

# Shuswap Anti-Racism Strategy

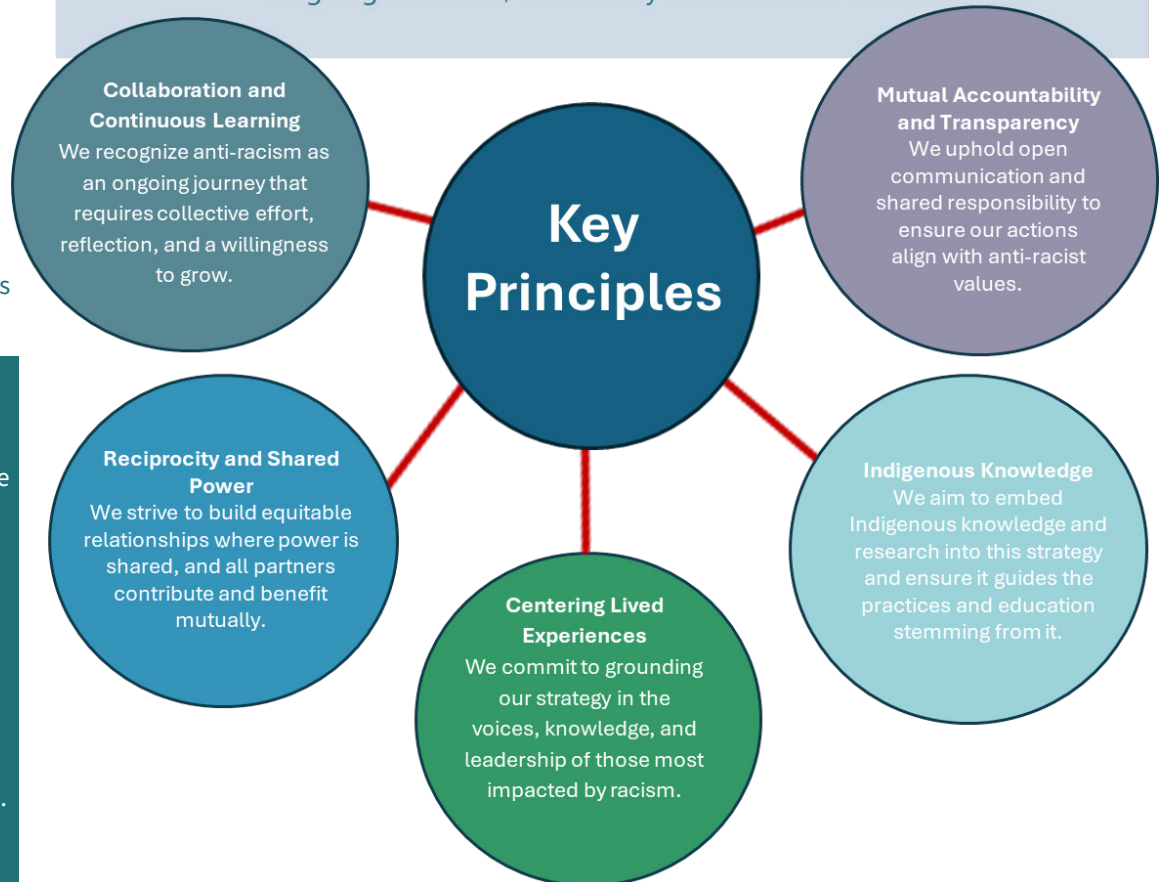
We acknowledge that the Shuswap is on the traditional territory of the Secwepemc people, with whom we share these lands and where we live and work together.



