

Embracing Equity and Inclusivity: Anti-Racism Strategy for the Shuswap

We acknowledge that Salmon Arm is situated on the unceded territory of the Secwépemc People, who have cared for the land since time immemorial. Through our strategy, we are committed to actively addressing the Truth and Reconciliation Commission's Call to Action Recommendations 43, 57, and 93.

Through collective action, we can create lasting change.



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PART 1

Executive Summary

The Anti-Racism Strategy for the Shuswap Region is a collaborative, action-oriented initiative designed to confront and dismantle systemic racism. It was developed in response to the region's increasing diversity and the ongoing experiences of racism within the community. The strategy also recognizes that demographic shifts—particularly when intensified by housing pressures—can amplify existing inequities and create additional barriers to inclusion.

Grounded in extensive community engagement, consultation, and evidence-informed research, the strategy reflects the shared vision and collective commitment of five key partners: Interior Health, K̓w̓s̓altk̓n̓éws ne Secwepemcúl'ecw School District (SD83), the City of Salmon Arm, Shuswap Immigrant Services Society, and Rise Up Indigenous Wellness.

Central to the strategy is an acknowledgment that Salmon Arm is located on the unceded territory of the Secwépemc People. It affirms the lasting impacts of colonialism and the responsibility of settlers to actively advance reconciliation, justice, and equity. Guided by this foundation, the partner organizations have developed a coordinated framework that directly addresses the Truth and Reconciliation Commission's Calls to Action 43, 57, and 93.

The strategy outlines a clear and actionable plan focused on seven key components:

Respectful Engagement with Indigenous Communities: Ensuring Indigenous leadership and voice is upheld throughout this work.

Education and Literacy: Implementing joint Equity, Diversity, and Inclusion (EDI) and Truth and Reconciliation training across partner organizations.

Representation and Voice: Continuing to use advisory groups and arts-based methods to amplify systemically excluded voices.

Policy and Practice: Supporting organizations in developing inclusive policies and safe reporting mechanisms.

Community Engagement: Promoting cultural awareness through events, festivals, and school-based initiatives.

Support and Empowerment: Providing tools and resources to help newcomers and racialized individuals navigate discrimination.

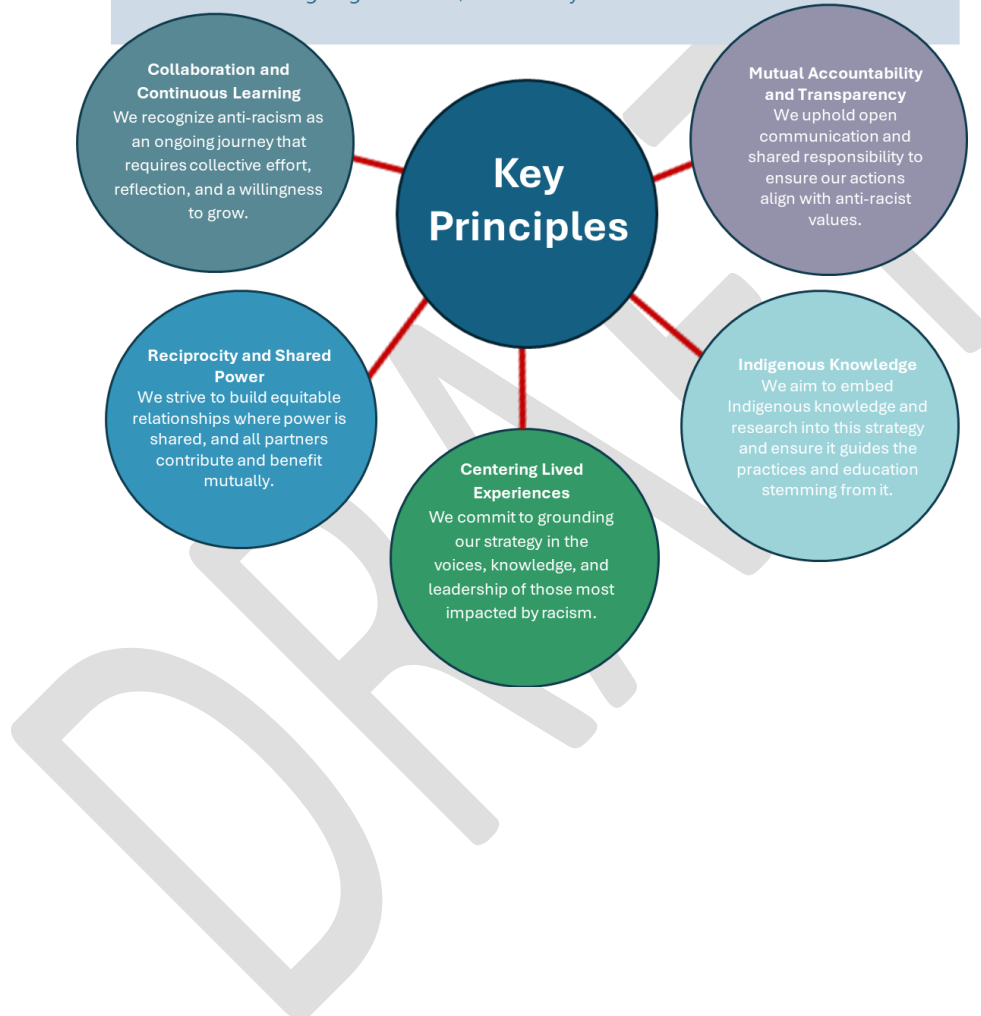
Sustainable Funding: Securing long-term financial support to ensure the strategy's implementation and growth.

