

Anti-Racism & Cultural Advocacy (ARCA) Committee

Terms of Reference

Preamble:

Members of the Anti-Racism & Cultural Advocacy (ARCA) Committee believe that the Committee's Terms of Reference should be a dynamic document which requires regular review to reflect the Committee's focus on ongoing and emerging issues related to racial equity, human rights, cultural diversity and inclusion, religious acceptance and social justice. In the present context of ongoing racial inequity, the Committee recognizes the experiences of ethnocultural groups, Indigenous people, refugees and racialized groups. In recognition of Canada's colonial history and the systemic oppression of First Nations people, ARCA is committed to Canada's Truth and Reconciliation Act and to the United Nations Declaration on the Rights of Indigenous Peoples.

Mission Statement:

As a committee of the BCASW, the Anti-Racism & Cultural Advocacy Committee emphasizes anti-oppressive practice against any form of discrimination based on race, culture, ethnicity and religion.

The functions of the Committee are:

- a) to raise critical awareness by engaging social workers and related professionals through dialogue on issues related to racism, human rights, cultural and religious diversity:
- b) to promote the delivery of services appropriate to a multiracial, multi ethnocultural, and religiously diverse society.

The Committee develops and recommends positions to the BCASW Board for action on specific issues of concern related to these areas.

Goals:

1. To become more knowledgeable and critically aware of how to foster a social work practice which advocates for: cultural and religious diversity; anti-racism; decolonization discourses with Indigenous People; justice for visible minorities; human rights; immigration; refugees and settlement policies.
2. To help create safe, respectful, inclusive, and equally accessible spaces for members of the Indigenous and racialized communities experiencing racism;
3. To better understand how members of the Indigenous and racialized communities experience racism in its many expressions, from individual to institutionalized/systemic racism.
4. To evaluate and identify issues arising from current inequities in policies and legislation, and

to bring these concerns forward to the BCASW Board;

5. To identify actions needed to help address inequitable policies, programs and practices and to support the BCASW in advocating for policy change through formal recommendations to the appropriate systems and people;

6. To engage in advocacy and allyship in support of anti-racist causes and initiatives;

7. To support and assist the BCASW in its commitment to cultural diversity, religious acceptance and anti-racism by helping to develop positions for BCASW action, by monitoring the media for new developments, by assisting in the writing of briefs and communications to government departments, MPs, MLAs and other agencies, as well as press releases to the media;

8. To enable social workers and other helping professionals to deliver culturally appropriate, culturally sensitive, racially non-discriminatory services by developing and facilitating training workshops, webinars and conferences for BCASW members and for the social work community at large; and by contributing practice specific articles to the *Perspectives* newsmagazine.

9. To encourage networking among helping professionals on issues related to cultural diversity, religious acceptance and anti-racism.

10. To mentor and to promote foreign-trained Social Workers during their adjustment process by orienting them to the BCASW and the to BC College of Social Workers, by inviting them to join ARCA, by introducing them to similarly interested Social Workers and social service agencies and by providing them with emotional support during their job search.

11. To maintain a dialogue, through the BCASW, with the Schools of Social Work with regards to advancing the Schools' development of a culturally competent, anti-racist curriculum, and by participating in the Schools' Standing Committees, on their Curriculum Committee, and in the Curriculum review process.

Revised October 2021