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

<table>
<thead>
<tr>
<th>Acknowledgement</th>
<th>Successes</th>
<th>Opportunities</th>
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<tr>
<td>• Critical assessments of complex processes creating barriers for those seeking accommodations</td>
<td>• Ensuring online platforms meet accessibility standards by adhering to Web Content Accessibility Guidelines</td>
<td>• Using technology while acknowledging the potential for bias</td>
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<td>• Challenging perception of what accessibility looks like and who it affects</td>
<td>• Committing to writing internal and external documents in plain language</td>
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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
- 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)