

# Provincial Anti-Racism Action Plan

2026–2028



BRITISH  
COLUMBIA

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# Message from the Attorney General and Parliamentary Secretary for Anti-Racism Initiatives

**WE ARE HONOURED TO PRESENT BRITISH COLUMBIA'S ANTI-RACISM ACTION PLAN**, a whole-of-government effort to fight racism, address the legacy of colonization and make meaningful changes that will improve people's daily lives.

Racism and racial inequity are causing ongoing harm, especially for Indigenous Peoples and racialized communities. The 37 actions in this plan will help people live better, healthier lives and strengthen our communities against discrimination and hate.

Addressing this has been a priority for our government. The *Anti-Racism Data Act* (2022) made it possible to identify how and where racism exists within government systems. The *Anti-Racism Act* (2024) took that work a step further by requiring government to take action based on data and evidence.

The actions in this plan are wide-ranging and will have real-life impacts for Indigenous Peoples and racialized communities. They include tools to fight racism and Indigenous-specific racism, programs to support learning and healing, and actions to improve protections, strengthen cultural safety and make public services more fair and responsive to the people and communities they serve.

This action plan draws on recommendations from key national and provincial reports, including *Truth and Reconciliation Commission of Canada: Calls to Action*, *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*, *In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care*, *Black in British Columbia*, *Disaggregated Demographic Data Collection in British Columbia: The Grandmother Perspective* and *From Hate to Hope: Report of the Inquiry Into Hate in the COVID-19 Pandemic*. These foundational documents help guide the actions in the plan.

We are grateful to the many people, communities and partners who shared their experience and expertise to inform this work. We are proud to do our part to create a fairer, more equitable and prosperous B.C. for generations to come.

Hon. Niki Sharma  
Attorney General and Deputy Premier

Amna Shah, MLA  
Parliamentary Secretary for Anti-Racism Initiatives



**Hon. Niki Sharma**  
Attorney General  
and Deputy Premier



**Amna Shah, MLA**  
Parliamentary Secretary  
for Anti-Racism Initiatives

# Message from the Provincial Committee on Anti-Racism

**AS MEMBERS OF THE PROVINCIAL COMMITTEE ON ANTI-RACISM** (PCAR), we are honoured to have contributed to the development of B.C.'s first Anti-Racism Action Plan.

As appointed members, we bring lived experience, community knowledge and subject-matter expertise to this work. Our role has been to ensure that the voices of those most affected by racism are reflected in decision making, and that engagement with communities is ongoing, meaningful and informs implementation.

We acknowledge the decades of advocacy from community groups across the province who have long called for meaningful action on systemic racism in B.C., and thank those whose leadership and advocacy have made this moment possible.

This action plan is an important starting point, but no single plan can address every dimension of racism. Racism shows up at institutional, interpersonal and internalized levels, and intersects with disability and multiple lived realities.

The plan is meant to be a living and evolving framework, informed by the evidence gathered through the *Anti-Racism Data Act* and the work of its committee. It sets out measurable commitments across ministries and public institutions.

PCAR recognizes that experiences of racism are diverse and intersectional, including in how environmental harms are unevenly borne by Indigenous and racialized communities. We will continue to provide advice, monitor progress and support engagement with Indigenous Peoples and racialized communities—including those in rural, remote and northern regions—who point to systemic barriers that call for deeper engagement, broader representation, comprehensive data collection and sustained action on identified gaps.

We thank the ministries, public servants, community members, organizations and other advisory bodies whose contributions shaped this plan. We expect to see sustained action that reduces systemic barriers and delivers more equitable outcomes across government.

This work must lead to measurable progress toward a more equitable and just British Columbia.

The Provincial Committee on Anti-Racism was created to advise on the development of this action plan and on the government's implementation of the *Anti-Racism Act*. Appointed by the Attorney General, the committee has 11 members with a wealth of lived experience and expertise.

# Why an action plan?

## **RACISM IMPACTS PEOPLE IN B.C. EVERY DAY.**

It creates harms, barriers and inequities. It affects how people experience government programs, services and institutions, especially Indigenous Peoples and racialized communities.

The *Anti-Racism Data Act* (2022) and the *Anti-Racism Act* (2024) give us the tools to change this. Under these laws, government must respond to evidence of systemic racism and take action to achieve more equitable outcomes.

There are 37 actions in this plan. Each action has a goal, signs of progress, and short and long-term outcomes to aim for. Government has two years to show meaningful progress on these actions.

Some actions will happen sooner, others will take more time. All of them will effect real change, fight racism and make government services stronger for everyone.

There are **15** actions to address racism affecting First Nations, Métis and Inuit Peoples.

There are **22** actions to address racism affecting racialized communities, including Muslim and Jewish people.

## How this will help

**THE ACTIONS IN THIS PLAN ARE WIDE-RANGING** and will have real-life impacts for Indigenous Peoples and racialized communities. They include actions to:

- Address racism and Indigenous-specific racism in public institutions like schools and hospitals
- Support healing by aligning community grants with legal, mental health, healing and grassroots supports for initiatives that help people and communities impacted by racism
- Make communities safer by taking action on extortion and addressing exploitation linked to immigration consultants
- Improve outcomes in education, youth justice and treatment of chronic disease for Indigenous Peoples and racialized communities
- Make public services more culturally safe including health care, child and family welfare and emergency services
- Collect data to better understand people's experiences when accessing government programs and services
- Assess and improve employment standards and protections affecting racialized and precarious workers
- Embed equity and anti-racism when government uses artificial intelligence and delivers connected digital services
- Create more equitable access to outdoor spaces and recreation programs
- Gather data to understand and address environmental harms faced by racialized communities
- Enhance supports for Indigenous and racialized public servants, including mentorship and professional development

# Themes and focus areas

The action plan is organized into eight pillars across two focus areas. Some of the actions in this plan support both Indigenous and racialized communities.

## Actions to address racism affecting First Nations, Métis and Inuit Peoples

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### **PILLAR 1 – Honour relationships**

These actions reinforce the relationships between the Province and Indigenous Peoples, and support Indigenous self-determination and shared decision making.

### **PILLAR 2 – Learning, healing and capacity building**

These actions support cultural safety, learning and healing. They also help build the knowledge and capacity needed to prevent and respond to Indigenous-specific racism over time.

### **PILLAR 3 – Indigenous representation and cultural safety**

These actions aim to help public institutions better reflect the needs and experiences of Indigenous Peoples. They create more opportunities for Indigenous voices in decision making, strengthen leadership pathways and support inclusion and cultural safety.

## Actions to address racism affecting racialized communities

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### **PILLAR 4 – Systemic change in program and service delivery**

These actions focus on improving how public programs and services are designed and delivered. They aim to make services fairer, easier to access and more responsive to the needs of racialized communities.

### **PILLAR 5 – Systemic change through legislation and policy**

These actions identify and remove systemic barriers in laws, policies and regulatory systems. The actions support fairness, accountability and consistency.

### **PILLAR 6 – Representation and cultural safety for racialized communities**

These actions focus on increasing representation, removing barriers to hiring and career growth, and strengthening cultural safety in public institutions. These actions aim to help public systems better reflect B.C.'s diversity and support fair career opportunities for racialized communities.

