

## Statement of Solidarity and Anti-Racist Action

The Reach stands in solidarity with Black, Indigenous, and People of Colour (BIPOC). Like you, we have witnessed the expressions of pain and frustration brought about by recent and ongoing racially motivated injustice and violence. Over the past weeks, the Board of Directors and staff have been meeting to expand our understanding of race-based inequity and to deepen our collective resolve to work against all forms of racism.

We acknowledge that the harmful, damaging, and oppressive impacts of racism form part of the lived experiences of BIPOC members of our community. Art galleries and museums are implicated in the histories and contemporary conditions of colonialism and racism. We have for too long focused on creating, reinforcing, and privileging white, settler narratives and forms of expression, while failing to adequately reflect the lives and experiences of BIPOC.

We, the Board of Directors, staff, and volunteers of The Reach are committed to ending this pattern of negligence with a process of institutional reflection to identify and address racism. This includes conducting an internal equity review, addressing recruitment tactics and diversity in our Board and staff, and examining the depth of our commitment to BIPOC artists and narratives.

### **Our actions will include:**

- We will seek out available resources and learn about anti-racism at Board and staff levels;
- We will undertake anti-racist training at Board and staff levels;
- We will conduct an internal equity audit of our programming, exhibitions, policies, and human resources to identify and address inequalities within our organization on matters of diversity, equity, and inclusion of BIPOC;
- We will create an anti-racist policy and committee;
- We will reallocate funds to support BIPOC initiatives and employees consistent with our mission; and
- We will embed ongoing anti-racist work into our annual operating plan.

We wish to affirm to our community, to artists, to those who fund us, and to others who engage with The Reach, that anti-racism is a core principle guiding what we do. We know that to be anti-racist requires intentional, continuous action. We intend to redouble our efforts, and we hope you join with us.

### **Board of Directors**

Colin Reimer, Chair	Diane Griffiths
Laura Authier, Vice Chair	Stephanie Talbot
Rex Leonard, Treasurer	Carrielynn Victor
Kam Grewal, Secretary	Charles Wiebe
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Laura Schneider, Executive Director

On behalf of the Board, staff and volunteers  
of The Reach Gallery Museum