This strategy is a living document, meant to evolve through ongoing evaluation, community feedback, and a shared commitment to justice, equity, and reconciliation in the Shuswap region.

PART 2

Guiding Values and Principles

These principles are not static, they are living commitments that will evolve through ongoing reflection, community feedback and action.



PART 3

Background Research

Historical Context

The Shuswap region, traditionally inhabited by the Secwépemc people, has a rich history that is deeply rooted in Indigenous culture and stewardship of the land. The arrival of settlers in 1886, coinciding with the completion of the railway, marked the onset of significant changes. This period saw the beginning of the disruption of Indigenous ways of life and led to the marginalization of the Secwépemc people. In the last 50 years, racist activity has persisted in the Shuswap (Globe and Mail, 2021), (Salmon Arm Observer, 2021), (Salmon Arm Observer, 2024).

Demographic Changes

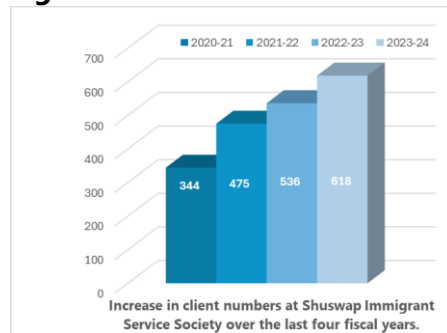
The Shuswap region has seen a significant increase in immigration in recent years, primarily driven by the need to address labor shortages in key sectors. Programs like the Rural and Northern Immigration Pilot (RNIP) have facilitated this growth, with 118 people moving to Shuswap Communities and Enderby between 2019 and 2024 (Community Futures, North Okanagan, 2024). Many additional individuals have arrived through various immigration pathways. The upcoming Rural Community Immigration Pilot (RCIP) is anticipated to double the number of newcomers settling in participating communities (IRCC, 2025).

Immigration plays a crucial role in sustaining the Canadian economy, yet its contributions are often undervalued. Retaining immigrants remains a significant concern, especially as Canada currently faces historically low retention rates, with British Columbia among the provinces experiencing the lowest rates (Statistics Canada, 2024). In many small and mid-sized cities, including in Salmon Arm, businesses continue to report ongoing skill shortages and are increasingly relying on immigrants to fill these essential roles (Conference Board of Canada, 2024).

Settlement agencies are under increasing pressure to address this growing demand. For instance, client numbers at SISS have surged by over 76% in the last four years. There is an urgent need for municipalities and local organizations across Canada to adapt their policies and services to support this expanding demographic, as settlement agencies cannot manage this challenge alone (Conference Board of Canada, 2022).

These demographic shifts highlight the necessity for inclusive policies and community support that not only attract newcomers but also create a sense of belonging and inclusion while ensuring newcomers are confident to express their identity within the community.