### **PILLAR 7 – Empowering communities and supporting healing**

These actions seek to strengthen community leadership, increase participation in public decision making and build long-term community capacity. These actions help racialized communities have fair access to opportunities to serve in and improve public institutions.

### **PILLAR 8 – Environmental racism**

These actions focus on understanding and addressing the unequal environmental harms faced by racialized communities. These actions improve data, strengthen analysis and help ensure environmental policies consider fairness and inclusion.

## How we shaped the actions

### INDIGENOUS PARTNERS

In consultation and cooperation, we worked closely with Indigenous leadership organizations, including the First Nations Leadership Council, the Alliance of BC Modern Treaty Nations and Métis Nation British Columbia throughout the drafting process. Partners provided input on safety, learning, healing, honouring relationships, transparency, representation, community engagement and evaluation. The action plan was discussed at the November 2025 B.C. Cabinet and First Nations Leaders' Gathering and the April 2026 First Nations Summit.

### RACIALIZED COMMUNITIES

We reviewed evidence collected under the *Anti-Racism Data Act* and worked with PCAR to develop the action plan. We engaged with racialized communities across B.C., including racialized people from faith-based and 2SLGBTQ+ groups. These engagements focused on lived experiences, local insights, emerging priorities and community expectations for how government should deliver on its commitments in the action plan.

## What happens next

**THIS ACTION PLAN** will be implemented from June 2026 to May 2028. Ministries with action items will collect data, monitor progress and report on their performance regularly.

Government will publish annual progress reports starting in 2027. This will help communities see how the commitments in this action plan are being carried out. The reports will show actions taken, progress against indicators and areas where more work is needed.

The next action plan will be published in 2028. It will build on lessons learned, progress made, and will be informed by ongoing consultation and cooperation with First Nations, Métis and Inuit partners, and engagement with PCAR and racialized communities.

## What we heard

This report includes anonymous quotes from British Columbians who shared their experiences with us through community consultations. We are grateful for their insights and contributions, which helped shape this action plan.



*"The impact depends on whether the action is shaped with the community, not just for it."*



# Actions to address racism affecting First Nations, Métis and Inuit Peoples

## PILLAR 1 – Honour relationships

### ACTION 1.1

Pilot a Red Dress Alert notification system for missing Indigenous women, girls and gender-diverse peoples in B.C.

#### Lead ministry

Public Safety and Solicitor General

#### Why this action?

Indigenous women, girls and gender-diverse people are more often at risk of violence. This pilot responds to calls for coordinated action recommended in *2021 Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ People National Action Plan*. Over two years, the pilot will support planning, engagement, testing, training, implementation and evaluation of a Red Dress Alert system in B.C.

#### Goal

A Red Dress Alert notification system is co-developed, tested and evaluated with Indigenous partners to support timely, coordinated and culturally safe alerts for missing Indigenous Peoples in participating communities.

#### Signs of progress

- ✔ Policy, governance and operational requirements are scoped for the pilot.
- ✔ Pilot communities and Indigenous-serving organizations are engaged in co-development, testing and implementation.
- ✔ Systems and processes needed to run the pilot are in place and tested.
- ✔ Training and implementation supports are provided to participating communities and operational partners.
- ✔ Pilot performance and lessons learned are evaluated to inform future decisions.

#### Short-term outcomes

Participating communities and partners can respond in a more timely and coordinated way when an Indigenous person goes missing.

#### Long-term outcomes

Government and Indigenous partners have evidence from the pilot from which to make informed decisions about a sustainable, culturally safe and effective Red Dress Alert system for B.C.

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## ACTION 1.2

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### Establish a First Nation Safety Officer program.

#### Lead ministry

Public Safety and Solicitor General

#### Why this action?

First Nations in B.C. want a direct role in community safety. While First Nations Safety Officers (FNSOs) are not police officers, they can carry out community-based enforcement of certain laws where appropriate authorities are in place, such as enforcing *Indian Act* bylaws and Land Code laws.

#### Goal

First Nations have opportunities to strengthen community safety through locally driven enforcement, supported by provincial policy frameworks, training standards and operational guidance.

#### Signs of progress

- ✓ Program framework and operational guidelines are established.
- ✓ Number of First Nations participating in the FNSO program.
- ✓ Number of FNSOs trained and deployed.
- ✓ First Nations report that the program supports community safety and reflects their priorities.

#### Short-term outcomes

Interested First Nations establish FNSO roles and start building enforcement capacity in their communities.

#### Long-term outcomes

First Nations strengthen community safety and local enforcement capacity in ways that reflect their priorities and governance.

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## ACTION 1.3

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### Support First Nations to understand and pursue available pathways to self-determination and jurisdiction over child and family services.

#### Lead ministry

Children and Family Development

#### Why this action?

This action focuses on providing clear information, support and guidance to First Nations on available pathways to self-determination and jurisdiction over child and family services, to reduce complexity and support informed decision making.

This action will reduce barriers to equitable access and support clearer navigation of the child and family service system. It will also help address systemic barriers in public service delivery and is intended to be practical, concrete and achievable within existing authorities and resources.

#### Goal

Clear information, support and guidance are available to help First Nations understand and navigate available pathways to self-determination and jurisdiction over child and family services.

#### Signs of progress

- ✓ Guidance materials are developed and shared to support First Nations in understanding available pathways to self-determination and jurisdiction over child and family services.
- ✓ First Nations report that the information and guidance provided is clear and supports informed decision making.
- ✓ Number of First Nations reached through presentations, information sessions or other guidance.

#### Short-term outcomes

First Nations feel informed about the various pathways available to them to self-determine their role in child welfare matters and decisions.

#### Long-term outcomes

First Nations are better supported to pursue available pathways to self-determination and jurisdiction over child and family services.

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## ACTION 1.4

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### Embed Indigenous-focused leadership and expertise into provincial emergency operations.

#### Lead ministry

Emergency Management and Climate Readiness

#### Why this action?

This action will deploy First Nations Branch Coordinators and Strategic Advisors to Provincial Regional Emergency Operations Centres and Provincial Emergency Coordination Centres to ensure culturally safe decision making and coordination during emergencies.

#### Goal

Indigenous leadership and advisory roles are embedded in emergency governance structures. Indigenous perspectives and community priorities are integrated into planning and response decisions for high-impact events affecting Indigenous communities.

#### Signs of progress

- ✓ Strategic advisor engagement is documented in complex or Indigenous-impacted events.
- ✓ Feedback is received from First Nations on the cultural safety and effectiveness of emergency leadership.

#### Short-term outcomes

Emergency responses are culturally safe, respectful and responsive to Indigenous community needs.

#### Long-term outcomes

There is greater trust and collaboration between the ministry and Indigenous partners. There is a reduced risk of harms caused by culturally unsafe decisions during emergencies.

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## ACTION 1.5

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### Enhance culturally safe and accessible Emergency Support Services.

#### Lead ministry

Emergency Management and Climate Readiness

#### Why this action?

Improve Emergency Support Services (ESS) delivery through First Nations Community Navigator supports and Cultural Activity Location Support, on a foundation of community-centric delivery to reduce barriers during evacuations and recovery.

#### Goal

ESS delivery includes Indigenous-specific supports, designated Cultural Activity Locations and flexible, low-barrier access options.