## INTRODUCTION

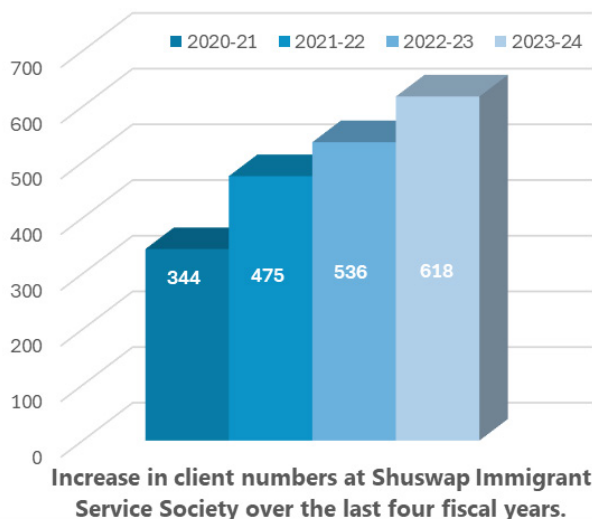
The Anti-Racism Strategy for the Shuswap Region is a collaborative, action-based plan to address systemic racism and rising inequities linked to growing diversity. Developed through extensive community consultation, it reflects a shared commitment from five key partners. The strategy is committed to the Truth and Reconciliation Commission's Calls to Action 43, 57, and 93.

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



## BACKGROUND

The Shuswap region, home to the Secwépemc people, has faced significant changes since the arrival of settlers in 1886. These changes disrupted Indigenous ways of life, leading to the marginalization of the Secwépemc people. Despite progress, racism remains a persistent issue necessitating ongoing efforts for reconciliation.