Figure.1.



Contemporary Issues

Salmon Arm, a key community within the Shuswap region, has a history of experiencing racism. The legacy of colonialism continues to impact the community, necessitating ongoing efforts to address and combat racism and promote reconciliation. Over the last half-century, numerous events and incidents have highlighted the need for a comprehensive anti-racism strategy. Feedback from frontline workers and the Racialized Voices Advisory Council has also indicated that racism is on the rise within the community, underscoring the urgency of these efforts.

Racism exerts significant and widespread effects on both individuals and communities, adversely impacting mental, emotional, social and physical health. Individuals facing racism experience a markedly higher risk of negative mental health outcomes, including depression, anxiety, and psychological distress (Islam et al., 2017; McKenzie, 2003). Additionally, the ongoing stress related to racism can result in long-term physical health issues, such as increased blood pressure and cardiovascular problems (Lewsley, 2020).

In Canada, national statistics support these findings. The Public Health Agency of Canada (2022) reports that racialized adults, especially those from Black, South Asian, and Arab/West Asian communities, show elevated prevalence of chronic illnesses like diabetes and cardiovascular disease, alongside poorer self-rated mental and physical health compared to white adults. These disparities are deeply intertwined with systemic discrimination and limited access to health-promoting resources. Such inequities are not only unfair but also preventable, highlighting the pressing need for systemic reforms to tackle racism as a crucial factor affecting health.

PART 4

Community Based Research



Two core values guided the development of the strategy: centering lived and living experience, and upholding Indigenous leadership. The following section summarizes insights gathered through engagement with Indigenous Elders and a Racialized Voices Advisory Council comprised of racialized individuals. These sessions sought to surface and categorize experiences of racism and discrimination, followed by in-depth, collaborative dialogues focused on co-creating community-driven solutions.

To deepen understanding and create space for meaningful expression, arts-based research sessions were also organized with both youth and adults. These sessions provided creative, culturally grounded avenues for sharing experiences and insights, which have been shown to be particularly effective in enhancing racialized groups' ability to communicate issues surrounding inclusion (Fenge, 2022). A trauma-informed and culturally sensitive approach was prioritized throughout, employing a diverse range of methodologies, including arts-based practices and Margaret Kovach's conversational method (Kovach, 2021).

Additionally, interviews with frontline workers were conducted to capture their perspectives and living realities. The engagement with community partners revealed several key themes: the

persistence of systemic barriers, the importance of centering lived experience, the need for accountability and transparency, a preference for collaborative and co-designed solutions, and a strong commitment to long-term, sustainable change.

The following areas were explored with the Racialized Voices Advisory Council: community, school, work, food, housing and health.

Elders Council Engagement

Key Issues Raised During the Elders Council Meeting

1. Education and Schools

- Indigenous students faced disproportionate disciplinary actions partly due to unconscious bias from teachers, partly due to overt racism.
- Indigenous students consistently received lower grades (in local post-secondary education) than their white peers. External review confirmed these disparities.
- Indigenous teachers reported frequent instances of verbal and physical abuse, which were often dismissed or not taken seriously.

2. Lack of Engagement with Indigenous Communities

- Educational institutions have not made adequate efforts to engage respectfully with local bands.
- Individuals were asked to perform land acknowledgements without proper recognition or compensation for their time and knowledge.
- Métis individuals were excluded from leading Aboriginal Day events, being told they were “not Indigenous enough.”

3. Discrimination in Hiring and Curriculum

- The hiring process is perceived as unfair to Indigenous educators.
- At the post-secondary level, misinformation was being taught, including denial of both the Holocaust and the cultural genocide of Indigenous peoples.
- Indigenous students were segregated, and harmful stereotypes were perpetuated, such as the false claim that First Nations people receive “free money.”

Recommendations from the Elders Council

City Initiatives

- Reorder flags to place the Secwépemc flag first.
- Install a land acknowledgement and Indigenous artwork at the city building entrance.
- Develop and implement a policy and protocol to educate city staff and ensure respectful relationships are developed with Indigenous communities.

Tourism and Public Spaces

- Update the electronic notice board at the wharf to include Indigenous heritage.
- Provide an explanation for the stone monument at the wharf, detailing its meaning and historical significance.