#### Signs of progress

- ✓ Number of ESS responses using First Nations Community Navigator supports to help Indigenous evacuees access services during evacuations and recovery.
- ✓ Availability and use of Cultural Activity Location Support during evacuations.

#### Short-term outcomes

Indigenous Peoples experience safer, more dignified and culturally appropriate support during evacuations and recovery.

#### Long-term outcomes

Indigenous Peoples face fewer barriers and experience more culturally safe and accessible support during evacuations, displacement and recovery.



## PILLAR 2 – Learning, healing and capacity building

### ACTION 2.1

Review and strengthen government communication standards and guidance to provide evidence-based, proactive and contextually appropriate information that supports conversations about the shared benefits of reconciliation, highlights Indigenous stories, reflects the history of the province, and combats misinformation and anti-Indigenous and racist commentary. Train staff and equip them with tools to anticipate and respond to Indigenous-specific racism.

#### Lead ministry

Government Communications and Public Engagement

#### Why this action?

Government's public communications about Indigenous relations are an opportunity to support conversations about the shared benefits of reconciliation. At the same time, communications on this topic can stir anti-Indigenous and racist commentary that is harmful to Indigenous Peoples and communities.

#### Goal

Whole-of-government communications on Indigenous issues are guided by strengthened anti-racist standards, tools and staff supports.

#### Signs of progress

- ✓ A standards review is completed against evidence-based anti-racism criteria, with key findings documented and guidance updated.
- ✓ Proactive communications tools are developed and available for Indigenous-related communications.
- ✓ Percentage of communications staff who complete Indigenous-specific racism training annually.

- ✓ Communications on major announcements affecting Indigenous Peoples are reviewed post-implementation to assess alignment with updated standards and effectiveness in supporting public understanding.

#### Short-term outcomes

Government communication about issues affecting Indigenous Peoples and communities is informed by evidence-based anti-racism standards.

Communications staff have access to proactive tools and guidance for high-impact Indigenous engagement as needed.

Stronger internal capability and confidence among communicators in identifying and preventing Indigenous-specific racism.

#### Long-term outcomes

Government communication consistently supports public understanding of the shared benefits of reconciliation, reducing the conditions that enable Indigenous-specific racism in public discourse.

First Nations, Métis and Inuit Peoples and communities experience government communications as accurate, respectful and grounded in recognition of their inherent rights.

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## ACTION 2.2

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**Review the over-representation of Indigenous learners designated in the Level 3/high-incidence Inclusive Education funding categories and those receiving the School Completion (“Evergreen”) Certificates and co-develop and implement policy changes to address the disproportionate number of Indigenous learners in these categories.**

### Lead ministry

Education and Child Care

### Why this action?

Data gathered and released under the *Anti-Racism Data Act* (ARDA) shows that inclusive education funding designations vary across racialized groups in B.C.’s K to 12 system.

Education data also shows that Indigenous learners are overrepresented in Level 3 or High-Incidence Inclusive Education funding categories and among students receiving School Completion (“Evergreen”) Certificates.

The ministry will collect and review data to better understand the reasons for this overrepresentation. This work will inform policy change, and help improve data collection. Co-developing these changes with Indigenous partners will help ensure that supports are fair, respectful and responsive to the needs of Indigenous learners.

### Goal

Education policies and practices are data-informed and co-developed with Indigenous partners to address systemic barriers affecting Indigenous learners.

### Signs of progress

- ✓ A provincial review of data on Indigenous learner inclusive education funding designation and School Completion certification patterns is completed to understand overrepresentation.
- ✓ Number of engagement sessions with Indigenous partners to review Level 3 and High-Incidence inclusive education funding designation and School Completion Certification data and explore potential policy options.
- ✓ Policy changes are co-developed and implemented to address overrepresentation.
- ✓ Number of Indigenous learners designated in Level 3 or High-Incidence Inclusive Education funding categories or receiving School Completion Certificates compared to baseline after policy changes.

### Short-term outcomes

Government has a clearer understanding as to why Indigenous learners are overrepresented in Level 3 or High-Incidence Inclusive Education funding categories.

### Long-term outcomes

Education policies and supports become more equitable, inclusive education funding designations and School Completion certificates are no longer disproportionate, and outcomes are improved for Indigenous learners.

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## ACTION 2.3

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**Align Indigenous identity data collection in income assistance and disability assistance intake processes with provincial data standards and culturally safe data collection practices.**

### Lead ministry

Social Development and Poverty Reduction

### Why this action?

Accurate and culturally safe Indigenous identity data is needed to better understand how Indigenous clients experience income assistance and disability assistance programs. Updating intake processes to align with provincial standards will improve distinctions-based identity options, purpose statements, consent and disclosure practices, and strengthen the ministry’s ability to support service planning, monitoring and accountability.

### Goal

Income assistance and disability assistance intake processes collect Indigenous identity information in a respectful, culturally safe and consistent way

## **ACTION 2.3 *continued***

### **Signs of progress**

- ✓ Income assistance and disability assistance intake forms are updated to align with provincial Indigenous identity data collection standards.
- ✓ Indigenous identity fields include updated distinctions-based options, purpose statements, and consent and disclosure language. Culturally safe implementation guidance and data governance processes are established for Indigenous identity data collection.
- ✓ Culturally safe implementation guidance and data governance processes are established for Indigenous identity data collection.
- ✓ Staff training and implementation supports are provided for updated Indigenous identity data collection processes.

### **Short-term outcomes**

Income assistance and disability assistance intake processes are better aligned with provincial Indigenous identity data standards and culturally safe practices.

### **Long-term outcomes**

The ministry has stronger and more reliable Indigenous identity data to support service monitoring, policy analysis and improvements for Indigenous clients.

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## **ACTION 2.4**

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**Formalize and strengthen the Strength Through Aboriginal Resourceful (STAR) Elder Program to provide Elder-led consultation and guidance to staff and cultural support for Indigenous children, youth and families involved in the child welfare system in the South Fraser region.**

### **Lead ministry**

Children and Family Development

### **Why this action?**

Indigenous children, youth and families are overrepresented in the child welfare system due to colonial impacts, systemic racism and intergenerational trauma. The STAR Elder Program strengthens culturally safe practices, builds trust and supports better outcomes by centering Indigenous knowledge and Elder guidance. Formalizing the program advances reconciliation and aligns with the ministry's responsibility to deliver Indigenous-informed services.

### **Goal**

The ministry's service delivery is integrated with Indigenous-led knowledge and Elder guidance. Staff demonstrate cultural humility, relational accountability and respect for Indigenous protocols when working with Indigenous children, youth and families.

### **Signs of progress**

- ✓ Number of STAR Elders formally engaged in the South Fraser Service Delivery Area.
- ✓ A culturally aligned Elder service contract is established in partnership with Elders and Indigenous communities.
- ✓ Participation rates in Elder-led teachings and consultations increase.
- ✓ Staff self-assessments on cultural humility are completed.
- ✓ Number of Indigenous service recipients accessing Elder support increases.
- ✓ Qualitative feedback from Elders and Indigenous families on cultural safety and trust is received.

### **Short-term outcomes**

Staff strengthen culturally safe practices through ongoing Elder guidance. There is increased trust and engagement between Indigenous families and ministry services.

