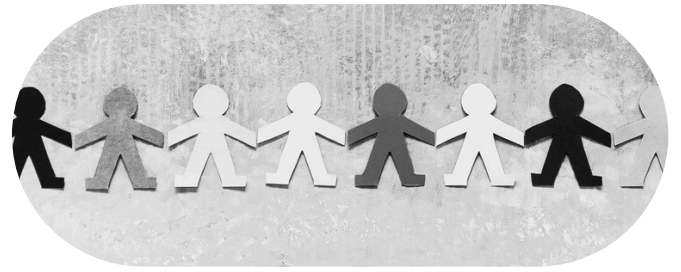


# ANTI-RACISM ACTION PLAN CHECKLIST



## 1. ONGOING COMMITMENT

- ☐ Clearly states a commitment to combating racism and discrimination in all forms
- ☐ Explicitly upholds values of equity, diversity, and inclusion (EDI)
- ☐ Recognizes the plan is a living document requiring ongoing reflection and action

## 2. ACKNOWLEDGMENT

- ☐ Clearly acknowledges that systemic racism exists
- ☐ Names systems of oppression
- ☐ Recognizes the organization's role or location within historical and current systems

## 3. STRATEGIES & ACTIONS

(i) Includes strategies to :

- ☐ Understand historical context and how past actions shaped current inequities (through education, historical audits, community storytelling)
- ☐ Incorporate Indigenous Frameworks where possible (ex. Medicine Wheel)

(ii) Outlines processes for informed and accountable decision-making at:

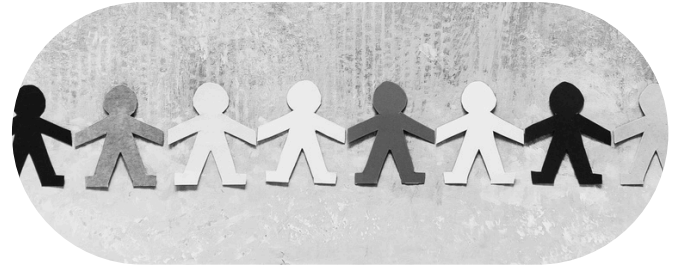
- ☐ Individual level (anti-racism training)
- ☐ Institutional level (Inclusive policies, HR practices)
- ☐ Systemic level (governance, resource allocation, sector influence)

(iii) Contains concrete actions to:

- ☐ Address root causes and harms (can include data collection of Self-Identification, Mobility, Retention, Outcomes)
- ☐ Process to dismantle systemic barriers
- ☐ Create equitable, barrier-free opportunities for racialized communities
- ☐ Crisis Response Protocol for hate incidents, with referral pathways to Stop Hate Alberta , RCMP Contacts, Reporting Steps



# ANTI-RACISM ACTION PLAN CHECKLIST



## 4. IMPLEMENTATION TIMELINE

- ☐ Developed and in place within six months of the Agreement start date
- ☐ Maintained and updated as a living document throughout the funding period
- ☐ Aligned with internal strategic or operational planning cycles

## 5. MONITORING & REPORTING

- ☐ Progress is measured through defined indicators (ex. training completed, policies changed, representation improved)
- ☐ Plan includes a method for regular review and evaluation

Annual reports include specific updates on:

- ☐ What actions were taken
- ☐ What progress was made
- ☐ What remains to be addressed
- ☐ Includes space for community or stakeholder feedback and adaptations