Visual Representation and Inclusion

- Increase Indigenous visibility in community planning and decision-making.
- Employ more Indigenous people across sectors.
- Document and display more Indigenous art, culture, and history throughout the community.

Relationship Building, Education, and Protocol

- Create a formal protocol to guide organizations in building respectful relationships with Indigenous communities.
- Provide unconscious bias training for staff across all organizations.

Summary of Racialized Voices Advisory Council Meetings:

Key Issues Raised During Community Engagement Sessions

Housing

- Racialized individuals and families reported facing discrimination when seeking housing, including being denied rentals based on appearance or background.
- Tenants experienced hostility and harassment from neighbours, often escalating to threats or verbal abuse.

- Law enforcement responses to these incidents were often inadequate, leaving families feeling unsafe and unsupported.

Child and Youth Experiences in Educational and Extracurricular Settings

- Racialized children and youth encountered exclusion and stereotyping.
- Harmful assumptions were made about students' abilities, language skills, and cultural practices.
- Many students experienced bullying, name-calling, and cultural shaming, both in and outside of school.
- A lack of culturally appropriate food options and understanding of dietary needs contributed to feelings of exclusion.
- Educators were often unprepared to address racism or support students from diverse backgrounds.

Workplace Discrimination

- Racialized workers reported being assigned more difficult or undesirable tasks and receiving unequal treatment compared to their peers.
- Discriminatory comments and practices were common, including stereotyping and denial of basic rights or support.
- Some workers faced exploitative conditions, including restrictions on movement, withheld documents, and lack of access to language or support services.
- Pay disparities and unjust accusations further contributed to a sense of marginalization.

Community and Social Life

- Racialized individuals frequently encountered microaggressions, such as intrusive questions about their identity or language.
- Cultural and religious differences were often misunderstood or disrespected, leading to social exclusion.
- Islamophobia and other forms of racism sometimes escalated into public harassment or violence.
- Law enforcement responses to community-level racism were often perceived as dismissive or ineffective.
- Children and youth struggled with cultural identity due to peer pressure and a lack of cultural education in schools.

Health Care

- Racialized patients reported feeling dismissed or not taken seriously by health care providers.

- Communication barriers and lack of awareness about interpretation services led to confusion and mistrust.
- Cultural insensitivity in care delivery contributed to negative health experiences and outcomes.

Gaps in service delivery remain a challenge, including confusion about where and how to report incidents of racism and a lack of awareness around what constitutes racism and how it can be addressed.

Summary of Recommendations from the Racialized Voices Community Engagement Sessions

Policy and Organizational Culture

- Integrate Equity, Diversity, and Inclusion (EDI) principles into the core policies and cultures of all organizations and institutions.
- Ensure that EDI is not treated as a one-time initiative but as an ongoing commitment embedded in daily operations and decision-making.

Reporting and Support Systems

- Implement anonymous reporting tools that allow individuals to safely report incidents of racism without fear of retaliation.
- Establish clear support systems for individuals who experience racism, including access to counseling and advocacy services.
- Provide training for bystanders on how to safely and effectively intervene in instances of racism or discrimination.

Cultural and Religious Inclusion

- Recognize and accommodate cultural and religious observances by allowing racialized students and employees to take time off for holidays and celebrations.
- Promote inclusive calendars and scheduling practices that reflect the diversity of the community.

Public Safety and Representation

- Develop and enforce bylaws to prevent street harassment and ensure public spaces are safe for all.
- Actively include racialized voices in planning, policy-making, and leadership roles across sectors.

Education and Accountability

- Provide education on the nature and impact of racism for educators, employers, and community leaders.
- Ensure that those in leadership positions are equipped and expected to address incidents of racism directly and effectively.

Respectful Engagement and Compensation

- When collecting stories or experiences from racialized individuals, prioritize emotional safety and avoid pressuring individuals to share traumatic experiences.
- Offer honorariums or fair compensation and acknowledge the time, knowledge, and emotional labor contributed by participants.

Findings from the Rise Up Community Scan

A recent community scan by Rise Up Indigenous Wellness found that 42% of Indigenous participants felt that wellness services were not culturally safe. The scan also exposed systemic access barriers, such as inadequate transportation options, which persistently obstruct equitable service delivery (Rise Up Indigenous Wellness Society, 2025). These results corresponded with several concerns raised by the Advisory Council.

