics with Indigenous Peoples and racialized communities. This collaborative approach fosters ownership and ensures interventions respond directly to lived experiences. Additionally, culturally sensitive research methodologies, respectful of Indigenous knowledge systems and protocols, are essential for accurate and empowering data collection. Building lasting partnerships with Indigenous Peoples and racialized communities, based on trust and ongoing dialogue, will ensure research remains responsive to evolving needs.

Transparency regarding data privacy and security is imperative for building trust. Qualitative research methods, such as focus groups and roundtables should complement quantitative data to capture the complexities of lived experiences with racism. Ultimately, the success of such initiatives must extend beyond data shifts. Robust metrics should track changes in access to services, representation across institutions, and the quality of interactions within historically discriminatory systems for marginalized communities. This commitment to tangible outcomes, along with the establishment of sustainable anti-racism infrastructure, will drive genuine and lasting progress towards a more just and equitable British Columbia.

Moving at the speed of trust and sometimes lacking resources has meant that the ARdC has not always fully achieved what it would like to. The ARdC recognizes its work as a first step on a continuous journey towards racial equity in British Columbia. Fostering collaboration, cultural respect, and trust, is a continuous evolving process with government. The ARdC remains committed to ongoing learning and evolution.