### **Long-term outcomes**

Indigenous children, youth and families experience culturally respectful, effective services and better outcomes.

## ACTION 2.5

**Implement a Youth Justice Outcomes Evaluation Framework in collaboration with Indigenous and justice sector partners and in alignment with the government's Child and Youth Well-Being Outcomes Framework.**

### Lead ministry

Children and Family Development

### Why this action?

This work is intended to address an identified gap in evaluating outcomes associated with youth justice interventions. It will complement the larger, cross-government Child and Youth Well-Being Outcomes Framework. It will also enable the ministry to collect and analyze disaggregated data.

### Goal

Government decision making on investments to improve life chances for justice-involved youth is more transparent and accountable, while advancing a distinctions-based approach for First Nations.

### Signs of progress

- ✓ The Youth Justice Outcomes Evaluation Framework is developed and implemented in alignment with the Child and Youth Well-Being Outcomes Framework.
- ✓ Indigenous and justice sector partners are engaged in development and implementation of the framework.
- ✓ Outcomes and measures for youth justice interventions are identified and documented.
- ✓ Disaggregated data collection and analysis are established to support outcome evaluation.
- ✓ Outcome information is used to support more transparent and accountable decision making on investments for justice-involved youth.

### Short-term outcomes

A consistent framework is in place to evaluate outcomes associated with youth justice interventions, including the use of disaggregated data.

### Long-term outcomes

Government decision making on investments for justice-involved youth is more transparent and accountable, and better informed by distinctions-based and disaggregated outcome data.



*"A lot of time you focus on the individual, but it is really the system."*



## PILLAR 3 – Indigenous representation and cultural safety

### ACTION 3.1

Establish a Centre for Anti-Racism and Cultural Safety to provide leadership, coordination and support to eliminate Indigenous-specific racism in the health care system.

#### Lead ministry

Health

#### Why this action?

Indigenous Peoples continue to experience Indigenous-specific racism in health care. Addressing this requires sustained leadership, coordination and expertise across the health system.

The Centre for Anti-Racism and Cultural Safety will help guide policy, training and system improvements. It will support consistent approaches across health authorities and strengthen accountability for addressing Indigenous-specific racism.

#### Goal

A coordinated, provincial approach supports leadership, guidance and system improvements to address Indigenous-specific racism in health care.

#### Signs of progress

- ✓ The Centre for Anti-Racism and Cultural Safety is formally established with a defined mandate, governance and strategic operational plan.
- ✓ Number of system-wide initiatives launched, supported or coordinated by the Centre related to Indigenous cultural safety and Indigenous-specific racism.

#### Short-term outcomes

The Centre for Anti-Racism and Cultural Safety is formally established to coordinate system improvements across the health sector.

#### Long-term outcomes

The health system demonstrates stronger leadership and coordination in addressing Indigenous-specific racism.

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## ACTION 3.2

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### Set system-wide learning expectations for health care workers on Indigenous-specific racism and cultural safety.

#### Lead ministry

Health

#### Why this action?

Indigenous Peoples continue to experience Indigenous-specific racism in the health care system.

Establishing system-wide learning expectations for health care workers will support a shared understanding of Indigenous history, rights and the impacts of racism in health care settings. Using a consistent, Indigenous-led curriculum will help address racism and promote cultural safety across the health care system.

#### Goal

Health care workers receive consistent, Indigenous-led education on Indigenous cultural safety and Indigenous-specific racism.

#### Signs of progress

- ✓ An Indigenous-led curriculum is formally approved and in use across health authorities.
- ✓ Number and percentage of health authorities and organizations that adopt the standardized learning expectations.
- ✓ Percentage of health care workers who complete mandatory Indigenous-led cultural safety and anti-racism training.
- ✓ A post-training assessment of health care workers is conducted to demonstrate increased knowledge of Indigenous history, rights and cultural safety principles.

#### Short-term outcomes

Health authorities adopt consistent learning expectations on Indigenous cultural safety and Indigenous-specific racism.

#### Long-term outcomes

Health care services become more culturally safe and respectful for Indigenous patients and communities.

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## ACTION 3.3

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### Develop and implement a system-wide measurement framework to track progress on Indigenous cultural safety and the elimination of Indigenous-specific racism in the health care system.

#### Lead ministry

Health

#### Why this action?

Indigenous Peoples continue to experience Indigenous-specific racism in health care. Improving cultural safety requires clear and consistent ways to measure progress across the health system. A system-wide measurement framework will support accountability and help track changes in policies, practices and training that address Indigenous-specific racism and improve cultural safety.

#### Goal

Health authorities and health organizations use consistent indicators and reporting processes to measure progress on Indigenous cultural safety and the elimination of Indigenous-specific racism.

#### Signs of progress

- ✓ A system-wide measurement framework is developed and implemented with consistent indicators, reporting tools and data collection processes.
- ✓ Number of health authorities and health organizations reporting on Indigenous cultural safety and Indigenous-specific racism indicators.
- ✓ There is public reporting on progress using the system-wide measurement framework.

#### Short-term outcomes

A consistent, system-wide framework is established to measure Indigenous cultural safety and Indigenous-specific racism in health care.

#### Long-term outcomes

Health system performance improves over time as progress on cultural safety and anti-racism is tracked and publicly reported.

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## ACTION 3.4

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**Expand public service training and culturally relevant supports to better meet the needs of First Nations, Métis and Inuit employees.**

### Lead ministry

Public Service Agency

### Why this action?

Data gathered and released under ARDA shows that Indigenous employees continue to face barriers in the BC Public Service, including lower representation in management and executive roles. This action responds to these findings by expanding Indigenous-specific learning and strengthening culturally relevant supports for First Nations, Métis and Inuit employees. The Public Service Agency (PSA) will build on current training and help ministries offer learning that supports safer, more respectful workplaces.

### Goal

PSA co-develops and delivers mandatory Indigenous Crown Relations Essentials and related training, and supports ministry-specific training while strengthening culturally relevant supports for Indigenous employees.

### Signs of progress

- ✓ Percentage of BC Public Service employees who complete Indigenous Crown Relations Essentials training.
- ✓ Number of ministries that develop or deliver additional training aligned with Indigenous Crown Relations Essentials for employees.
- ✓ Culturally relevant supports are available for First Nations, Métis and Inuit employees in the BC Public Service.
- ✓ Participating First Nations, Métis and Inuit employees provide feedback on the value of workplace supports.

### Short-term outcomes

BC Public Service employees have increased knowledge of Indigenous history, rights and relationships with First Nations, Métis and Inuit Peoples.

### Long-term outcomes

The BC Public Service becomes a more culturally safe workplace that supports better relationships and services for First Nations, Métis and Inuit Peoples.

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## ACTION 3.5

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**Strengthen career development, leadership and retention of Indigenous employees across the BC Public Service.**

### Lead ministry

Public Service Agency

### Why this action?

Data gathered and released under ARDA shows that Indigenous employees continue to face barriers in the BC Public Service, including barriers to career growth and leadership positions. PSA will respond by expanding internships, strengthening Indigenous mentorship, and offering access to Indigenous coaches and conflict managers. PSA will also improve professional development and hiring supports so more Indigenous employees can enter, stay and advance in the public service.