The results from the Rise Up Indigenous Wellness Society's 2025 Community Scan strongly resonate with the recommendations from the community engagement sessions, particularly in the realms of education and leadership. The scan highlighted the necessity for enhanced cultural safety training and increased participation of Indigenous Elders and community members in the planning and delivery of specific services.

Recent Federally Funded Research

Addressing racism from both humanist and economic perspectives is essential. The moral obligation emphasizes the protection of human dignity and equal rights, while the economic argument illustrates how inclusion fosters innovation, productivity, and sustainable growth across all communities. The following quotes from federally funded studies reveal the persistent issues related to immigrant retention. These insights highlight the need for targeted strategies to support their long-term integration and success. This is especially relevant given that racism significantly influences individuals' choices to migrate.

"These are not desperate people fleeing destitution for the comfort of Canada's generosity. Rather, they are a globally coveted talent pool with global options. When we fail to retain newcomers, we are essentially helping them to contribute to another country's success" (Daniel Bernhard, 2024).

"There's a lot of work that we need to do, deconstructing racism and xenophobia." Several research participants described situations in which an immigrant family was recruited to the community only to leave again after being treated poorly. The availability of a good job and a good home was not enough to retain the newcomer" (Conference Board of Canada, 2022).

DRAFT

PART 5.

Strategic Goals

1. Respectful Engagement with Indigenous Communities
ACTIVITIES
Ensure Indigenous Elders are consulted yearly to assess and improve the strategy. Establish a formal protocol for engaging with Indigenous communities, guided by Elders and local knowledge keepers. Encourage organizations to adopt a policy in addition to the protocol. Provide unconscious bias and cultural safety training for staff across organizations. Increase Indigenous representation in public spaces through art, signage, and storytelling. Collaborate with Indigenous communities to ensure accurate and respectful representation in tourism and education. Support Indigenous-led initiatives and ensure inclusive participation in cultural events.
INPUT
Collaboration with Elders, Indigenous leaders, and local bands. Funding for training, art installations, and community engagement. Resources for developing and implementing engagement protocols. Create a policy template for organizations to develop an Indigenous Engagement' policy. Venues and materials for training and cultural events.
OUTPUT
Number of training sessions conducted and participants trained. Number of Indigenous-led projects and events supported. Number of public spaces updated with Indigenous representation. Feedback from Indigenous communities on engagement efforts.
OUTCOMES
Strengthened relationships between organizations and Indigenous communities. Increased cultural safety and awareness among staff and community members. Greater visibility and inclusion of Indigenous voices in public life. Improved trust and collaboration with Indigenous partners.
IMPACT
A more inclusive and respectful community that honors Indigenous rights, history, and culture. Sustainable partnerships with Indigenous communities. Systemic changes that reflect the values of reconciliation and equity.
DATA SOURCES

Training and event records.
Community feedback and surveys.
Documentation of public space updates and protocol implementation.
ORGANIZATIONS INVOLVED
SD83, Interior Health, SISS, Rise Up Indigenous Wellness, City of Salmon Arm

2. Enhance Education and Anti-Racism Literacy: Implement education campaigns and diversity training to increase understanding of Truth and Reconciliation and to develop greater respect for diverse cultures.
ACTIVITIES
<p>Implement joint Truth and Reconciliation and Equity, Diversity and Inclusion (EDI) training across organizations (2 trainings/ organization/ year).</p> <p>Connect with funded EDI educators such as the Human Rights Commission and Kamloops Immigrant Services.</p> <p>Secure funding for other educators like Rise Up.</p> <p>Organize two workshops at SISS to increase newcomers knowledge of Indigenous history.</p>
INPUT
<p>Funding for EDI educators and Truth and Reconciliation workshop facilitators.</p> <p>Collaboration and coordination between SD83, Interior Health, SISS, and Rise Up.</p> <p>Resources and materials for training sessions.</p> <p>Venues for conducting training sessions.</p>
OUTPUT
<p>Number of training sessions conducted.</p> <p>Number of participants attending each session.</p> <p>Participant satisfaction and feedback scores.</p> <p>Changes in organizational policies and practices related to EDI.</p>
OUTCOMES
<p>Successful completion of EDI and reconciliation training sessions.</p> <p>Positive feedback from participants.</p> <p>Measurable improvements in EDI practices within involved organizations.</p> <p>Enhanced relationships with the organizations involved</p>
IMPACT

