



2020/21 EDI REPORT



Artwork created by BGC Club youth



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EXECUTIVE SUMMARY

For over a century, BGC Canada has been removing barriers and creating opportunities for millions of Canadian kids and teens. As Canada's largest charitable organization serving children and youth, our Clubs open their doors and provide safe, inclusive spaces for young people of all backgrounds in 736 diverse communities across the country.

We serve young people who are facing barriers of all types and we see firsthand the effects of serious systemic issues. Our core values—Belonging, Respect, Encouragement and Support, Working Together, Speaking Out—are built around inclusion and we firmly stand against systemic racism, prejudice, discrimination, and injustice.

With the support of our incredible partners, BGC Canada is proud to have taken significant steps to embed Equity, Diversity, and Inclusion (EDI) and anti-racism practices into our organizational culture, national initiatives and programs, and staff training, including the following commitments:

- [National Statement on Racism and Discrimination](#)
- [Truth and Reconciliation Commitment Statement](#): Developed with Club leadership across the country, in consultation with Elders, Knowledge Keepers, and youth leaders
- [Black North Initiative Pledge](#): We have committed to the 7 goals to move Canada toward ending anti-Black systemic racism and creating opportunities for underrepresented groups
- [National Youth Council Statement on Anti-Racism](#): Through our For Youth By Youth model, we will continue to provide opportunities and support for BIPOC (Black, Indigenous, People of Colour) youth to lead initiatives and inspire change

This report outlines the advocacy, training, resources, national programs and initiatives that BGC Canada currently has in place and the future actions we will take to be effective allies, dismantle systemic inequities, and help our Clubs create even more inclusive, safe spaces for all young people.

ADVOCACY

Meet BGC

In 2020, Boys & Girls Clubs of Canada officially became BGC Canada and Clubs across the country have also begun making the change. Not to be trendy. Not because it's shorter or catchier. But because our Clubs open their doors to all kids and teens and we believe our name should reflect that.

Removing gender from our name modernizes the BGC brand and echoes the inclusive practices we're known for, without straying too far from our history and brand awareness. It also embraces the fact that we serve young people of all ages, backgrounds, and identities.



BGC IS BRIGHT

A beacon
of hope for so many
kids and teens.
A place where they
can find safe harbour,
inspiration and,
most importantly,
opportunity.

BGC IS POSITIVE

Seeing the promise
in every young person
no matter their
circumstances.
Helping kids reach
their potential with
confidence and
clear-eyed optimism.

BGC IS CONFIDENT

Inspired by our legacy
as we look forward.
Always meeting the
changing needs of
the communities and
young people we serve.
Proud of the work we do.

ADVOCACY

In 2020, our advocacy efforts were deeply collaborative between the national team and Clubs across the country, including rallying behind our national Systemic Opportunity campaign and our new tagline: Opportunity Changes Everything.



Systemic Opportunity Campaign

In October 2020, BGC Canada launched "[Systemic Opportunity](#)" to raise awareness of systemic issues that the pandemic exposed and exacerbated, from racism and inequity to the far-reaching effects of poverty.

The campaign juxtaposes systemic issues with the systemic solutions that BGC Clubs across the country offer— equity, acceptance, support, and opportunity.

With help
from Canadian icon
Jully Black—[her Toronto Star
op-ed](#), media interviews, and
[Instagram Live](#) session

**reached over
20 million people**

— our Clubs brought the
Opportunity Changes
Everything concept
to life.