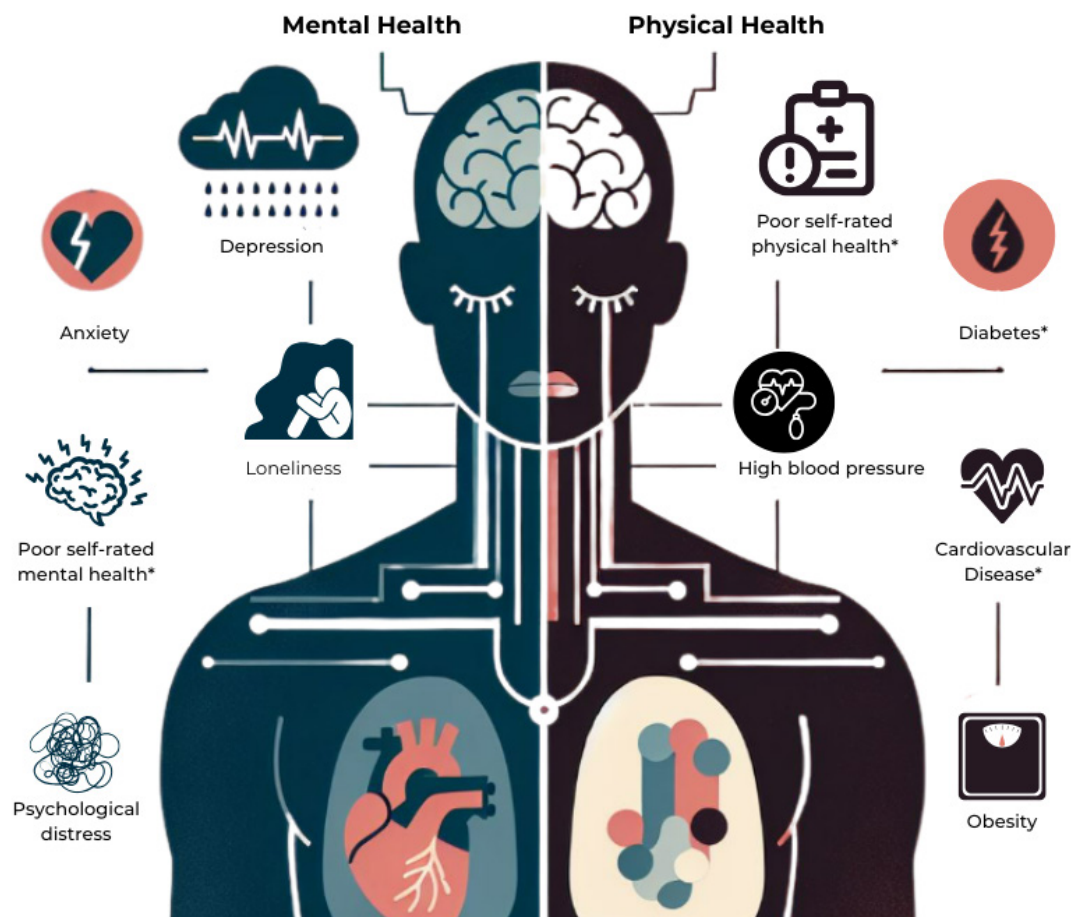
## DEMOGRAPHIC CHANGES

Immigration to the Shuswap region has risen significantly in recent years, driven by labour shortages and supported by programs like RNIP. With the upcoming RCIP, newcomer numbers are expected to double. While immigration is vital to Canada's economy, retention remains low, especially in B.C. As demand grows, settlement agencies like SISS are stretched, with a 76% client increase in four years. To support newcomers and foster inclusion, municipalities and local organizations must adapt policies and services to help build a strong sense of belonging.

# HEALTH IMPACTS OF RACISM

## Effects of Racism

## Unjust, Unfair AND Preventable



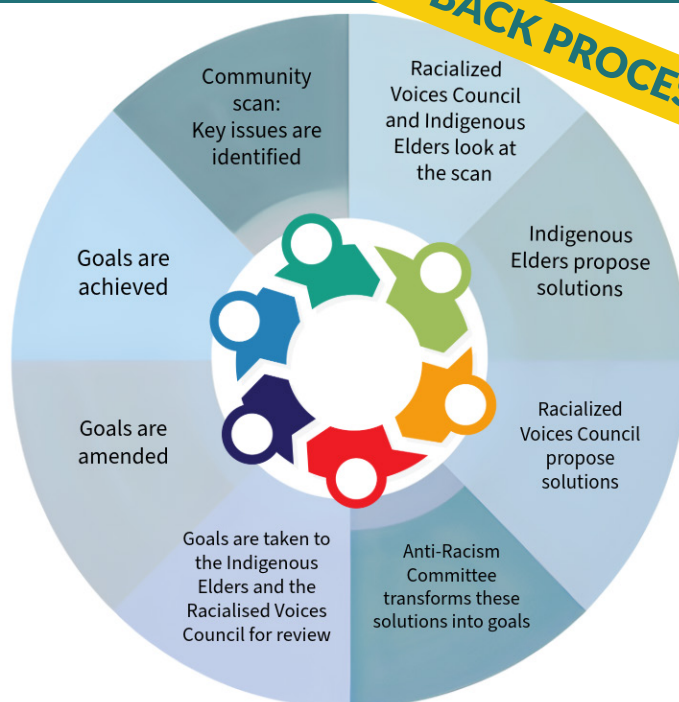
\*Black, South Asian and Arab/West Asian communities show elevated prevalence (PHAC 2022)

Sources: Islam et al., 2017; McKenzie 2003; Lewsley, 2020

## COMMUNITY LED STRATEGY

The strategy was guided by two core values: centering lived experience and upholding Indigenous leadership. Insights were gathered through engagement with Indigenous Elders and a council of racialized individuals, using dialogue and arts-based methods—including trauma-informed, culturally grounded approaches—to explore experiences of racism and co-create solutions. Interviews with frontline workers and partners revealed key themes: persistent systemic barriers, the need for accountability, and a strong desire for collaborative, lasting change.

## FEEDBACK PROCESS



# COLLABORATIVE GOALS

These goals were developed through the leadership and input of our Racialized Voices Council and Indigenous Elders. They will be collaboratively delivered by the Anti-Racism Committee.

## **Respectful Engagement with Indigenous Communities**

Establish protocols, training, and representation initiatives in partnership with Indigenous Elders and leaders.

## **Enhance Education and Anti-Racism Literacy**

Deliver Truth and Reconciliation and Equity, Diversity, and Inclusion (EDI) training across organizations and to newcomers.

## **Promote Representation and Voice**

Ensure racialized and Indigenous communities are included in decision-making through advisory groups and arts-based engagement.

## **Support Sustainable Policy Implementation**

Help organizations evaluate current policies and track progress with checklists and collaborative meetings.

## **Increase Community Engagement and Cultural Awareness**

Encourage participation in cultural events and school-based intercultural food programs to celebrate diversity.

## **Continued Support and Empowerment**

Provide resources, reporting tools, and strategies to support those facing racism and discrimination.

## **Ensure Continued Funding**

Secure and sustain funding through grant applications to maintain and grow anti-racism initiatives.