



Decolonization, Reconciliation, Equity & Inclusion Commitment (content in Black taken from BC Arts Council website, Blue is Xchanges draft)

Art and cultural expression is complex. It spans personal, collective, creative, and social domains. Artists have been seen and treated as outsiders historically. Xchanges acknowledges those who have not had a voice in the artistic community.

Reconciliation with First Nations and Indigenous peoples, decolonization, equity, diversity, and inclusion are integral pieces of our community responsibility. We believe that to move forward in our organization and within our social and artistic networks we must embrace the fundamental diversity of all members of our community, including but not limited to:

- Indigenous peoples (First Nations, Métis or Inuit, Indigenous peoples from outside of Canada)
- Black / Afrodescendant / African Canadian / African American people*
- People of Colour or Racialized People (People of colour include but are not limited to: Latin American / Latinx, South Asian, Filipino, Southeast Asian, Arab, West Asian, Chinese, Korean, Japanese, person of mixed ethno-cultural origin, or other communities of colour.)
- D/deaf people
- People with disabilities and neurodiverse individuals
- 2SLGBTQIA+ people (Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual and other gender and sexually diverse individuals)
- Women and gender diverse people (e.g., non-binary, agender, two-spirit)
- Youth and Young Adults (18 years of age – 29 years)
- Seniors (65 years of age and older)

** Black / Afrodescendant people have been added separately from people of colour / racialized people due to the prevalent and very distinct experience of anti-Blackness.*



We acknowledge the creative contributions of individuals and communities who often go unrecognized or unsupported. Xchanges strives to create safe and inclusive space for those who have been excluded from fully participating in a creative community.

To fulfill this commitment Xchanges will:

- ensure exhibitions include the work of artists from marginalized communities
- invite participation in our organization: Board and governance committees; online and in-person programme delivery; and all facets of our operations where opportunities may exist or be created.
- develop new opportunities that centre on individual or collective cultural expressions, voices and experiences.
- encourage artists of all backgrounds to actively engage with Xchanges website and social media sites.
- provide training on anti-racism/anti-oppression, including Indigenous cultural competency to all Xchanges Board members, volunteers and membership.

Xchanges, in addition to creating inclusive opportunities, commits to creating a space in which to support artistic thought and expression. Any and all sexist, racist, homophobic, ableist, ageist, transphobic, transmisogyny, anti-Black, anti-Indigenous or otherwise oppressive language or behaviour will not be tolerated.

In 2021/2022, Xchanges will:

- Feature at least two artists from under-represented communities in our online gallery.
- Support Black History Month (Feb.2021), Aboriginal and Indigenous History Month (June.2021) and National Indigenous Peoples Day (June 21, 2021)
- Ensure space is available to invite 2 artists from under-represented communities to participate in exhibiting their work.
- Invite participation on the Xchanges Board and committees
- Create space to ensure Indigenous artist(s)-in-residence is included.
- Offer invitation and/or sponsorship for becoming a member to diverse communities.
- Increase the dialogue on inclusion and diversity in the arts by hosting a public forum/talk on this topic via Zoom.