### Goal

First Nations, Métis and Inuit employees have access to leadership development, mentorship and workplace supports that strengthen career pathways and improve representation in the BC Public Service.

### Signs of progress

- ✓ Number of leadership, mentorship, internship and professional development opportunities available to First Nations, Métis and Inuit employees. This measures expansion of career development pathways.
- ✓ Access to culturally relevant workplace supports, including coaches and conflict managers, for First Nations, Métis and Inuit employees. This measures the availability of structured support services.
- ✓ First Nations, Métis and Inuit employees report that leadership, mentorship and workplace supports meet their needs. This measures employee feedback on access and effectiveness.

### Short-term outcomes

First Nations, Métis and Inuit employees have increased access to mentorship, leadership and career development opportunities.

### Long-Term outcomes

First Nations, Métis and Inuit representation and leadership in the BC Public Service increases long-term.



# Actions to address racism affecting racialized, Muslim and Jewish communities

## PILLAR 4 – Systemic change in program and service delivery

### ACTION 4.1

Adapt chronic disease programs and supports to better address the needs and experiences of racialized populations.

#### Lead ministry

Health

#### Why this action?

Data gathered and released under ARDA shows that rates of diabetes, asthma, and mood and anxiety disorders are not the same across population groups in B.C. This shows the need to better understand how racialized people experience chronic disease prevention, care and support. The Ministry of Health will use this data and input from racialized patients to improve chronic disease programs, services and guidance so they better reflect racialized people's needs.

#### Goal

Racialized communities have equitable access to and better outcomes from chronic disease programs and supports.

#### Signs of progress

- ✓ Chronic disease programs are reviewed using an anti-racism lens.
- ✓ Health data and evidence is analyzed to identify chronic disease disparities, barriers and outcomes for racialized populations.
- ✓ Prevention programs, guidance or patient materials are updated based on the review.
- ✓ ARDA statistics are analyzed alongside existing health system data to identify disparities affecting racialized populations in chronic disease outcomes.
- ✓ Health system analysis identifies barriers affecting prevention, diagnosis and care pathways for racialized populations.

- ✓ Findings from data analysis inform planning, guidance or improvements to chronic disease programs and supports.
- ✓ Health authorities and health system partners use evidence from ARDA statistics and health system data to inform decision making.
- ✓ Engagement with racialized patients, community organizations and health system partners is conducted to gather insights on chronic disease care pathways.
- ✓ Patient and community insights are documented and analyzed to identify barriers affecting prevention, diagnosis and treatment.
- ✓ Community feedback is used to improve program design and delivery.
- ✓ Health system partners incorporate patient and community insights into planning and service improvements.

#### Short-term outcomes

Government identifies gaps in chronic disease programs affecting racialized populations, and understands the experiences of racialized populations in chronic disease prevention, care and outcomes.

#### Long-term outcomes

Chronic disease care pathways increasingly reflect the needs and experiences of racialized patients, contributing to more equitable health outcomes.

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## ACTION 4.2

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Collect identity-based data to better understand the experiences of racialized students in K to 12 education.

### Lead ministry

Education and Child Care

### Why this action?

Identity-based data helps government understand disparities in the experiences and outcomes of racialized students with intersecting identities (e.g., geography, disability, faith-based identity). This information will help identify barriers and guide improvements to programs and supports.

### Goal

Schools across B.C. collect identity-based data consistently using the provincial data standard.

### Signs of progress

- ✓ Number of school districts collecting identity-based data using the provincial data standard increases.
- ✓ A provincial analysis is completed to identify disparities affecting racialized students.
- ✓ Education policies or programs are updated based on the data collected.
- ✓ Schools begin using the data to improve supports for racialized students.

### Short-term outcomes

Government gains a clearer understanding of disparities affecting racialized students.

### Long-term outcomes

Education policies and programs better support equitable outcomes for racialized students.

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## ACTION 4.3

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Develop and implement resources to respond to incidents of Islamophobia and antisemitism in K to 12 schools.

### Lead ministry

Education and Child Care

### Why this action?

Schools in B.C. have reported incidents of hate targeting Muslim and Jewish students and communities. Provincial learning and incident response resources will help educators support inclusive learning environments for all students.

### Goal

Schools have clear guidance and resources to support students who experience Islamophobia and antisemitism.

### Signs of progress

- ✓ Provincial incident response resources are developed and aligned with the *K-12 Anti-Racism Action Plan*.
- ✓ Age-appropriate learning resource materials are developed to support educators.
- ✓ School districts are able to use the resources.

### Short-term outcomes

Schools and educators have age-appropriate resources and clearer guidance on responding to incidents of Islamophobia and antisemitism.

### Long-term outcomes

Muslim and Jewish students and their families experience safer and more inclusive learning environments.

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## ACTION 4.4

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### Introduce voluntary race-based data collection in income assistance and disability assistance programs.

#### Lead ministry

Social Development and Poverty Reduction

#### Why this action?

The ministry currently has limited capacity to identify and monitor racial inequities across key program points such as applications, reconsiderations, appeals, sanctions and transitions off assistance. Establishing voluntary race-based data collection will improve the ministry's ability to identify disparities and support future anti-racism analysis, accountability and service improvement.

#### Goal

Income assistance and disability assistance programs have the governance, systems and processes needed for culturally safe, voluntary race-based data collection.

#### Signs of progress

- ✔ Data governance and privacy processes are established to support voluntary race-based data collection across identified program areas.

- ✔ System changes needed to introduce voluntary race-based identity fields are developed or underway in identified program areas.
- ✔ Guidance is developed for voluntary race-based data collection using provincial standards and ARDA principles.
- ✔ Program areas are prepared to introduce voluntary race-based data collection as data capacity and system readiness expand.

#### Short-term outcomes

The ministry establishes the governance, design and system foundations needed to introduce voluntary race-based data collection across identified program areas.

#### Long-term outcomes

The ministry has stronger capacity to identify and monitor racial inequities across income assistance and disability assistance services, helping inform future anti-racism policy and service improvements.

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## ACTION 4.5

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### Conduct an anti-racism review of select income assistance and disability assistance rules, decision-making processes and appeal pathways to identify potential systemic barriers and prioritize areas for deeper analysis and service improvement.

#### Lead ministry

Social Development and Poverty Reduction

#### Why this action?

Verification and documentation rules, discretionary decision making, and reconsideration and appeal pathways can create barriers to access, navigation and fairness. A structured anti-racism review would help the ministry identify where racial inequities may arise in service delivery and where deeper analysis, monitoring or service changes are needed.

#### Goal

Selected ministry service delivery rules and processes are reviewed using an anti-racism approach to identify potential systemic barriers and prioritize areas for improvement.

#### Signs of progress

- ✔ The review is completed for identified service delivery areas, including verification and documentation rules,

discretionary decision making, and reconsideration and appeal pathways.

- ✔ Potential systemic barriers and priority areas for deeper analysis are identified.
- ✔ Review findings are used to identify areas for improvement in monitoring, evaluation or culturally responsive service practices.
- ✔ Priority recommendations or next-step actions are developed to address identified barriers.

#### Short-term outcomes

The ministry identifies potential systemic barriers and priority areas for deeper anti-racism analysis in selected service delivery processes.