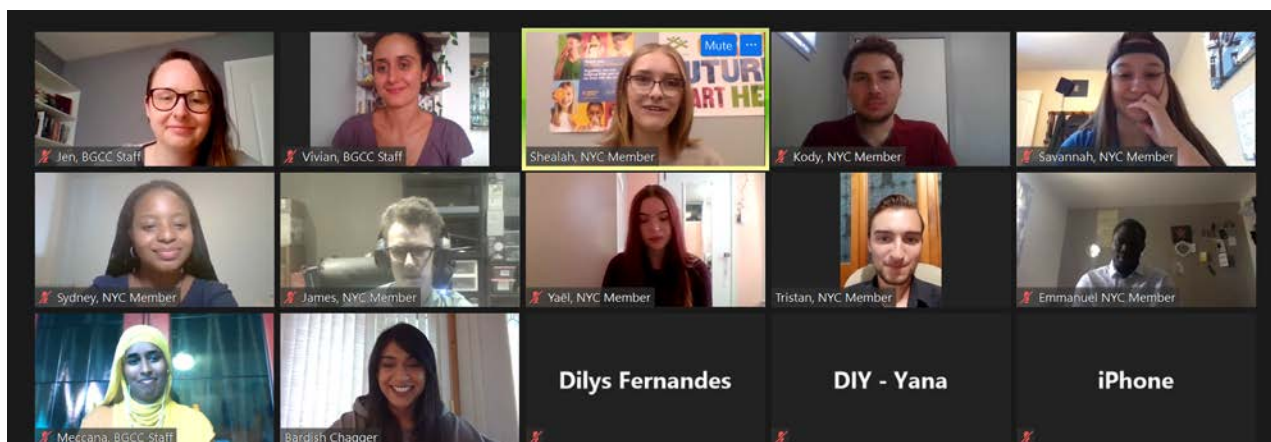
Shared
on over **20** national
TV stations



ADVOCACY

National Youth Council & Minister Chagger

BGC Canada's National Youth Council met with the Honourable Bardish Chagger, Minister of Diversity and Inclusion and Youth, to speak about the experiences of young Canadians, racism and discrimination, challenges with youth employment, inclusion of LGBTQ2S+ youth, and the positive impact of Club programming.



BGC Youth Cabinet

In November 2020, BGC Canada hosted a virtual Youth Cabinet event that gave young people an opportunity to have their voices heard by political leaders, gain insight into Parliament and the political process, and develop leadership skills. Participating youth took part in an online training session with the Parliamentary Internship Programme, had a Q+A session with the Minister for Diversity and Inclusion and Youth, and met with their local MPs to talk about issues that matter to them, including: clean water in Indigenous communities, Indigenous history and the history of residential schools in school curriculum; LGBTQ2S+ issues as part of curriculum, and support for underserved communities during COVID-19.

36 youth met with 23 MPs across 8 provinces and territories.

“

“I learned how much I want to be involved in politics because politicians make a huge impact on our world. The BGC Youth Cabinet event opened my eyes to many issues in our country today.”

- BGC Youth Cabinet participant

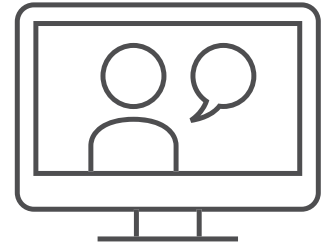
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TRAINING & CLUB RESOURCES

National Anti-Racism Webinar

In March 2021, BGC Canada's national programs team hosted an anti-racism webinar for Club staff across the country to learn and engage in discussions on anti-racism, including:

- Exploring diverse ways to embed anti-racism practices into Club programs and services
- Identifying approaches to courageous conversations around incidents that may arise regarding racism (within or external to our Clubs)



**230
ATTENDEES**

Truth and Reconciliation Committee

BGC Canada's Truth & Reconciliation Committee is comprised of Club staff from across Canada and members of the national team. Through regional consultations, the committee identified five priority areas and drafted our Truth and Reconciliation Commitment Statement. They continue to offer feedback on all Indigenous-related initiatives.

National Anti-Racism Advisory Committee

The National Anti-Racism Advisory Committee was created to provide feedback and insight on BGC Canada's national anti-racism initiatives.

The committee, comprised of 8 - 12 diverse Club staff and national team members from across the country, ensures those with lived experience and working in the communities we serve have an opportunity to provide input.

Most recently, they were consulted on the development of BGC Canada's Anti-Racism Toolkit.



"It's been amazing to work with BGC Canada and my peers across the country to challenge our assumptions and our thinking and ensure that Equity, Diversity, and Inclusion is embedded in the training we provide for staff. I'm proud to be walking the walk alongside the rest of the team."



