

Eastside Family Place ANTI-RACISM & DIVERSITY

Eastside Family Place (ESFP) acknowledges the commitment and work that is necessary to address systemic racism in our community. Recognizing that we are a predominantly white run organisation, it is crucial that we acknowledge our role in these oppressive systems and commit to doing better. ESFP recognizes that it is our responsibility to use our privilege to educate ourselves and take measurable actions that will help make our organization a truly inclusive and safe space for all staff, children, and families.

ESFP continues to focus on enhancing education, inclusion, and representation.

Examples include:

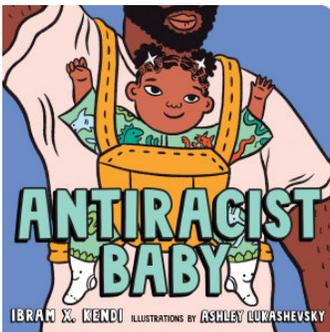
1. Working with an Indigenous Elder and Liaison to identify how ESFP can create a more inclusive run space and programming
2. Sharing anti-racism materials for children and families in the ESFP newsletter
3. Developing Indigenous-led programming
4. Offering Board and Staff training in Indigenous Resilience and equity
5. Recruiting diverse members to the ESFP Board of Directors
6. Initiating a board-led Equity & Inclusion Committee to ensure principles of equity, diversity, and inclusion are incorporated at ESFP

These steps mark our ongoing reflection and adaptation towards the commitment of finding more inclusive/less oppressive ways of operating. As this will be an ongoing learning process for us all, we welcome and encourage any feedback from the valued community we serve.

ANTI-RACISM RESOURCES:

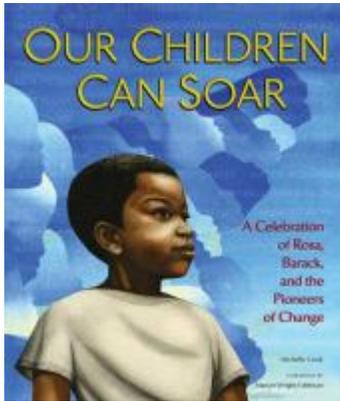
- [Anti-racist book list](#) curated for ESFP from Vancouver Public Library
- [BC Teachers Federation](#) anti-racism resources
- Teaching & Learning about [Race and Racism](#)
- [Healthline](#) Anti-racism Resources for Parents and Kids
- [Parents Canada](#), how to teach racial acceptance
- [18 children's books](#) about race and racism
- "Raising Anti-racist Kids", an [e-book](#) for parents of white children, explores current research and intentional conversations, becoming comfortable talking to your kids about race, taking action as a family against racism
- [PBS: How to Talk](#) to your Kids about Anti-racism
- [TED Talk](#) on implicit bias & how it affects us all, Melanie Funches

ANTI-RACISM BOOKS FOR CHILDREN:



Antiracist Baby by Kendi, Ibram X.

A fresh new board book that empowers parents and children to uproot racism in our society and in ourselves. Take your first steps with Antiracist Baby! Or rather, follow Antiracist Baby's nine easy steps for building a more equitable world.



Our Children Can Soar : A Celebration of Rosa, Barack, and the Pioneers of Change

A poem of African American history enhanced by illustrations, by Michelle Cook. Showcasing the art of 13 artists, this resonant book was inspired by a simple yet searing phrase that celebrates the achievements of African-Americans. Cook's adaptation pays tribute to 10 individuals, including George Washington Carver, Jesse Owens and Jackie Robinson. These figures' triumphs are shown as part of a seamless continuum: **"Martin marched... so Thurgood could rule. Thurgood ruled... so Barack could run. Barack ran... so our children can soar!"** The artwork forms a cohesive and affecting collective portrait: a musical staff swathes Pat Cummings's Ella Fitzgerald like a boa, while Shadra Strickland's Ruby Bridges is a small yet determined figure, marching up the schoolhouse steps against a backdrop of protestors. Additional images from Leo and Diane Dillon, James Ransome, E.B. Lewis, Eric Velasquez and others, corroborate Children's Defense Fund founder Marian Wright Edelman's assertion, in the book's foreword, that African-American history is "the story of hope." Ages 4-8.