#### Long-term outcomes

The ministry is better able to address systemic barriers and improve fairness, access and consistency in selected service delivery processes.

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## ACTION 4.6

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Advance a trusted, equitable and connected service experience when registering the birth of a child, with the aim of addressing systemic barriers when families access services.

### Lead ministry

Citizens' Services

### Why this action?

With around 45,000 births in B.C. a year, registering the birth of a child should be the start of a connected service experience. Yet parents or guardians may not be aware of what services they can access or how to access them, like registering for the Medical Services Plan, Canada Child Benefits and a social insurance number. Parents or guardians may have unique needs that are influenced by where they live, their level of income and whether they are new to the province.

### Goal

Parents or guardians have an equitable, accessible and culturally safe end-to-end service experience when registering the birth of a child.

### Signs of progress

- ✓ A list of eligible services that parents or guardians can access is identified and reviewed.
- ✓ Partnerships with ministries are established to support access to equitable, culturally safe services.
- ✓ Number of birth registrations per year that are connected to one or more services after the birth of a child is registered increases.

### Short-term outcomes

The ministry identifies service gaps when registering a child. The ministry gains clearer insight into the service experience by taking a human-centred design approach, including outreach to better understand the needs of parents and guardians.

### Long-term outcomes

Parents and guardians have an equitable and culturally safe service experience when registering the birth of a child across the province.

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## ACTION 4.7

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Develop plain language and multi-language resources to strengthen connections with racialized service delivery organizations and support entrepreneurs.

### Lead ministry

Jobs and Economic Growth

### Why this action?

Complex language and English-only materials can make it difficult for racialized people to access government programs. Plain language and translation into additional languages will make business supports easier to understand and use.

### Goal

Government information about business supports is written in plain language and translated into commonly used languages so more people can access it.

### Signs of progress

- ✓ Plain language guides and resources are developed for business supports.
- ✓ Priority languages are identified through data and community engagement.
- ✓ Resources are translated into multiple languages.
- ✓ Feedback from community organizations is collected on the resources.
- ✓ Usage data is collected (downloads, views, inquiries).
- ✓ Resources are updated or expanded based on feedback.

### Short-term outcomes

More people understand and access business supports.

### Long-term outcomes

Racialized entrepreneurs have greater access to supports for starting and growing their businesses.

## ACTION 4.8

Apply an inclusive and intersectional lens to support equitable access to outdoor recreation.

### Lead ministry

Environment and Parks

### Why this action?

Barriers to outdoor recreation such as cost, transportation, language, accessibility and safety concerns can limit access, which in turn can affect mental well-being. Reducing these barriers will help racialized communities equitably enjoy outdoor spaces.

### Goal

Outdoor recreation programs are reviewed to identify and reduce barriers.

### Signs of progress

- ✓ Outdoor recreation programs are reviewed to identify barriers to equitable participation and access.
- ✓ Communities are engaged to identify barriers related to cost, transportation, language, disability, safety and other access needs.
- ✓ Changes to outdoor recreation programs are implemented to reduce barriers and improve access.
- ✓ Guidance, policies and tools are updated to support inclusive outdoor recreation programs and services.

### Short-term outcomes

Barriers to outdoor recreation are identified.

### Long-Term outcomes

Outdoor recreation opportunities become more accessible and inclusive.



*"It's not just access. It's whether you feel understood when you get there."*



## PILLAR 5 – Systemic change through legislation and policy

### ACTION 5.1

Ensure government's policies and practices for artificial intelligence (AI) have strong guardrails and an ongoing focus on ethics and equity, including anti-racism.

#### Lead ministry

Citizens' Services

#### Why this action?

AI systems can exhibit racial bias, which can lead to discriminatory outcomes for racialized people and perpetuate harms for historically marginalized communities. As government expands AI adoption to provide more responsive and intuitive connected services, it will be essential to maintain strong guardrails and continuously monitor and adjust the AI policy framework. This will help ensure that AI systems are developed and implemented with an ongoing focus on ethics and equity, including anti-racism.

#### Goal

AI policy, guardrails and adoption are informed by diverse perspectives and expertise, including people with lived experience as members of racialized communities.

#### Signs of progress

- ✓ A multidisciplinary group is convened to develop guidance on ethical and equity considerations for the use of AI as it relates to anti-racism.
- ✓ Potential harms related to racial bias and systemic racism that could be caused or perpetuated by AI are identified and ranked.
- ✓ Recommendations are made for practical risk mitigation strategies for government.
- ✓ Opportunities are identified for racialized communities to benefit from AI (i.e., areas where responsible AI use could improve outcomes for historically marginalized communities).

#### Short-term outcomes

The ministry gains a more complete understanding of ethical and equity considerations, including racial bias and representation, to inform AI policy framework gap analysis.

#### Long-term outcomes

Government can accelerate AI adoption without perpetuating systemic barriers for racialized people.

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## ACTION 5.2

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**Work with policing partners and related agencies to strengthen awareness of extortion, support victim identification and referrals, and help hold perpetrators accountable.**

### Lead ministry

Public Safety and Solicitor General

### Why this action?

Extortion can cause significant harm and may be underreported when victims do not recognize the offence or communities don't trust that help is available. Awareness and coordinated action with policing partners can help improve reporting, support victims and strengthen the response to extortion.

### Goal

Policing partners and related agencies work in a more coordinated way to increase awareness of extortion, identify and support victims, and strengthen action against perpetrators.

### Signs of progress

- ✓ Extortion awareness activities are delivered with policing partners and related agencies.
- ✓ Victim identification and support referral processes are established or strengthened with policing partners and related agencies.
- ✓ Coordinated actions are undertaken to identify perpetrators and respond to extortion offences.

### Short-term outcomes

There is greater awareness about extortion and available supports, and policing partners are better able to identify victims and coordinate response efforts.

### Long-term outcomes

Victims of extortion are better supported, and policing partners are better able to identify perpetrators and respond to extortion-related offending.

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## ACTION 5.3

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**Strengthen oversight of immigration consultants to address the exploitation of temporary foreign workers, international students and newcomers and ensure fairer, safer workplaces.**

### Lead ministry

Attorney General

### Why this action?

Although the federal government regulates immigration consultants through the College of Immigration and Citizenship Consultants, and the Ministry of Labour regulates recruiters through the *Temporary Foreign Worker Protection Act*, there remain significant gaps in oversight and enforcement. Stronger provincial oversight could help address exploitation in the Temporary Foreign Worker Program and immigration industry. Taking action to address consultant behaviour could also reduce risks linked to illegal fees, misrepresentation and other harmful practices.

### Goal

Provincial measures to address exploitation linked to immigration consultants are assessed to identify gaps, risks and options for further action affecting temporary foreign workers, international students and newcomers.

### Signs of progress

- ✓ An interjurisdictional scan and analysis is completed on potential provincial measures to address harms linked to immigration consultants.
- ✓ Consultations are completed with relevant ministries and agencies to identify gaps and possible areas for provincial action.
- ✓ Policy options are developed to support decisions on provincial action.

### Short-term outcomes

Government has a clearer understanding of gaps, risks and provincial options to address exploitation linked to immigration consultants.

### Long-term outcomes

Government is better positioned to take future action to address exploitation linked to immigration consultants affecting temporary foreign workers, international students and newcomers.