<p>Increased awareness and understanding of EDI principles and Truth and Reconciliation among participants.</p> <p>Increased awareness and understanding of Truth and Reconciliation among newcomers.</p> <p>Improved organizational culture and practices regarding equity, diversity, and inclusion.</p> <p>Strengthened collaboration between organizations in promoting anti-racism literacy.</p>
DATA SOURCES
<p>Training Records: Documentation of training sessions, including attendance and materials used.</p> <p>Participant Surveys: Feedback forms and surveys from participants after each training session.</p>
ORGANIZATIONS INVOLVED
<p>SD83, Interior Health, SISS, Rise Up Indigenous Wellness, City of Salmon Arm</p> <p>In addition: Kamloops Immigrant Services, Human Rights Commission.</p>
3. Promote Representation and Voice: Ensure the participation of racialized and Indigenous peoples in decision-making processes and community leadership.
ACTIVITIES
<p>Create a permanent Racialized Voices Advisory group that convenes three times annually. Work together with Rise Up to incorporate perspectives from their Youth Advisory group. Partner with Runaway Moon Theatre to leverage arts-based research for innovative methods of amplifying marginalized voices. Organize activities in schools to ensure that the voices of racialized youth are acknowledged.</p>
INPUT
<p>Collaboration and coordination between Rise Up, SISS and local bands.</p> <p>Resources for establishing and maintaining the Racialized Voices Advisory group.</p> <p>Funding and materials for arts-based research initiatives.</p> <p>Venues for meetings and research activities.</p> <p>Funding for honoraria.</p>
OUTPUT
<p>Number of advisory group meetings held.</p> <p>Number of participants from racialized and Indigenous communities.</p> <p>Feedback from participants on the effectiveness of the advisory group.</p> <p>Number of arts-based research projects completed.</p>

OUTCOMES
<p>Increased participation of racialized and Indigenous peoples in decision-making processes.</p> <p>Development of innovative methods to amplify marginalized voices.</p> <p>Positive feedback and engagement from advisory group members.</p>
IMPACT
<p>Enhanced representation and voice for racialized and Indigenous communities in decision-making.</p> <p>Improved policies and practices that reflect the needs and perspectives of marginalized groups.</p> <p>Strengthened community relationships and trust.</p>
DATA SOURCES
Attendance and summary from Racialized Voices Council Meetings.
ORGANIZATIONS INVOLVED
Rise Up, SISS, SD83, City of Salmon Arm
4. Support Sustainable Policy Implementation: Support the development of inclusive policies that support diversity and prevent discrimination, ensuring services meet the needs of a diverse population.
ACTIVITIES
<p>Provide tools for organizations to develop policies that support inclusion and prevent discrimination.</p> <p>Create a simple checklist for organizations to identify areas for improvement in their policies and practices.</p> <p>Hold regular meetings to set goals and support changes.</p> <p>Collaborate to ensure services meet the diverse needs of the population, with continued feedback on accessibility.</p>
INPUT
<p>Collaboration and coordination between community partners.</p> <p>Resources for creating and distributing the policy checklist.</p> <p>Venues and materials for regular meetings.</p> <p>Tools and platforms for collecting feedback on accessibility.</p>
OUTPUT
Number of checklists distributed.