- National Anti-Racism Advisory Committee member,
BGC Okanagan

TRAINING & CLUB RESOURCES

Anti-Racism Toolkit & Activity Guide

Developed and designed by the national team and local Club staff, including representatives of BIPOC communities, BGC Canada's Anti-Racism Toolkit & Activity Guide helps Club staff identify and recognize the barriers our members face and provides tools and resources to help them embed equity, diversity, and inclusion more exclusively in Club programs.



Purpose:

- Helps Club staff and volunteers confront racism and oppression in an active, empathetic, and self-reflective way
- Highlights the importance of leaders in youth spaces understanding the challenges of historically marginalized members



**All Clubs
have been given
our Anti-Racism
Toolkit & Activity
Guide**

**Includes
20 activities
for Clubs
to run**

TRAINING & CLUB RESOURCES

Truth and Reconciliation Activation Guide

BGC Canada and our Clubs are committed to building knowledge and awareness about Reconciliation and supporting Indigenous children, youth, and families in the communities we serve. "We commit to creating equitable spaces for Indigenous staff, partners, and community members. We call for an end to the systemic inequities faced by Indigenous communities. We stand for Truth and Reconciliation."

- Excerpt from BGC Canada's Truth & Reconciliation Commitment Statement



As a companion to our Truth and Reconciliation Commitment Statement, BGC Canada created an Activation Guide to help Club staff create meaningful connections with Indigenous communities through equitable, accessible, and culturally relevant services.

Includes:

- Commitments and Actions Table with steps Clubs can take to activate Reconciliation
- Considerations while building programming or events around Truth & Reconciliation
- Reflective surveys for Clubs to gauge where they are on their Truth and Reconciliation journey

Provides a framework for Clubs to take further actions to advance our Truth and Reconciliation Commitment locally

TRAINING & CLUB RESOURCES

National Team EDI Training

BGC Canada is working to deeply embed Equity, Diversity, and Inclusion practices into our organizational culture, including working with an EDI consulting firm.

- Weekly staff reflections and follow-up over five weeks on topics of anti-Black racism, anti-Indigenous racism, and other forms of discrimination (e.g. gender, sexual orientation, religion, ability)
- Two full-day EDI trainings for staff tailored to demographics, survey results, and staff reflections
- Staff certifications in University of Alberta's Indigenous Canada course, including weekly discussion sessions for participants
- Internal EDI committee comprised of staff from each department on the national team

EDI Module for Club Staff

BGC Canada has developed an EDI training module on our e-learning platform that all current and new Club staff will be required to take as part of their orientation. The module consists of 10 lessons and a final exam and covers a wide range of topics, including:

- What EDI is (and what it isn't)
- EDI as Safety (safety as #1 priority)
- Power & Privilege
- Gender and Pronouns
- Anti-Black Racism
- LGBTQ2S+
- Reconciliation



E-Learning EDI Review Committee

To ensure that content on our e-learning site is being taught through an EDI lens, BGC Canada has formed a review committee of staff from 7 Clubs across the country to review program curriculum and suggest content edits and additions.

NATIONAL PROGRAMS

Systemic racism impacts children in myriad ways: they are more likely to experience adverse childhood experiences such as poverty and abuse, to be overrepresented in the child welfare and justice systems, and to face challenges at school.

As we continue to develop new national programs, we are embedding the principles of EDI, anti-racism, and trauma-informed practice into their structure and curriculum to ensure inclusive Club experiences for kids with all kinds of life experience.

Bounce Back League - Newcomer Children

Newcomers face several barriers to accessing sport leagues, including language, communication, transportation, and staff capacity to appropriately engage these children and youth. We are currently running a pilot program for newcomer children ages 8 to 12.



GOAL: Break down barriers to increase newcomer children's participation in after-school sport leagues.

Respect2Connect

Youth ages 15 - 24 have the highest occurrence of dating violence, and many do not have the skills or role models to develop healthy intimate relationships. Respect2Connect provides BGC Club members with the tools and skills to develop and sustain healthy relationships.