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## ACTION 5.4

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Review and strengthen the *Employment Standards Act* and the *Temporary Foreign Worker Protection Act* to protect temporary foreign workers from exploitation.

### Lead ministry

Labour

### Why this action?

Employers must be registered and recruiters must be licensed under the *Temporary Foreign Worker Protection Act* before applying to the federal government to hire or recruit foreign workers in B.C. Foreign workers have provincial protections, but may still face risks related to recruitment and employment conditions. Reviewing the province's legal framework will help identify where policy and procedure changes may improve protections.

### Goal

Foreign worker protections and employment standards are reviewed to identify gaps and options to strengthen protections for vulnerable foreign workers.

### Signs of progress

- ✓ A review of the *Temporary Foreign Worker Protection Act* and *Employment Standards Act* is completed to identify gaps affecting vulnerable foreign workers.
- ✓ Relevant ministries, agencies and worker-serving organizations are consulted as part of the review.
- ✓ Policy, legislative or regulatory options are developed to strengthen protections for vulnerable foreign workers, including any additional resources and stakeholder engagement needed to implement changes.

### Short-term outcomes

Government identifies gaps and options to strengthen protections for vulnerable foreign workers.

### Long-term outcomes

Government is better positioned to improve protections for vulnerable foreign workers under provincial employment standards and temporary foreign worker legislation.

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## ACTION 5.5

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Review the Employment Standards Branch complaint process through an anti-racism lens and engage racialized worker advocacy groups as part of the review.

### Lead ministry

Labour

### Why this action?

Reviewing the complaint process through an anti-racism lens helps racialized workers who face barriers in accessing the Employment Standards Branch complaint process, including barriers related to trust, language, accessibility and fear of reprisal.

### Goal

The Employment Standards Branch complaint process is reviewed to assess accessibility, cultural safety and responsiveness to the needs of racialized workers.

### Signs of progress

- ✓ Worker advocacy groups are consulted as part of the review.
- ✓ The review is completed through an anti-racism lens.
- ✓ A plan is developed by ministry staff to respond to the review findings, including any policy or procedural changes that would improve access for racialized workers and any additional resources needed to support implementation.

### Short-term outcomes

Potential barriers affecting racialized workers in the complaint process are identified for ministry consideration.

### Long-term outcomes

Racialized workers experience more equitable access to Employment Standards Branch services.

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## ACTION 5.6

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**Review existing employment standards and protections affecting racialized app-based ride-hail and delivery workers, and other precarious workers.**

### Lead ministry

Labour

### Why this action?

Data gathered and released under ARDA shows that racialized workers in B.C. continue to face wage gaps in several occupations. New employment standards for app-based ride-hail and delivery workers came into effect in September 2024. This review will look at how those standards are affecting racialized workers and whether the protections are supporting fairer outcomes for app-based ride-hail and delivery workers, and other precarious workers.

### Goal

Minimum employment standards affecting racialized app-based ride-hail and delivery workers, and other precarious workers are reviewed and areas for improvement are identified.

### Signs of progress

- ✓ The impact of minimum employment standards on racialized app-based ride-hail and delivery workers, and other precarious workers is reviewed.
- ✓ Improvements are identified for existing legislation and regulations.
- ✓ A plan is developed by the ministry to implement improvements, including potential policy changes, resource needs and stakeholder engagement.

### Short-term outcomes

Government gains a clearer understanding of how minimum employment standards affect racialized app-based ride-hail, delivery and other precarious workers.

### Long-term outcomes

Employment standards and protections better support racialized app-based ride-hailing and delivery service workers, and other precarious workers.

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## ACTION 5.7

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**Review how well regulatory authorities are complying with the *International Credentials Recognition Act* so that internationally trained professionals can gain access to job opportunities in the fields they studied for.**

### Lead ministry

Post-Secondary Education and Future Skills

### Why this action?

Many internationally trained British Columbians face delays or barriers in having their credentials recognized, which limits access to employment in their professions. This review will identify compliance gaps and inform improvements to support fair, timely and transparent credential recognition.

### Goal

Regulatory authorities' credential recognition processes are reviewed to improve fairness and transparency, and ensure compliance with the *International Credentials Recognition Act*.

### Signs of progress

- ✓ A review of regulatory authorities' implementation of the *International Credentials Recognition Act* is completed.
- ✓ Barriers affecting fair, timely and transparent credential recognition are identified.
- ✓ Policy recommendations are developed to improve regulatory compliance and credential recognition.
- ✓ Regulatory authorities implement improvements in response to issues identified in the review.

### Short-term outcomes

Government identifies barriers affecting internationally trained professionals.

### Long-term outcomes

With fewer barriers and faster credential recognition processes, internationally trained professionals have easier access to employment opportunities in their fields.

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## ACTION 5.8

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Direct the Land Title and Survey Authority to use existing authorities under the *Land Title Act* to strike out discriminatory restrictive covenants in land title records.

### Lead ministry

Finance

### Why this action?

The *Land Title Act* says that historic clauses on land titles that discriminate by sex, race, religion or nationality are not valid. However, some old titles still have racist language in them. People often see this when they buy or refinance their homes, which can cause hurt and confusion. A process led by the land title registrar will strike out these phrases in a consistent way across the province.

### Goal

Discriminatory restrictive covenants are identified and struck out in land title records using a consistent, registrar-led process.

### Signs of progress

- ✓ Standardized procedures are used to identify and strike out unlawful clauses in land title records.
- ✓ There is public reporting on progress in addressing discriminatory restrictive covenants in land title records.

### Short-term outcomes

Discriminatory restrictive covenants continue to be identified and struck out in land title records, while the authority explores ways to develop a more efficient process for identifying and remediating them.

### Long-term outcomes

Historic discriminatory covenants are consistently struck out across the land title system, helping address a visible legacy of systemic racism.

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## ACTION 5.9

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Include discriminatory conduct in a proposed standardized BC code of conduct for local elected officials. Develop guidance that includes available training resources on discrimination and racism to support orientation on the code. Explore opportunities for further education and training on anti-racism and anti-Indigenous racism with local governments and Indigenous partners.

### Lead ministry

Housing and Municipal Affairs

### Why this action?

The ministry is developing legislation to create a standardized code of conduct that will apply to all local elected officials in B.C. The code will set clear standards of behaviour, including rules related to discriminatory conduct. It will also include complaint, investigation and sanction processes.

Adding discriminatory conduct to the code, along with guidance and training, will help support respectful behaviour and accountability in local government.

### Goal

Local elected officials follow clear standards of conduct that address discriminatory behaviour and are supported by guidance and training on racism, anti-racism and Indigenous-specific racism.

### Signs of progress

- ✓ Legislation is introduced and enacted establishing a standardized code of conduct.
- ✓ Guidance and training materials about the code are developed and made available to local governments.
- ✓ Local governments annually report publicly on code of conduct complaints.

### Short-term outcomes

Local elected officials have clearer expectations about discriminatory conduct and access to guidance and training on racism and Indigenous-specific racism.

### Long-term outcomes

Local governments are better able to prevent and respond to discriminatory behaviour and support respectful relationships with Indigenous Peoples and racialized communities.



