



**FOSTERING AN
EDUCATIONAL
ENVIRONMENT OF
ANTI-RACISM AND
ACCESSIBILITY
IN IM AND RM WORK**

AGENDA

- **Anti-Racism and Accessibility in Information and Records Management**
- **Barriers to Employee Engagement and Investment**
- **Encouraging Employee Engagement and Investment**
- **Using Empowering and Inclusive Language**
- **Leveraging Change Management Tactics**
- **Learning Opportunities Through the Lens of Pop Culture**
- **Lessons Learned**
- **Championing Anti-Racism and Accessibility in Your Workplace**
- **Online Resources**

ANTI-RACISM IN INFORMATION AND RECORDS MANAGEMENT

Acknowledgement

- Existing biases in hiring practices and career opportunities
- Critical assessments of data collection and retention methods

Successes

- Developing mandatory training courses on unconscious biases
- Support of data sovereignty – organizations like First Nations Information Governance Centre

Opportunities

- Using technology while acknowledging the potential for bias
- Involving equity-seeking groups in developing materials to achieve mutual goals

ACCESSIBILITY IN INFORMATION AND RECORDS MANAGEMENT

Acknowledgement

- **Critical assessments of complex processes creating barriers for those seeking accommodations**
- **Challenging perception of what accessibility looks like and who it affects**

Successes

- **Ensuring online platforms meet accessibility standards by adhering to Web Content Accessibility Guidelines**
- **Committing to writing internal and external documents in plain language**

Opportunities

- **Using technology while acknowledging the potential for bias**
- **Involving equity-seeking groups in developing materials to achieve mutual goals**

BARRIERS TO EMPLOYEE ENGAGEMENT AND INVESTMENT

- **Disinterest in learning about certain topics**
- **Feeling anti-racism and accessibility topics aren't relevant on a personal or professional level**
- **Difficulty navigating feelings of guilt, blame, or shame**
- **Feeling unsafe or unwelcome in a physical or virtual environment**

CREATING SAFE SPACES

- **Constructively challenging existing concepts and assumptions**
- **Ensuring anti-racism and accessibility topics feel relatable**
- **Creating an environment where asking constructive questions is encouraged**
- **Acknowledging we don't have all the answers while committing to continued learning**
- **Maintaining a growth mindset over a rigid mindset**

ENCOURAGING EMPLOYEE ENGAGEMENT AND INVESTMENT

- **Moving away from blame and shame**
- **Moving towards allyship and openness**
- **Finding ways to relate anti-racism and accessibility topics to all team members**
- **Establishing where your team is at in their learning journey**
- **Empowering your team to make decisions about their personal and professional development**

USING EMPOWERING AND INCLUSIVE LANGUAGE

- **Come from a place of education**
- **Offer suggestions for replacement words and phrases**
- **Encourage constructive questions and commit to respectful answers**
- **Try not to criticize, lecture, or shame**
- **Be patient when encouraging changes in behaviour**

STAYING CALM IN THE MOMENT

- **Acknowledge and honour your emotions**
- **Monitor physical signs of stress**
- **Step away from the situation**
- **Change your surroundings**
- **Seek support from other allies**

LEVERAGING CHANGE MANAGEMENT TACTICS

Leaders

- Own the change
- Explain the 'what' and 'why' of change
- Lead by example
- Continuous and consistent communication to team members

Organizations

- Remain flexible but focused
- Allow goals to evolve as necessary
- Remain transparent with stakeholders
- Continuous and consistent communication to leaders

Individuals

- Be honest with ourselves and others
- Admit we don't have all the answers
- Be constructive
- Make time to explore our feelings

LEARNING OPPORTUNITIES THROUGH THE LENS OF POP CULTURE

Books

- **Biased** - Dr Jennifer Eberhardt
- **How to be an Antiracist** - Ibram X Kendi
- **White Fragility** - DiAngelo Robin
- **Sitting Pretty** - Rebekah Taussig
- **5 Little Indians** - Michelle Good
- **The Color Purple** - Alice Walker
- **Scarborough** - Catherine Hernandez
- **Ginny Moon** - Benjamin Ludwig

Podcasts

- **HomeGrown**
- **Coming Out, Blak**
- **Intersectionality Matters!**
- **The LowDown**
- **The Disability Visibility**
- **Down to the Struts**
- **Unreserved**

Movies

- **Crip Camp**
- **Walk. Ride. Rodeo.**
- **Breathe**
- **The Hate U Give**
- **Do The Right Thing**
- **Malcolm X**
- **Selma**
- **I Am Not Your Negro**

LESSONS LEARNED

- **Know your audience and adapt your content**
 - What is their level of experience and engagement?
 - What is the lived experience of those around you?
- **Don't push too hard**
 - Be respectful of existing limitations and knowledge gaps
- **Own your mistakes**
 - Engage in ongoing self-reflection and transparency
- **Celebrate victories**
 - Enjoy progress as it's made

CHAMPIONING ANTI-RACISM AND ACCESSIBILITY IN YOUR WORKPLACE

- **Make suggestions to leadership**
Take online bias assessments, assist in developing mandatory training
- **Share knowledge**
Research online tools and resources that support your team's goals
- **Encourage group learning**
Start a book club or online forum to discuss movies and podcasts
- **Commit to safe spaces**
Encourage asking constructive questions
- **Have fun!**
Circulate books, movies, and podcasts with people who share your learning style

ONLINE RESOURCES

[Building an Anti-Racist Workplace – Time’s Up](#)

[Anti-Racism Resources: PSAC Union](#)

[First Nations Information Governance Centre](#)

[How Not to Be an Ally – Psychology Today](#)

[Website Accessibility: Writing Content – Niagara College Canada](#)

[Ableism: Language and Microaggressions – University of the Fraser Valley](#)

[Types of Ableist Language and What to Say Instead – VeryWellMind.com](#)

[Respectful Disability Language – Here’s What’s Up! Association of University Centers on Disabilities](#)

SOURCES

[Anti-Racist Reading List from Ibram X. Kendi | Chicago Public Library | BiblioCommons](#)

[5 Racial Inequality Podcasts You Should Definitely Listen To \(globalcitizen.org\)](#)

[8 Disability Podcasts That Are Well Worth A Listen \(forbes.com\)](#)

[10 Movies and Films about Disabilities, Accessibility and Inclusion - Easter Seals Canada](#)

[15 Books to Celebrate Disability Pride | The New York Public Library \(nypl.org\)](#)

[Managing Employee Resistance – Ohio State University](#)

[‘Nothing Without Us’: Accessibility Strategy for the Public Service of Canada \(2020\)](#)