Includes program adaptations for Indigenous youth, such as:

- Having an Indigenous Elder or Knowledge Keeper present in applicable sessions
- Active relationship building with local First Nations to tailor cultural components to each region
- Building relationships with local Friendship Centres



NATIONAL PROGRAMS

Creating Connections

This program increases youth awareness about substance use and misuse and promotes healthy relationships, with a strong emphasis on how intergenerational trauma has impacted Indigenous communities and their relationship with substances and addiction. The pilot program for youth ages 12 to 14 is running at 6 Clubs this year.

Special focus on engaging Indigenous youth:



Established a partnership with a Friendship Centre and Indigenous Elder to offer Creating Connections to Indigenous youth

Evaluation guide developed by Indigenous consultants

Information gathering and sharing in collaboration with BGC Canada's Truth and Reconciliation Committee and a First Nations researcher

Webinar on Truth and Reconciliation to learn about the diverse experiences of Indigenous children and youth and the impact of substance use and addictions

Indigenous Toolkit developed with guidance from Truth and Reconciliation Committee

YOUTH-LED INITIATIVES

Anti-Racism Initiative Microgrants (AIM)

AIM supports youth-led, anti-racism initiatives from Club members across the country. Applications were accepted from Club youth between the ages of 13 – 24 interested in running a youth-led event, workshop, or other activity that promotes and educates about anti-racism. The first round of ten AIM projects in six different provinces will be completed by the end of 2021.

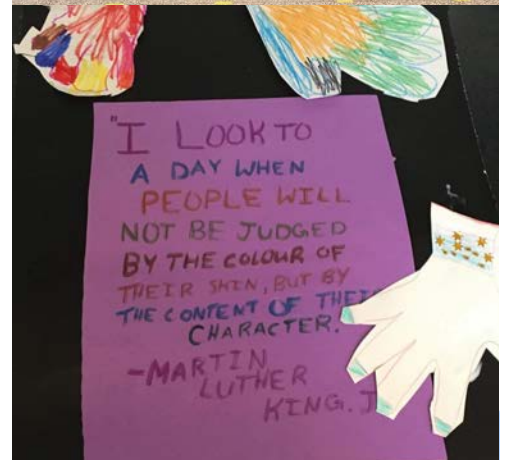
"Black History Month Video Project"

Interviews with different generations about their past and present experiences, and their vision of a future that is equitable and inclusive. ([Video here](#))



"No Room for Racism Day"

A day about fighting racism with education, including conversations about anti-racism, food from various cultures, poster contests, and much more.



"Let the Silence be Heard"

10 weeks of workshops with Ryerson University's Social Work Department focusing on racism in society.

"Arts and Activism"

An art show made by Club youth to create awareness and encourage dialogue around diversity and expression.

"Not All Brown People Are the Same"

A virtual event to appreciate brown people and explore stereotypes. (Event Video) (Instagram Highlight Reel)

"I feel empowered to talk about racism in Canada, because I know these conversations can make a difference. I want to share my current mindset with other youth, which is to never underestimate your abilities. I want to encourage them to bring their ideas to reality and speak up on issues in society."

- Youth Participant,
Black History Month Video Project

YOUTH-LED INITIATIVES

Advocacy 101

Advocacy 101 is a workshop developed for youth that helps address questions like:

What is advocacy?

What are advocacy campaigns trying to do?

Where should we be directing our advocacy efforts?

Led by Public & Government Affairs executives from Edelman Canada, the workshop provided BGC youth, including youth from our National Youth Council and AIM recipients, with information and concepts to help them take action and drive change on social issues that matter to them. Workshop leaders shared their knowledge and experience working on advocacy campaigns and within government.

With increasing numbers of Canadian youth socially and civically engaged, it is more important than ever to equip them with the knowledge and skills they need to succeed.

8 CLUBS

38 YOUTH PARTICIPANTS



TOP 9 CONSIDERATIONS FOR MAKING THE SHIFT TO CHANGE

DIGITAL ADVOCACY HAS NEVER BEEN MORE IMPORTANT.
We've rounded up our top takeaways and the key considerations to keep top of mind to inspire change. From setting strategy to understanding your audience, and a list of useful resources to begin your next big initiative!

YOUTH-LED INITIATIVES

National Youth Council: Social Justice Subcommittee

BGC Canada's National Youth Council (NYC) provides representation for BGC youth across the country, ensures youth input into national initiatives and activities, and positively influences decision-making on issues related to young people.