## PILLAR 6 – Representation and cultural safety for racialized communities

### ACTION 6.1

Expand career development for racialized employees by delivering direct supports and incorporating anti-racism content into leadership training.

#### Lead ministry

Public Service Agency

#### Why this action?

Racialized employees can face barriers at different stages of their careers in the BC Public Service. This action responds to feedback that career development requires both direct supports for employees and changes to workplace culture. The PSA will work to identify barriers, improve recruitment and retention supports and strengthen anti-racism expectations in leadership.

#### Goal

The BC Public Service identifies and addresses barriers affecting the recruitment, retention and career development of racialized employees, while strengthening leadership accountability for anti-racism and inclusive workplace culture.

#### Signs of progress

- ✓ Research published under the *Anti-Racism Data Act* is reviewed, and, where appropriate, used along with other sources to understand barriers affecting racialized employees.
- ✓ Existing supports for racialized employees, such as mentorship programs, employee networks and resource groups are reviewed to identify gaps and expand supports where opportunities exist.
- ✓ Leadership initiatives for racialized employees are introduced or expanded to support career development and retention.
- ✓ Leaders complete training that includes anti-racism content to support inclusive leadership and workplace culture.

#### Short-term outcomes

Barriers affecting racialized employees are better identified, and supports for recruitment, retention and career development begin to improve.

#### Long-term outcomes

The BC Public Service becomes a more inclusive workplace, with stronger career pathways and better representation of racialized employees across all levels.

## ACTION 6.2

Update training for staff who work directly with families to help them understand how racism affects the child welfare system. This will include new practice examples to show how racism can appear in the system and in individual practice.

### Lead ministry

Children and Family Development

### Why this action?

This action will support direct service staff to address systemic and individual racism when supporting children, youth and families.

### Goal

Staff reflect on the racial biases in the child welfare system and on their own racial biases, including the impacts of these biases on the children, youth and families they support.

### Signs of progress

- ✓ Decision making is consistent across service delivery areas and within service streams.
- ✓ Documentation of decisions and rationale is transparent.
- ✓ Culturally relevant and appropriate practices are used.

### Short-term outcomes

Children and youth interacting with the ministry experience fair and equitable treatment.

### Long-term outcomes

Children and youth in care realize outcomes comparable to their peers.



*“Removing workplace barriers and building an inclusive culture creates fair opportunities for racialized employees to succeed and grow.”*



## PILLAR 7 – Empowering communities and supporting healing

### ACTION 7.1

Implement the BC Community Action On Racial Equity (BC CAREs) Fund to better align community grants with legal, mental health, healing and grassroots support for racialized communities and Indigenous impacted by racism.

#### Lead ministry

Attorney General

#### Why this action?

Racialized people and Indigenous communities who experience racism need access to legal, mental health, healing and community-based supports. This fund will create clearer and more responsive grant streams, so that funding is better aligned with the supports people and communities need when responding to racism.

#### Goal

Community grants are delivered through dedicated funding streams that support legal, mental health, healing and grassroots anti-racism initiatives for people and communities impacted by racism.

#### Signs of progress

- ✓ Dedicated funding streams are established for legal and mental health support, anti-racism healing grants and anti-racism microgrants.

- ✓ Community grants are delivered through the fund.
- ✓ Grant application, assessment, tracking and performance reporting processes are implemented through a standardized grant system.
- ✓ Grant assessment processes include consideration of referral demand, identified client needs and community-based anti-racism supports.
- ✓ Annual funding supports community organizations that deliver legal, mental health, healing and grassroots anti-racism initiatives.

#### Short-term outcomes

Community grant funding is more responsive to legal, mental health, healing and grassroots support needs for people and communities impacted by racism.

#### Long-term outcomes

People and communities impacted by racism have better access to culturally appropriate supports that respond to racism-related harms and support long-term healing.

## ACTION 7.2

Engage in strategic outreach to underrepresented communities to increase awareness of opportunities to serve on B.C.'s agencies, boards and commissions.

### Lead ministry

Crown Agencies and Board Resourcing Office

### Why this action?

Data gathered and released under ARDA shows that representation on B.C.'s agencies, boards and commissions has improved, yet some communities continue to be underrepresented. This includes some racialized communities, which face barriers to public appointments. Government will use this information to guide outreach, increase awareness of appointment opportunities and support racialized people who apply.

### Goal

Outreach activities help communities understand and apply for board positions.

### Signs of progress

- ✓ Outreach is conducted with community organizations.
- ✓ Information sessions are held on how to apply for board positions.
- ✓ Outreach materials are improved based on feedback.
- ✓ Representation trends are monitored through diversity surveys.

### Short-term outcomes

More communities learn about board appointment opportunities.

### Long-term outcomes

Provincial boards better reflect the diversity of B.C.



*"Increasing representation in the public service helps ensure decisions reflect diverse community experiences."*



## PILLAR 8 – Environmental racism

### ACTION 8.1

Identify, collect and make available environmental datasets across public bodies to better understand how environmental risks affect communities differently by race, income and housing.

#### Lead ministry

Environment and Parks

#### Why this action?

Environmental datasets are held across multiple ministries and not consistently shared or analyzed. Consolidating these datasets will help government understand how environmental risks and climate impacts affect communities differently by race, income and housing conditions, and use that information to inform policy and program decisions.

#### Goal

Environmental datasets are identified and shared across ministries.

#### Signs of progress

- ✓ Environmental datasets held across ministries and other public bodies are identified and organized.
- ✓ Gaps are identified in the environmental data needed to understand risks and impacts affecting communities.
- ✓ Environmental datasets are available to support cross-ministry analysis.
- ✓ Shared environmental datasets are used to inform policy development and government decision making.

#### Short-term outcomes

Government has better access to environmental data.

#### Long-term outcomes

Policies better address environmental risks affecting racialized communities.

# Glossary

The following terms are defined based on the *Anti-Racism Data Act* data standards and related provincial guidance.

## **Anti-racism**

Actions, policies and practices that work to identify, challenge and change systemic racism.

## **Cultural safety**

An outcome based on respectful engagement that recognizes and addresses power imbalances, systemic discrimination and the effects of colonialism.

## **Equity**

Fairness achieved by addressing systemic barriers so that all individuals and groups have access to the same opportunities.

## **Goal**

What success looks like for the action.

## **Identity-based data**

Information collected about characteristics such as race, ethnicity or Indigenous identity to identify disparities and support equitable policy decisions.

## **Indigenous Peoples**

First Nations, Métis and Inuit Peoples in Canada, recognized as distinct, rights-holding groups.

## **Intersectionality**

An approach that recognizes that individuals may experience overlapping forms of discrimination based on multiple aspects of identity.

## **Long-term outcomes**

The broader changes the actions are intended to support over time, including beyond the Action Plan period.

## **Racialized**

People who are categorized or treated differently because of perceived racial characteristics.

## **Racism**

Beliefs, attitudes or actions that result in unequal treatment based on race.

## **Rationale**

The reason the action is being taken.

## **Short-term outcomes**

The early changes expected during the Action Plan period.

## **Signs of progress**

The measures used to show whether progress is being made.

## **Systemic racism**

Patterns of behaviour, policies or practices within institutions that create or maintain racial inequality.



BRITISH  
COLUMBIA