

DIVERSITY & INCLUSION

ARTWORK BY WINNIPEG BOYS AND GIRLS CLUB YOUTH

National Anti-Racism Initiative

Boys and Girls Clubs of Canada Statement on Racism and Discrimination



**Boys & Girls Clubs
of Canada**

As Canada's largest charitable organization serving kids and teens, Boys and Girls Clubs open their doors to all young people, of all backgrounds, in 775 diverse communities across the country.

Our core values—Belonging, Respect, Encouragement and Support, Working Together, Speaking Out—are built around inclusion and we are proud of the work we do. We stand against systemic racism, prejudice, discrimination, injustice. We believe Black Lives Matter.

We want to help our Clubs create even more safe spaces and empower even more youth that identify as BIPOC (Black, Indigenous, People of Colour). We need to provide training and tools that will help white staff and youth recognize their privilege and learn how to be effective allies.



Support our anti-racism initiatives, developed in consultation with BIPOC leaders and organizations:

- Establishing micro grants for Black youth that want to create programs, initiatives, or events that support Black communities and combat racism and discrimination. As a For Youth, By Youth model, successful micro grant applications will be chosen by our National Youth Council—15 young community leaders nominated from Clubs across Canada
- Developing anti-racism training and resources for our national team and Club staff that will ensure we incorporate anti-racism practices into all national initiatives and programs
- Running a youth-led anti-racism workshop, specifically designed to educate white youth and empower BIPOC youth, at our National Youth Forum in 2021, which brings together over 200 youth from Clubs nationwide
- Creating a national anti-racism program for youth that can be run at every Boys and Girls Club across the country
- Creating spaces for youth-led group mentoring sessions engaging Club communities and leadership in shared learning about racism, diversity, equity, and inclusion with a focus on BIPOC youth perspectives. Youth will also mentor leaders in developing action plans to effect change collaboratively.

Boys and Girls Clubs are committed to change. We will continue to uphold our core values. We will continue to open our doors to all young people.



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