The NYC Social Justice Subcommittee played an integral role in developing BGC Canada's national Anti-Racism Initiative Microgrants (AIM), including co-facilitating webinars to Club staff/members, Club outreach, reviewing and selecting, and creating resources and toolkits for Clubs.



To date, the Committee has advised on and engaged in multiple activities, including:

**Anti-Racism
Initiative
Microgrants
(AIM)**

**Pride Month
Activity:
What Pride
means to me**

**Black
History
Month:
Club activities**

**National Youth
Council Statement
on Anti-Racism**

**A Thoughtful
Canada Day: Resources
for Reconciliation**

YOUTH-LED INITIATIVES

Youth Leading Reconciliation

Our ability to provide transformative spaces and meaningful opportunities for young Indigenous and non-Indigenous leaders to forge new pathways together is a crucial contribution to Truth and Reconciliation.

Youth Leading Reconciliation (YLR) was developed to engage Indigenous and non-Indigenous youth in cross-cultural dialogue, community-building, and collaboration. Through youth-led approaches, participants build knowledge and awareness about Reconciliation, while also exploring ways that they can become advocates and allies.

In 2021

290 YOUTH ENGAGED

10 CLUBS

89 GATHERINGS, SESSIONS,
AND MEETINGS

2021 Numbers not final

“

"The Youth Led Reconciliation Program has created a space within our community that encourages raw and vulnerable dialogue. Through this program I have been able to process deep inner reflections relating to racism and allyship, while also having access to critical feedback and discussions with community members outside of my social circle."

”

- Club Youth and YLR Participant

YLR opportunities are held both virtually and in person

**Tours &
Cultural
Displays**

**Invitation
for Elders to
speak & provide
traditional
storytelling**

**Youth-led
awareness
building
events**

**Youth-led
discussions**

YOUTH-LED INITIATIVES

National Youth Forum

This year's National Youth Forum, organized with the support of our National Youth Council, virtually connected hundreds of youth from over 40 Clubs. With the theme "Stronger Connection," the 5-day forum included activities at local Clubs, keynote speakers, and a live, virtual national event on May 15.



EDI and Reconciliation were key elements of Stronger Connection, including:

DAILY "SPEAKING TRUTH" ACTIVITIES

WHOSE LAND IS IT ANYWAY?

LAND RECOGNITION

RECONCILIATION

RECKONING WITH RESIDENTIAL SCHOOLS

INDIGENOUS INFLUENCERS

The national event included a diverse lineup of speakers who shared their experience in building authentic relationships and planning for the future.



**JULLY
BLACK**

Award-winning
recording artist
and actress



GAVIN SMELLIE

Community leader,
elite sprinter,
RBC Olympian



**NOTORIOUS
CREE**

Powwow fancy
dancer and top
3 world hoop dancer



FAHD ALHATTAB

Social entrepreneur,
keynote speaker
on youth leadership

WHAT'S NEXT?

Equity, Diversity, and Inclusion

We have hired a Manager of Equity, Diversity, and Inclusion and are in the process of hiring an Indigenous Advisor. Together, they will support our EDI work in the following ways:

- Auditing internal processes, policies, and procedures to reflect an EDI and Indigenized lens
- Identifying key EDI priorities from our Clubs and youth and taking a firm public stance on these issues
- Developing and rolling out sustainable, long-term data collecting strategies that will provide insights into EDI-specific work
- Developing and maintaining a network of partner stakeholders who focus on various EDI communities, and being a leader for sector-wide EDI efforts
- Identifying sustainable funding for EDI programs, projects, and initiatives
- Developing trainings and resources for staff regarding our four priority pillars

4 Priority Pillars

**Racialized
communities
and
anti-racism**

**Indigenization
and FNIM
communities**

**2S &
LGBTQIA+**

**People with
disabilities**

THANK YOU

We are grateful for the support of our partners
in advancing this important work and
we look forward to ongoing collaboration.



Canadian
Heritage

Patrimoine
canadien



Health
Canada

Santé
Canada



Public Health
Agency of Canada

Agence de la santé
publique du Canada