<p>Number of meetings held.</p> <p>Number of organizations participating.</p> <p>Feedback scores on accessibility and inclusion.</p>
OUTCOMES
<p>Improved policies and practices that support inclusion and prevent discrimination.</p> <p>Regular goal-setting and progress tracking within organizations.</p> <p>Enhanced services that meet the diverse needs of the population.</p>
IMPACT
<p>Sustainable and inclusive organizational policies.</p> <p>Increased accessibility and satisfaction among diverse populations.</p> <p>Strengthened commitment to preventing discrimination.</p>
DATA SOURCES
<p>Participant Surveys: Feedback forms and surveys from organizations on the effectiveness of the tools and meetings.</p> <p>Policy Documents: Changes and updates to organizational policies reflecting inclusion and anti-discrimination principles.</p>
ORGANIZATIONS INVOLVED
<p>SISS, SD83, The City of -Salmon Arm, Rise Up Indigenous Wellness, IH.</p>
<p>5. Increase Community Engagement and Cultural Awareness: Promote awareness and participation in cultural events and initiatives that celebrate diversity within the community.</p>
ACTIVITIES
<p>Engage the community in Diversity and Inclusion events and projects (e.g. The Gathering Together Festival and the Where on Earth Are We project)</p> <p>Promote awareness of different cultures through food in schools.</p> <p>Schedule workshops in schools, SISS, SD83, and the community as part of the 'Where on Earth Are We?' project.</p> <p>Encourage all organizations to promote and attend the Gathering Together Festival on Multicultural Day every year.</p> <p>Continue the collaboration between Shuswap Food Action, SISS, and SD83.</p> <p>Develop more food-based workshops within the schools and encourage schools to choose intercultural foods for fun food days.</p>

INPUT
<p>Collaboration and coordination between Runaway Moon, SISS, SD83, City of Salmon Arm, and Shuswap Food Action.</p> <p>Resources for organizing and promoting events and workshops.</p> <p>Funding for food-based workshops and cultural events.</p>
OUTPUT
<p>Number of events and workshops held.</p> <p>Number of participants attending each event.</p> <p>Feedback from participants on the effectiveness of the events and workshops.</p> <p>Number of schools participating in food-based workshops.</p>
OUTCOMES
<p>Increased community engagement in Intercultural/ Indigenous events.</p> <p>Enhanced collaboration between organizations in promoting cultural awareness.</p> <p>Positive feedback and engagement from participants in events and workshops.</p>
IMPACT
<p>Strengthened community relationships and cultural understanding.</p> <p>Improved cultural awareness and inclusion within schools and the broader community.</p> <p>Sustained interest and participation in cultural events and initiatives.</p>
DATA SOURCES
<p>Event Records: Documentation of events and workshops, including attendance and materials used.</p> <p>Participant Surveys: Feedback forms and surveys from participants after each event and workshop.</p>
ORGANIZATIONS INVOLVED
<p>SISS, SD83, The City of Salmon Arm, Rise Up Indigenous Wellness, IH.</p>
<p>6. Continued Support and Empowerment: Provide support to people experiencing racism and discrimination.</p>
ACTIVITIES
<p>Create an infographic to help people understand and navigate racism, to be distributed by all the organizations.</p> <p>Create a community response strategy to respond to racism in the community (RCMP, five community partners).</p>

<p>Provide resources to newcomers to help them navigate challenging situations and address racism and discrimination. Ensuring they understand their right to report racism at work.</p> <p>Educate the community on racism reporting tools and resources.</p>
INPUT
<p>Collaboration and coordination between SISS, SD83, IH, and City of Salmon Arm.</p> <p>Resources for creating and distributing the infographic.</p> <p>Tools and platforms for educating the community on racism reporting.</p>
OUTPUT
<p>Number of infographics distributed.</p> <p>Feedback from the community on the effectiveness of the support and educational resources.</p>
OUTCOMES
<p>Increased awareness and use of racism reporting tools and resources.</p> <p>Enhanced support for newcomers in navigating challenging situations.</p> <p>Positive feedback and engagement from the community.</p>
IMPACT
<p>Empowered newcomers with the tools and resources to address racism and discrimination.</p> <p>Strengthened community support systems.</p> <p>Improved community awareness and responsiveness to issues of racism and discrimination.</p>
DATA SOURCES
<p>Support Records: Documentation of support provided to newcomers.</p> <p>Number of organizations using the infographic.</p>
ORGANIZATIONS INVOLVED
SISS, SD83, The City of Salmon Arm, Rise Up Indigenous Wellness, IH

7. Ensure Continued Funding: Secure ongoing funding to support the implementation and sustainability of the anti-racism strategy.
ACTIVITIES
Secure ongoing funding to support the implementation and sustainability of the anti-racism strategy.

