

ANTI-BLACK RACISM POLICY TEMPLATE

- **Policy Brief and Purpose:** _____ (Organization name) is committed to dismantling interpersonal and institutional anti-Black racism. We are committed to identifying, preventing, and removing barriers to employment and opportunities for career advancement for Black professionals as well as creating work environments that are free from racial discrimination and bias. This policy underlines our commitment to ongoing learning to understand the experiences and impact of anti-Black racism in the music industry and in society in general; and the histories of systemic racism and discrimination that results in unequal access for Black, Indigenous, and racialized communities.
- **Scope:** This policy applies to all our employees regardless of employment agreement or rank. Contractors, consultants, interns, volunteers and people conducting business on behalf of _____ (Organization name) are required to follow and commit to this policy.
- **Service:** All employees must include anti-racism and anti-oppression in their work with others both internally (co-workers) and externally (clients, customers etc.). Organizational policies, procedures, and services must adapt to eliminate discrimination and disparities in the delivery of services.
- **Employment and the work environment:** Employees must demonstrate respectful and inclusive behaviours, never behaving or acting in ways which marginalize, isolate, demean, humiliate, and/or subject a person to microaggressions, hostility, and/or to undermine or make it difficult for a person to access opportunities because of their racial identity. These actions will not be tolerated. _____ (Person or department) is responsible for addressing race-based complaints and collecting data for annual reporting about outcomes related to addressing anti-Black racism.
- **Training and professional development:** All employees must complete the mandatory anti-Racism, anti-Black racism, and anti-oppressive educational courses, as required by the leader of the team, or department. The education will be available online (web-based) and/or in-person and will be supplemented with print resources and guidance as required. The education will include:
 - anti-racism (history and colonialism in Canada)
 - anti-Black racism
 - anti-Indigenous racism
 - anti-oppression
 - microaggression and casual (everyday) racism
 - implicit bias (unconscious, stereotypes, assumptions, and roots of our attitudes)
 - intersections of race and identities
 - anti-Black racism in the music industry
 - allyship
- **Disciplinary actions:** Anyone found to have discriminated against or harassed any person because of race will be held accountable. A finding of discrimination and/or harassment based on race will result in disciplinary action, up to and including termination, in

accordance with Code of Conduct policy, _____ (list any other policies ex. Anti-harassment, Equity and inclusion) and the _____ (List province) Human Rights Code ("the Code").