

Surrey Archives Commitment to Anti-Racism

Racism and discrimination in our society impacts many Surrey residents every day. Surrey Archives recognizes that the agency and voices of Black, Indigenous, and People of Colour (BIPOC) have been marginalized in Canadian communities, museums, and archives. Staff at Surrey Archives are listening carefully, and critically examining their own work and actions, and how their future actions can help confront racism.

Western archival institutions are inherently colonial in nature. Their holdings were built from the prioritization of records that document the work of colonial governments and settlers. Surrey's archival collection developed along a similar trajectory and thus predominantly documents the activities of settlers and citizens of European descent. Staff are changing collecting practices to include the voices and experiences of BIPOC communities. Archival materials include photographs, manuscripts, maps, oral histories, various city government records, newspapers, and more. These records inform how Surrey's history is understood, interpreted, and experienced by citizens. It is critical that we ensure the City's archival collection grows to better reflect Surrey's diverse citizens.

Surrey Archives is committed to ensuring Surrey's archival collection grows in an equitable and responsible manner through the following actions:

- Actively seek out new relationships with marginalized communities to understand how the Archives can eliminate barriers to participation. This commitment to listening and understanding may lead to trust, which is the key to maintaining meaningful relationships.
- Prioritize access initiatives (research guides, subject access terms) and the description and digitization of archival materials relevant to marginalized communities.
- Critically assess topics selected and content featured in public programming.
- Review and update all Archives policies and procedures to ensure diversity and inclusion are embedded within them.
- Review and update strategic directions and initiatives to ensure inclusivity.
- Continue ongoing staff training to ensure anti-racism, cultural sensitivity, recognition of biases to ensure inclusivity is integrated in all orientations and training.
- Work with Human Resources to develop strategies to diversify the Archives' staff team.
- Surrey Archives welcomes your input, feedback, and suggestions. Archives staff can be reached at: archives@surrey.ca.