Research and apply for grants to ensure the strategy can be implemented effectively.
INPUT
<p>Collaboration and coordination between City of Salmon Arm and community partners. With SISS leading the project.</p> <p>Resources for researching and applying for grants.</p> <p>Tools for tracking funding applications and outcomes.</p>
OUTPUT
<p>Number of grants applied for.</p> <p>Amount of funding secured.</p> <p>Number of funding applications approved.</p> <p>Feedback from funding bodies on the applications.</p>
OUTCOMES
<p>Secured ongoing funding for the anti-racism strategy.</p> <p>Sustained implementation and effectiveness of the strategy.</p> <p>Positive feedback from funding bodies.</p>
IMPACT
<p>Long-term sustainability of the anti-racism strategy.</p> <p>Continued support for anti-racism initiatives.</p> <p>Strengthened financial stability for implementing the strategy.</p>
DATA SOURCES
Grant Application Records: Documentation of grants applied for and their outcomes.
ORGANIZATIONS INVOLVED
SISS, The City of Salmon Arm, SD83, Interior Health

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APPENDICES

Implementing Calls to Action into the Strategy

Elements integrated into the strategy	How will it be implemented?
Call to Action 43: Adopt and Implement UNDRIP	
<ul style="list-style-type: none"> -Addressing historical and ongoing injustices -Eliminating systemic racism and discrimination -Promoting mutual respect and understanding -Ensuring Indigenous peoples are full partners in decision-making 	Through EDI trainings and integration on Indigenous voices in planning and evaluation. Refer to goals 1 and 2
Call to Action 57	
<ul style="list-style-type: none"> -Educate Public Servants -Urges federal, provincial, territorial, and municipal governments to provide education to community members on the history of Indigenous peoples 	Refer to goal 1.
Call to Action 93	
<p>This call recognizes that many newcomers to Canada are not provided with accurate or comprehensive information about the country's colonial history, the rights of Indigenous peoples, or the legacy of residential schools. The goal is to ensure that all new Canadians understand about:</p> <ul style="list-style-type: none"> • Diverse cultures, histories, and contributions of First Nations, Inuit, and Métis peoples. • The Treaty relationships that form the foundation of Canada. • Truth about residential schools, including their intergenerational impacts. • Ongoing process of reconciliation and the role all Canadians play in it. 	<ul style="list-style-type: none"> -Refer to goal 1. -SISS will increase collaboration with Rise Up and develop ways to educate newcomers about truth and reconciliation.

Glossary of Key Terms

Anti-Racism

A proactive approach to identifying, challenging, and changing the values, structures, policies, and behaviors that perpetuate systemic racism and inequality.

Colonialism

A historical and ongoing process where one group dominates and exploits another, often through the occupation of land, suppression of culture, and imposition of foreign governance. In Canada, this refers to the displacement and marginalization of Indigenous Peoples.

Discrimination

Unfair or prejudicial treatment of individuals or groups based on characteristics such as race, ethnicity, religion, language, or immigration status.

Equity

The fair treatment of individuals by acknowledging and addressing systemic barriers and unequal starting points, rather than treating everyone the same.

Intersectionality

A framework that recognizes how various aspects of a person's identity (e.g., race, gender, class, sexuality) intersect and create unique experiences of discrimination or privilege.

Indigenous Sovereignty

The inherent right of Indigenous Peoples to self-govern, maintain their cultural practices, and steward their lands and communities without external interference.

Microaggressions

Subtle, often unintentional, comments or actions that express prejudice or reinforce stereotypes against marginalized groups.

Racialized Individuals

People who are categorized or treated differently based on perceived racial or ethnic differences, often resulting in systemic disadvantage.

Reconciliation

The ongoing process of establishing respectful relationships between Indigenous and non-Indigenous peoples in Canada, grounded in truth, justice, and mutual understanding.

Systemic Racism

Racism that is embedded in the policies, practices, and structures of institutions, resulting in the exclusion or disadvantage of racialized groups.

Truth and Reconciliation Commission (TRC) Calls to Action

A set of 94 recommendations issued by the TRC to redress the legacy of residential schools and advance the process of Canadian reconciliation.

UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples)

An international framework affirming the rights of Indigenous Peoples, including rights to culture, identity, language, employment, health, and education.